

# Kansas

## GOVERNMENT JOURNAL

VOLUME 102-NUMBER 7

AUGUST - SEPTEMBER 2016

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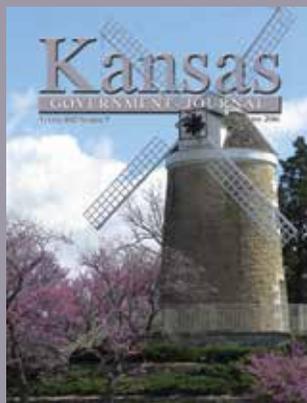
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**Correction** - David Yearout's last name was misspelled in the "Land Bank" article in the July issue of the *Kansas Government Journal*.

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*About the Cover:*

The Dutch Mill is a credit to the town of Wamego. The century-old Mill has become a familiar Kansas Landmark, not only for its beauty, but also for its great heritage.

*Photo provided by Michele Johnson.*

# Kansas

## GOVERNMENT JOURNAL

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## 2016 League Events Calendar

### August

- 16 - Policy Committee: Utilities & Environment; Topeka
- 18 - Policy Committee: Public Officers & Employees; Topeka
- 23 - Policy Committee: Finance & Taxation; Topeka
- 25 - MTI: KOMA/KORA; Shawnee
- 26 - MTI: KOMA/KORA; El Dorado
- 30 - Policy Committee: Legislative Policy; Topeka

### September

- 8 - Planning & Zoning: MTI; Liberal
- 9 - Planning & Zoning: MTI; Manhattan
- 16 - Governing Body Meeting; Pittsburg

## Obituaries

**Steven “Steve” R. Britt** died June 13, 2016. He was 59. Mr. Britt served the City of Solomon for two terms as mayor as well as a city councilmember for two terms. A police officer, Mr. Britt served the cities of Abilene, Solomon and McPherson, and was Sheriff for Dickinson County. Mr. Britt served on the Solomon 9-1-1 Advisory Board and was a member of the Solomon Fire Department for twenty-three years. He is survived by his wife Tana and their families.

**Gladys Mayree Mangus** died July 8, 2016. She was 97. Ms. Mangus served the City of Ottawa for thirteen years both as assistant and then deputy city clerk. She went on to serve the City of Minneapolis as the city clerk for twenty-seven years until her retirement in 1986. A graduate of Fort Hays Teachers College and Kansas Wesleyan College, she was a member of the Kansas State Teachers Association, the City Clerks and Municipal Finance Officers of Kansas, and the International Institute of Municipal Clerks.

**Captain Robert D. “Dave” Melton** was killed in the line of duty on July 19, 2016. He was 46. Dave received his Bachelors of Arts Degree from MidAmerica Nazarene University. Dave served in the Kansas Army National Guard (KSARNG) as an enlisted soldier from 1986 to 1997. He was then commissioned as a 2nd Lieutenant in the KSARNG and served as an officer from 1997 until his retirement in 2012. He served in Iraq with the Field Artillery Brigade and Afghanistan with ADT #3 and was awarded the Bronze Star, Meritorious Service, Army Commendation, Achievement, Iraqi Campaign, Afghanistan Campaign, and NATO Afghanistan Service Medals, and the Combat Action Badge. Dave served with the Wyandotte County Sheriff’s Department from 1990-1999. He joined the Kansas City Police Department in 1999. He was promoted to Sergeant in 2006, the rank of Captain in 2015 and served as Captain in the Bureau of Operations and as a member of their Honor Guard until his death. Dave is survived by family members and loved ones.

# Director's Foreword

by Erik Sartorius



This has been a tough summer. Sadly, too many communities have faced fear and unrest on a level at which they are unaccustomed. Horrific scenes in Florida, Louisiana, Minnesota, Texas, France, and Germany have shown us how thin the line between safety and danger can be. The tragedies quickly put into perspective the trifling items we usually find ourselves complaining about in the summer that we believe make our lives difficult.

Kansas has not escaped the pain of violent incidents involving law enforcement in 2016, with Kansas City facing two tragedies within a matter of months. First, Detective Brad Lancaster was killed in early May when he joined fellow officers responding to a report of a suspicious person. In July, Captain Robert “Dave” Melton was killed when responding to a dispatch involving armed individuals. Both officers are survived by children and other family members.

The Sunday after this most recent tragedy, I attended the Sporting Kansas City soccer game where Capt. Melton was honored. I watched his children process onto the field, accept condolences from members of the team, and participate in a pregame ceremony. I cannot pretend to understand what they must have been thinking in such a surreal setting, surrounded by 15,000 people only days after their father’s death. I do know, however, that throughout that difficult week and in the coming months, that community and all associated with the Unified Government will be there to comfort them.

The response across our state to show support for public safety workers left me enormously proud to be a Kansan. The stories of everyday people taking time to thank officers or bring them food were reported from all across the state. Wichita, where a protest was being planned in response to the killings involving police in other states, instead saw participants and police turn the event into a cookout. The opportunity to sit down and visit with each other, to hear the concerns and fears that both citizens and police carry with them every day, was an unbelievably positive alternative to what could have been a very tense evening.

Primary elections will have just been completed as this issue of the *Kansas Government Journal* reaches you. This time next year, several city officials will have just gone through their first fall primary cycle, while many more will be gearing up for their first November election. If you find yourself in either of those categories,

I encourage you to watch this election cycle with an eye toward next year. Things that may not matter much to you now may be of great interest to you next year. For instance, when are yard signs being placed? What organizations have candidate forums? When does it begin to get dark in the evening? Where should I be if I want to visit with citizens? (Hint: high school football is kind of a big deal and draws a few people.)

One of the purported reasons for moving local elections to the fall was that “more people will want to run for office.” Have you wondered how well that statement is supported by legislative races? In the Kansas Senate this year, four of 40 seats have a single candidate. In the House, 36 seats (of 125) have only a single person running for them. With 17 House seats decided in the primary, that means over 40% of the House of Representatives will be known (barring write-in candidates) long before the November general election. These figures for 2014 House races were quite similar, as well.

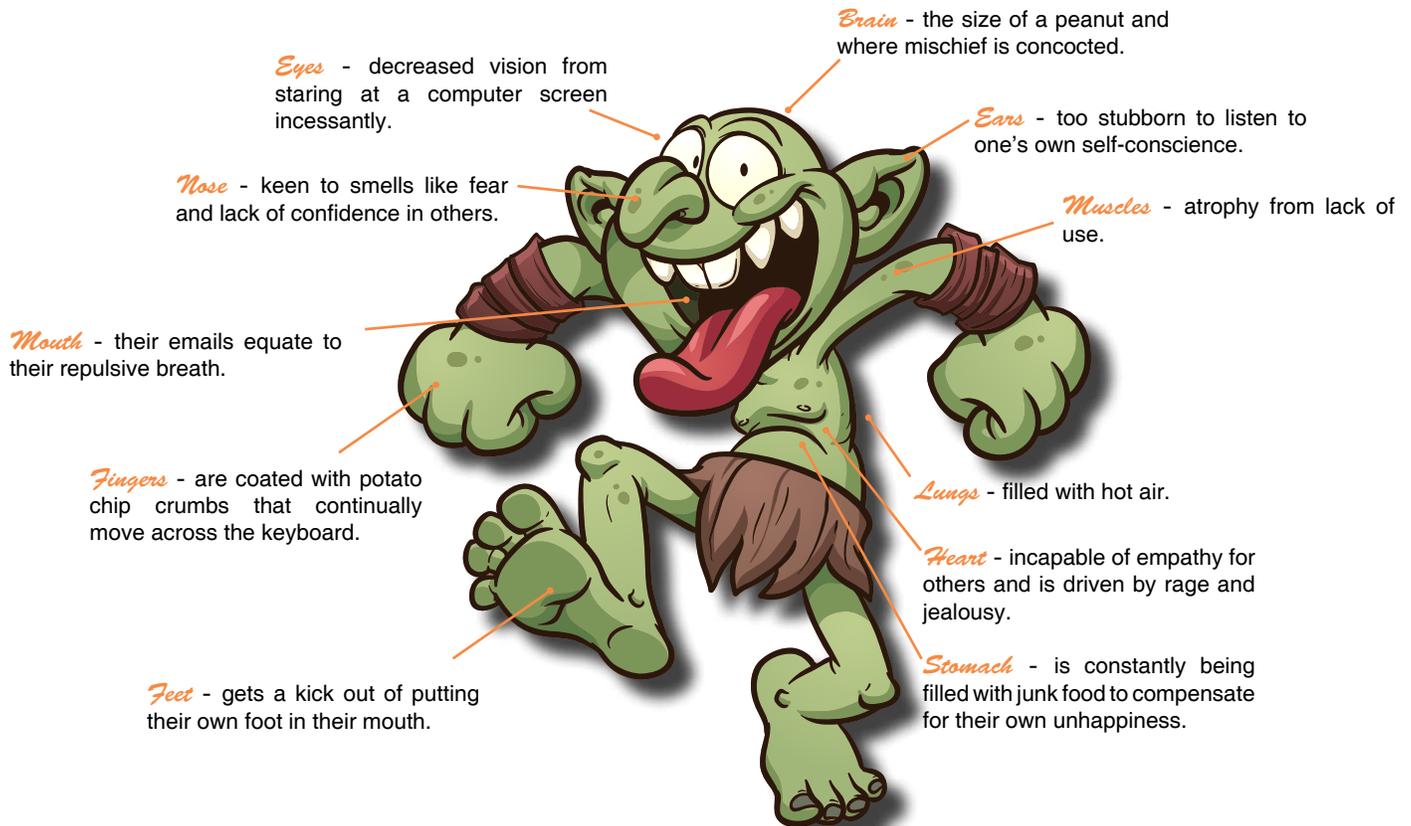
“Winner” may not be the best term to describe the individuals who are awarded seats in the Kansas legislature next year, as they will get to deal with the state’s ongoing budget problems. The latest chapter in the deterioration of the Kansas’s fiscal health was a downgrade in July of the state’s credit rating by Standard & Poor’s Global Ratings. (Another downgrade occurred in 2014, while S&P placed the state on a “negative credit watch” in April.) Only three states have a worse credit rating than Kansas. While we can debate the relative importance of the downgrade, legislators new and old alike will have plenty of challenges facing them come January.

The legislative session already?? I wish I could say I was cagey enough to have this article lead to this moment of me encouraging you to participate in the League’s policy committee meetings this month. However, I have to just chalk it up to luck. Nevertheless, I very much hope to see you in Topeka at one or more of our meeting. We need you to formulate the Statement of Municipal Policy, which guides our efforts in the statehouse. Please go here to learn about the committees and their meeting dates: <https://lkm.site-ym.com/page/PolicyProcess>

As always, please let me know if you have any questions or comments by reaching me at [esartorius@lkm.org](mailto:esartorius@lkm.org) or 785-354-9565.

# Mitigating and Addressing E-Hostility in the Public Sector

by Trevor Gould



## Anatomy of an e-Hostile Troll

**M**isinformation can spread like wildfire across the flammable landscape of the online community. These distorted facts have the potential to permanently damage public perception of your city's quality of services and overall integrity. These flames are often stoked by e-hostility, online exchanges involving factual misrepresentation or unbridled aggressiveness. The Director of Communications & Community Relations for the City of Glendale, Tom Lorenz, has been spearheading an e-hostility mitigation movement seeking to responsibly address misinformation in the online space. A 30-year law enforcement veteran, Lorenz has

developed effective countermeasures and resources dedicated to stopping online distortion in its tracks.

### Addressing Misinformation with Online Platforms

The advent of the Internet has resulted in an era of instantaneous communication where information can be procured and distributed with a single click. Inevitably, distorted facts now have a tendency to run rampant.

Lorenz recognizes the value in utilizing various online platforms to disseminate facts.

"More often than not, local government is wrought with misinformation and dealing with the consequences of not making good, accurate information easily available to the public,"

**"The biggest issue in government is trying to deal with a situation that you weren't prepared for and then you find yourself tending to react,"**



Lorenz explained. “Governments should host a website platform that posts the right information to serve the public and then use social media platforms to push that information to a greater number of people in a short period of time.”

In response to distorted information stemming from campaign messaging in 2012, Lorenz prioritized the creation of a “rumor page,” an online hub dedicated to eliminating misperceptions.

“Our goal is to provide services and information. The rumors page informs, interprets, and provides services,” Lorenz explained. “The website allows users to come to their own conclusions by providing useful resources. Our job is to be transparent and the page helps us accomplish this goal.”

The rumor page proved invaluable in July 2014, when *The Sacramento Bee* inaccurately reported that the City of Glendale had issued a citation to a homeowner for allowing their lawn to go brown, when in actuality, it was the City of Glendora. Since this occurred in the middle of a drought and amidst government leaders actively advocating for water conservation, the negative online reaction was swift on both a local and national level. City phones and emails became inundated with angry messages and online users were up in arms.

To counter this onslaught of misinformation, Lorenz updated the rumor page to shed light on the facts. The page was then widely

disseminated on citywide social media platforms to reach the largest audience possible.

According to Lorenz, their efforts made an immediate impact.

“Within an hour we eliminated the problem as our accurate information reached the target audience swiftly and efficiently,” Lorenz said.

Lorenz believes the instantaneous nature of social media makes it the ideal solution for e-hostility mitigation.

“People don’t seem to get their day-to-day news from newspapers anymore,” Lorenz said. “Rather they are getting information through social media sites. So we wanted to push the information out socially.”

The Glendale rumor page is regularly updated to factually address the latest topical developments. It has also gained traction on the Google PageRank.

Lorenz believes the presence of the rumor page helps Glendale stay ahead of misinformation.

“The biggest issue in government is trying to deal with a situation that you weren’t prepared for and then you find yourself tending to react,” he said. “What we try to do here is eliminate that and try to get ahead of the picture. Much like if you stay ready, you don’t have to get ready.”

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Glendale's rumor page inspired Kansas City, Missouri, officials to launch an investigation regarding misinformation in their community. They uncovered a wealth of distorted facts that prompted the launch of their very own rumor page.

### Dealing with Trolls

In traditional folklore, trolls are vile creatures that reside beneath bridges and antagonize travelers. Nowadays, the term has been popularized to define angry internet commenters who spew hostile rhetoric from behind the relative anonymity of their PC monitors. They are indigenous to the entire online community, and a constant thorn in the side of public information personnel everywhere.

Lorenz has created a methodology for assessing and interacting with negative online posts perpetrated by trolls. It is depicted in two available colorful documents entitled "e-Hostility: Quick Reference Guide to Dealing with Negativity in Social Media" as seen on the following page and "Anatomy of an e-Hostile Troll" which is shown on the first page of this article.

Lorenz noted that not all negative commenters are trolls. Many are simply concerned citizens who will change their tone upon receiving accurate information. Trolls can never be satisfied and are unrelenting in their assaults. It is important to identify them and pick your battles accordingly.

"There are times where people will say things and you have to step back and say, 'There is no reason to go to war with them because people acknowledge and understand who they really are,'" Lorenz said.

### Conclusion

Lorenz encourages local governments to utilize the e-Hostility materials to support their communications efforts or serve as inspiration for their own online interaction guidelines. It is paramount city governments employ online platforms to counter misinformation before it can spread and truly take root.

*Lorenz oversees Public Information, Community Outreach, Graphic Design, Film & Special Event Coordination, and the seven-time Los Angeles Area Emmy Award winning CATV-GTV6.*

 Trevor Gould is the Digital Platform Editor for the City of Glendale, California. He can be reached at [tgould@glendaleca.gov](mailto:tgould@glendaleca.gov) or (818) 548-4844.



# Member Satisfaction Survey

The League is interested in hearing your take on our member programs and services! The League is conducting a member satisfaction survey that will close Friday, August 26th. Responses are anonymous and all members' opinions are invaluable to the direction of the League. To access the survey, please go to: <https://www.surveymonkey.com/r/LeagueSatisfaction>





# e-hostility

Quick Reference Guide to dealing with negativity in social media

## Scan

YES

### POSTING

Is the posting positive, balanced and accurate?  
*REACTION: For every action there is an equal or greater opposite reaction*

NO

### TROLLS

Is the site or poster making a prejudicial attack?

NO

### RAGER

Is the posting raging with hate and profanity?

NO

### MISGUIDED

Are there inaccuracies in the posting?

NO

### UNHAPPY CUSTOMER

Is the posting a result of a negative experience?

## Monitor

Do not respond  
Alert the appropriate staff.

YES

**FIX THE FACTS**  
Do you wish to respond with factual information?

YES

YES

### MITIGATION

Utilize your platforms to post accurate information on the subject. Remember the following tips...

**LET IT STAND**  
No response necessary.

## Evaluate

## Mitigate

**SHARE SUCCESS**  
Is there an opportunity to share a story about the organization?

**UNDERSTANDING THE HOSTILITY:** First seek to understand, then seek to be understood.

**GIVE TIME:** Most posts rarely ever need an immediate response, give it time, think it through.

**CLEAR MIND:** Most inappropriate communication comes from emotions. Have a clear mind and don't respond with the same emotional approach.

**SAY LESS:** Say more with less. Short, concise responses will go a long way.

**BE STRONG:** Keep your shield up and don't let a troll get to you. Eventually everyone will see how ugly they truly are.

**STAY ABOVE IT:** Every response does not need your response. Ultimately the troll will put his/her foot in their mouth.

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# Mobile Integrated Health: An Innovative Approach to Care

by Kristine Martin

**L**ike most communities, the City of Olathe continually looks for better ways to serve its citizens. The Olathe Fire Department has developed an innovative program to help meet the needs of vulnerable people even before they call 9-1-1.

The Mobile Integrated Health (MIH) program deploys firefighter paramedics and a nurse practitioner to medically assess individuals who request or are referred for service, but may not need to visit an emergency room. The MIH team determines needs and resources, and helps connect patients with the appropriate care in the community. Most commonly, MIH patients are underserved residents with no current connection to medical care; frequent 9-1-1 callers; people with chronic diseases; or, elderly or disabled individuals trying to live independently. The program was launched in June of 2014 with two firefighter paramedics working 40 hours per week. In 2015, the team added the nurse practitioner and had 3,000 contacts with people in the community. “We want to avoid seeing these patients when they are critically ill,” said Olathe Fire Chief Jeff DeGraffenreid. “With the MIH program, we have the opportunity to provide appropriate care on the spot or connect them to the care they need and help encourage an ongoing relationship with a health provider.”

In some cases, the nurse practitioner can assess the patient and provide treatment onsite, often in the patient’s home. In other situations, the person may have barriers to keeping appointments (i.e. lack of transportation) or difficulty remaining compliant with important medications. The MIH team can help address those

challenges, too. In addition to strong patient support, the MIH team also provides public education and health screenings at various locations in Olathe. Often they can be found teaching sidewalk CPR, at high school basketball games, or performing blood pressure checks at the Olathe Public Library.

## Understanding the Community’s Needs

In the past, Olathe’s operations were similar to other cities in providing traditional emergency service response to requests for service. Often, this meant sending mismatched resources – a full-size fire truck on a medical call. In Olathe, 76% of all Olathe 9-1-1 calls for fire/EMS service are dispatched for medical reasons. Of those, 24% are considered to be non-emergent. The MIH program aims to reach community members who need to be better connected

“As a governmental organization, it was important for us to collaborate with those organizations already serving our most vulnerable residents.”

to care before they call 9-1-1. This shifts the role of firefighter paramedics from emergency response to a more preventive health approach. The MIH team completed certification in community paramedicine to better support the medical, emotional, social, and practical needs of those who request or are referred for service.

To better understand the needs of Olathe citizens, fire department personnel participated in community health assessments conducted by the local hospital and the county health department. These assessments helped focus the MIH program on the unmet needs of some of Olathe’s most vulnerable community members.

Early in the program’s development, a grant from the REACH Healthcare Foundation supported work to assess the expectations of other community service agencies for the MIH program and developed a logic model that helped refine expected outcomes and long-term goals for the program. Program goals include:

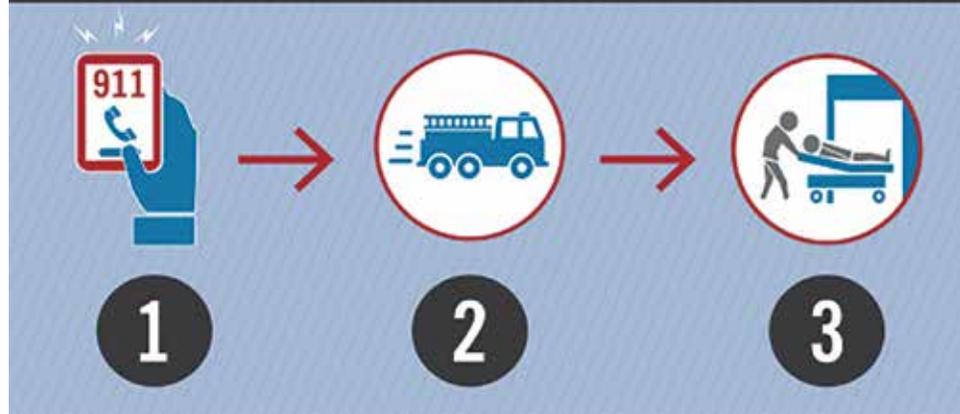
1. Residents’ ability to manage their health is improved
  - a. Better health literacy (know what to do and where to go)
  - b. Wider support network
  - c. More active relationship with doctor or health provider
2. More appropriate use of 9-1-1
  - a. Fewer non-emergency calls/repeat cases
  - b. Fewer unnecessary ER visits
3. Cost savings
  - a. Resources better matched to problem (MIH unit vs. fire truck; clinic vs. ER)

“While not the program’s primary purpose, there is clearly a financial savings from sending a smaller vehicle and crew on MIH visits,” Chief DeGraffenreid noted. “If these patients are not helped through the MIH program, they will eventually call 9-1-1. We will go on these calls one way or another.”

### Building the Right Solution

Community paramedicine programs are emerging in areas all over the country as local communities identify ways to improve service delivery and support underserved members. The Health Research Services Administration has supported several pilot programs to

## TYPICAL RESPONSE



## MIH RESPONSE



help identify best practices as more and more jurisdictions move from the traditional emergency medical services (EMS) model to one with an expanded role in the community. Figuring out how to design Olathe’s program to meet the needs of the community was the next step. Olathe’s MIH program is unique in that it is led by the fire department and has partnered with a Federally-Qualified Health Center (FQHC) to not only provide care to our most vulnerable community members care where they are, but also connect them to a medical home.

Olathe’s innovation is the “I” in MIH – integrated. Leveraging strong relationships, the fire department now has more options to help a patient than a trip to the ER. Teaming up with the Health Partnership Clinic (the only FQHC in Olathe), the MIH team can provide direct care, schedule same-day appointments, and plan for chronic disease follow-up care. With shared access to health information, the team coordinates access to the right care at the right time – even helping with transportation and social support needs.

Olathe Medical Center has been a strong supporter of the program since its inception. Another key relationship for the MIH program has been the Olathe Public Schools. Working with school nurses, the

district's homeless coordinator, and the Parents as Teachers program has helped identify families in need of medical care and consider the best ways to help them. The MIH team currently follows up on all 9-1-1 calls at schools to determine if the MIH program could be helpful to those patients or to school staff. The fire department also developed a memorandum of understanding with Johnson County Mental Health to provide training for both agencies and to work together to determine the most effective way to help patients who have behavioral health needs.

The MIH program team also networks with social service providers to find opportunities to engage people in the community who may benefit from MIH support. For example, the MIH team is at a Catholic Charities service center twice a month to conduct health assessments for anyone who may have an issue requiring medical care. Patients without regular medical care are then referred to the Health Partnership Clinic for follow-up. The MIH program's nurse practitioner sees patients at the Health Partnership Clinic weekly to provide greater care continuity.

"Olathe is a community that cares about its people," said Assistant City Manager Susan Sherman. "As a governmental organization, it was important for us to collaborate with those organizations already serving our most vulnerable residents. The city has found a way to contribute to this support network for our residents through the MIH program."

The hard work to deliberately develop a program to integrate into the existing community health network has paid off. Olathe's MIH program recently received national recognition with the 2016 Thomas H. Muehlenbeck Award for Excellence in Local Government by the Alliance for Innovation. Additionally, the program was honored in Washington, D.C., in May with the 2016 Congressional Fire Service Institute/Masimo Excellence in Fire Service-Based EMS Award.

### Implementation Challenges

In sharing information about the development of the MIH program with other local governments, it seems important to address some challenges the fire department faced along the way. First, the fire department had to confirm this type of community health work was in the scope of practice legally allowed under state law for paramedics. An opinion by the attorney for the State Board of EMS confirmed that paramedics could perform work in non-emergency settings. This gave the fire department confidence that the MIH program could be implemented as designed in Olathe.

At the same time, the fire department worked to secure funding for the program. Two firefighter paramedic positions were added to the department's budget from the general fund. The vehicles for the program were repurposed from battalion chiefs' vehicles that were due to be replaced.

Another challenge was determining the appropriate measures for success and developing the tools to track data related to



An advertisement for CTS Group. The top left features the CTS Group logo, which consists of a stylized green and blue building icon next to the text 'CTS GROUP'. To the right of the logo is the tagline 'Green by design.' in green. Below the logo and tagline is the heading 'Turnkey Solutions for Energy Efficiency' in green. Underneath this heading is a list of five bullet points, each starting with a green slash: 'Engineered solutions improve energy and operational efficiency', 'Projects designed to maximize economic and environmental impact', 'Provide safe, comfortable and productive environments', 'Custom approach to fit specific client needs with lowest life-cycle cost', and 'Guaranteed price, savings and performance'. At the bottom of the advertisement is the text 'Stop by our Booth at the Annual Conference' in green. Below this is the company name 'CTS Group: Turnkey Engineering and Construction Services for Sustainable Energy' in a smaller font. On the left side of the advertisement, there is a vertical blue bar containing the phone number '636.230.0843' and the website 'ctsgroup.com' in white text.

these measures. The fire department continues to develop the documentation and processes needed to capture key data to be able to demonstrate the program's success in meeting short-term and long-term goals.

Lastly, the MIH leadership team identified the need to "tell the story" of the MIH program to community groups, social service agencies, elected officials, and others. Modest grant funds were used to develop a one-page infographic to help explain the program, its mission, and how it differs from a fire department's traditional response system. This tool has become invaluable in communicating with various audiences about the program in an easily understandable way. A link leading the reader to the infographic is provided at the end of this article.

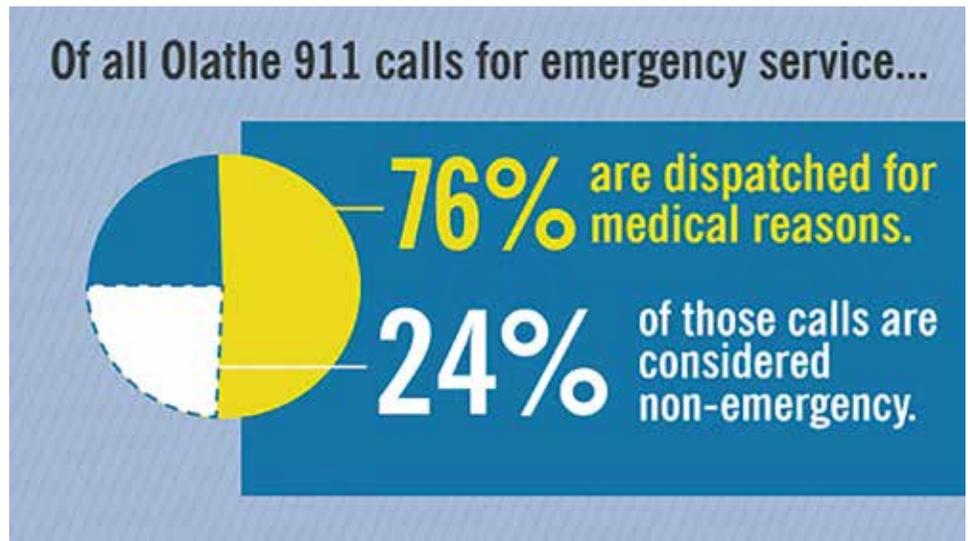
### Looking Ahead

The MIH program will continue to grow in the years ahead. Sustainability for the program will become a primary focus. In Olathe, the MIH program's funding comes from the city's general fund and is not reliant on grant funds or special revenue. The city has a history of sustaining innovative programs that support its citizens. For example, a program that partnered a mental-health clinician with a police officer to provide assessments and initial case management in the field began with a grant, but was recognized as an essential service and continued with support from the general

fund. Additionally, the Health Partnership Clinic is exploring ways to sustain the program through a model that may allow billing for some services performed in the field. Fire department leadership will monitor similar programs throughout the country as sustainment models evolve in the coming years to help position Olathe's program for long-term sustainability and continued success.

*More information about the MIH program, infographics, and other Olathe Fire Department initiatives can be found at <http://www.olatheks.org/Fire/KeyDocuments>.*

 *Kristine Martin is the Fire Analyst for the Olathe Fire Department. She can be reached at [kmmartin@olatheks.org](mailto:kmmartin@olatheks.org) or (913) 971-7948.*



## Salary Survey

In mid-August the League will be conducting its bi-annual personnel practices, salaries and fringe benefits survey. This survey's results are invaluable for cities as they go about the process of determining fair wages, personnel practices, and benefits offered. Members who participate in the survey will receive a copy of all data and a final report free of charge following closure of the survey in late October. Your participation is vital to the effectiveness of this resource. Thank you for your participation in advance! To access the survey in mid-August, please go to: <https://www.surveymonkey.com/r/leaguesalarysurvey>

# The Business Case for Breastfeeding

## STEPS FOR CREATING A BREASTFEEDING FRIENDLY WORKSITE

by Brenda Bandy

Cities in Kansas seek ways to save money, increase employee retention, and attract quality employees. Many look for novel programs to improve employee health and lower absenteeism. The Patient Protection and Affordable Care Act requires employers subject to the Fair Labor Standards Act (FLSA) to provide break time for an employee to express breast milk for a year after her child's birth. In Kansas, more than 75% of all new mothers choose to breastfeed. A commonly misunderstood aspect of the federal law regards employers with fewer than 50 employees. All employers covered by the FLSA, regardless of the size of their business, are required to comply with the federal "Break Time for Nursing Mothers" law. Having a policy and program in place to support breastfeeding employees is a way to contribute to these goals noted above and more.

Companies that have implemented lactation support programs have found a return on investment of 2 to 1 and higher from:

- Lower health care costs;
- Higher retention rates (companies that support breastfeeding employees experience a retention rate of greater than 90 percent vs. the national average of 59%);
- Lower absenteeism (One-day absences occur twice as often for employees who do not breastfeed); and
- Increasing family-friendly benefits (contributes toward greater job satisfaction and company loyalty).

In addition to improving a city's bottom line, the Wage and Hour

Division's (WHD) "Break Time for Nursing Mothers" law requires employers to provide reasonable break time and a private space for breastfeeding employees to express milk during the work day.<sup>1</sup> Meeting these requirements can be very simple.

Space can be created in most city buildings. A room does not need to be set aside for this use. The creative use of existing spaces or offices is often the solution. A "Do Not Disturb" door hanger makes any room a lactation room. For more solutions regarding time and space, visit "Supporting Nursing Mothers at Work: Employer Solutions."<sup>2</sup>

The cities of Derby, El Dorado, and Lawrence have received the "Breastfeeding Employee Support Award" from the Kansas Breastfeeding Coalition recognizing their high level of support.<sup>3</sup> All cities are encouraged to apply for this prestigious award which includes a certificate and press release in addition to being listed among the growing list of award-winning employers in Kansas.

Suzie Hinman, Director of Human Resources for the City of El Dorado, describes why El Dorado supports their breastfeeding employees.

"We pride ourselves on recruiting and retaining the highest quality employees. This requires an investment in the whole person because work and home life impact decisions being made for our entire community. It is this whole life commitment that led to adoption of formal and informal policies to support our growing family."

According to Ms. Hinman, "Formal breastfeeding policies were some of the easiest decisions to make. We support parents attending sporting events and school activities, how could we defend not



The City of Derby's lactation room. Photo submitted by Brenda Bandy.

supporting a new mom's desire to provide for her child's most basic need, to eat? Rooms were designated at each location in the City to accommodate new mothers who needed privacy to nurse or pump. Working mothers are encouraged to bring their child to work with them during the first six months of life and continue to pump or nurse on our premises for the first year and beyond as needed."

"Productivity improves, work environments are more relaxed, and our employees have the opportunity to manage their work-life balance. Life is too short to create policies for every moment and we would much rather embrace our employees triumphs than limit their ability to thrive. The City of El Dorado would strongly encourage other municipalities to find whole life programs that work for your staff and embrace them fully. Your retention rates will thank you."

Jenny Turner, Director of Human Resources for the City of Derby, stated, "The City of Derby proactively works to be an employer of choice and recognizes that supporting breastfeeding mothers is not only required by law but also instrumental in helping breastfeeding mothers balance their work/life demands. Since 2014, we've had a procedure in place that provides supervisors and employees information on the support we provide to breastfeeding mothers. We designated space for breastfeeding mothers to ensure a supportive environment and provided flexibility in work schedules for our employees who are breastfeeding. We currently have private rooms set up at city hall and at our police and courts building for

breastfeeding mothers. Each room is equipped with a comfortable chair, side table, mini-refrigerator and a breast pump, so there is no hauling of equipment required. We've received positive feedback from our breastfeeding mothers who often return to work more quickly due to the flexibility and support they receive."

Providing support for breastfeeding employees is win-win for everyone and can be quite simple. Adopting a written policy is the first step. A sample policy is available on the Kansas Business Case for Breastfeeding website. Contact Brenda Bandy, for assistance in implementing a workplace lactation support policy.

The Business Case for Breastfeeding will be an exhibitor at the League of Kansas Municipalities annual conference Oct. 9-10 in Overland Park. Stop by the booth with your questions.

 Brenda Bandy is the Program Director for the Kansas Breastfeeding Coalition. She can be reached at [bandy@kansasbusinesscase.com](mailto:bandy@kansasbusinesscase.com) or (785) 477-4666.

#### Sources

1. Break Time for Nursing Mothers – Wage and Hour Division (WHD) – U.S. Department of Labor <https://www.dol.gov/whd/nursingmothers/>
2. Supporting Nursing Moms at Work: Employer Solutions <http://www.womenshealth.gov/breastfeeding/employer-solutions/>
3. The Business Case for Breast Feeding [http://www.kansasbusinesscase.com/for\\_employers/employer\\_awards](http://www.kansasbusinesscase.com/for_employers/employer_awards)



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# 2016 League Candidate Questionnaire

**41%**

of all state house and senate candidates responded to the League's questionnaire



**62%**

were challengers

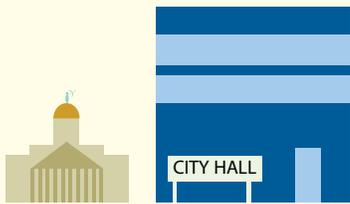
**20%**

were incumbents

**18%**

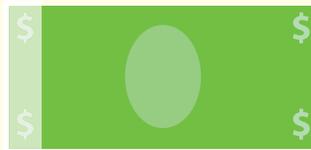
were running in districts with open seats

## Here's how they responded:



**97%**

of candidates support the principal of local control and oppose state preemption of local control



**85%**

of candidates support a cities ability to set a budget without state restrictions



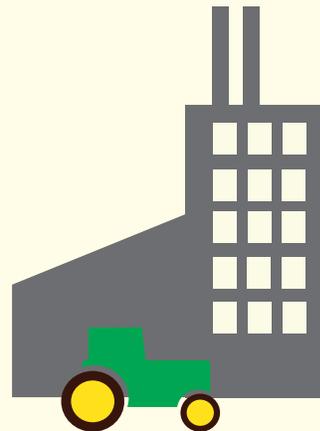
**83%**

of candidates oppose the imposition of unfunded mandates on local government



**95%**

of candidates believe that cities should have the ability to participate in the legislative process

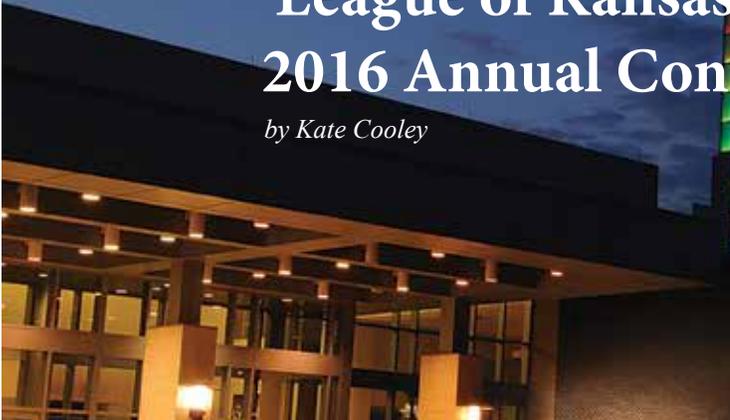


**67%**

of candidates oppose further eliminating the tax base through exemptions to private industries

# League of Kansas Municipalities 2016 Annual Conference Preview

by Kate Cooley



## Creating a Champion



**Overland Park Convention Center &  
Sheraton Overland Park Hotel; October 8 - 10**

**J**oin city officials from across the state at the League's largest training event of the year. Meet, mingle, and network with hundreds of elected officials and staff, and choose from more than a dozen breakout sessions, informational roundtables, and other opportunities to learn valuable information to take back to your community.

### **SATURDAY, OCTOBER 8**

Saturday's schedule is full of pre-conference workshop options. For an additional fee, attendees may register for one of the Municipal Training Institute offerings and earn credit hours toward completion of your applicable level. The Municipal Training Institute is our continuing education program designed for and open to both elected and appointed city officials. The purpose of the Institute is to provide an interactive curriculum of specialized instruction to develop the

knowledge and enhance the leadership abilities of those who serve the cities of Kansas. Be sure to select one of the following upon registering online: KOMA/KORA, Personnel Management, or Emergency Planning. In addition, we are pleased to be partnering with Kansas Municipal Utilities and Wichita State's Environmental Finance Center to present their KanCap Workshop. This workshop will include information on increasing the technical, financial, and managerial capacity of your city's water system. The KanCap workshop is free to attend and counts toward an MTI credit, but please register early as seating is limited.

Saturday attendees may also participate in our Legislative Policy Committee meeting, and attend an informal "New Attendee Orientation" to gain an overview of the conference to receive tips on how to get the most out of your conference experience!

### **SUNDAY, OCTOBER 9**

Sunday morning kicks off with another opportunity to attend the "New Attendee Orientation" workshop before heading to the Opening General Session – now at an earlier time!

Our opening general session features Frank White, Jackson County Executive and Royals Hall of Famer. You will hear leadership lessons from Mr. White and his experience not only as a Champion Royal, but also his experience as a local government official. One of the most popular players to ever wear the Royals blue, White was inducted into the Royals Hall of Fame in 1994 and his jersey, No. 20, has been retired. In November of 2014, White was elected 1<sup>st</sup> District At-Large Jackson County Legislator, chaired the Land Use Committee, and served on three other committees:

Budget, Public Works, and Health & Environment. In January his fellow Legislators voted to appoint him County Executive.

Following the keynote, attendees will parade into the trade show hall for lunch to network with vendors. Nearly 100 companies will be showcasing their latest products and services. Sunday will also feature the popular Municipal Practice Roundtables, where attendees can choose from a number of discussions including *Welcoming Tiny Homes to Your City*, *Changes to Wireless Telecom Siting Laws*, *Records Management*, and more. Following a session of concurrent workshops, attendees will return to the trade show floor for the Host City Social Event later that afternoon.

The League Social Event will feature The Capitol Steps. The Capitol Steps began as a group of Senate staffers who set out to satirize the very people and places that employed them. Enjoy a buffet dinner and drinks before the troupe takes the stage.

**MONDAY, OCTOBER 10**

Start Monday morning by enjoying breakfast with fellow city officials at our Affiliate Breakfasts. Rooms will be divided by title/positions, to allow you time to network with peers and share ideas.

Monday morning is lined up with a number of educational opportunities, including workshop sessions, and two separate hour blocks to attend vendor led-solution sessions in trade show hall and an additional opportunity to visit with vendors.

The Public Service Awards Luncheon will celebrate those who have achieved 40 or more years of service to their city. Immediately following lunch will be the final set of concurrent workshops. Then, the closing general session will include the League business meeting, where delegates vote on policy resolutions to be implemented in the coming year.

Once again, the League is excited to feature a mobile conference APP. Information on how to download and use this feature will be available to all registered attendees a few weeks prior to the conference. As always, League staff will be available at the registration area throughout the entire conference to answer questions you might have about our brand new website and online community!

We look forward to seeing you in Overland Park! Be sure to register by September 23 and avoid the late fee. Registration and up-to-date conference information can be found at <http://www.lkm.org/page/AnnualConference>.

 *Kate Cooley is the Conference and Marketing Coordinator for the League of Kansas Municipalities. She can be reached at [kcooley@lkm.org](mailto:kcooley@lkm.org) or (785) 354-9565.*



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# Adopt-A-Hydrant Program

by Tristin Terhune

The City of Bel Aire owns roughly 396 fire hydrants within its city limits. The fire hydrants are maintained by the city's public works department. In 2015, as an effort to reduce staff time and improve the looks of the fire hydrants and engage citizens, city staff created the "Adopt-A-Hydrant" program. The City Council unanimously supported the initiative and approved the Adopt-A-Hydrant program in March of that year.

The Adopt-A-Hydrant program encourages property owners, families, individuals, and organizations to take on the responsibilities associated with adopting a hydrant. Those responsibilities include maintaining a four-foot radius around the hydrant cleared of weeds, snow, and any debris as well as painting the hydrant annually or as needed. Red and silver paint and brushes are provided by the city. A creative and fun twist to the Bel Aire program allows adopting owners to choose a theme but, if they use colors other than red or silver, the adopting owner must provide the paint. The design must also be approved by the city and fire department prior to painting.

The program had a slow start with 2 or 3 hydrants adopted. Then social media caught on, creating a boom. Residents took notice of the creative hydrants and instantly started thinking of ideas for their own hydrants such as; Mike Wazowski from "Monsters Inc.," an American flag, Batman, several Dalmatians, a Minion, a

hula girl and Wichita State University's mascot, WuShock.

Currently, 29 hydrants have been adopted with new applications coming in daily. Students have adopted hydrants as a creative way to fulfill their community service requirements. Families have joined as a community engagement project and clubs and organizations have jumped on board adopting hydrants, as well.

Feedback on the program has been great from both citizens and visitors. The program has been featured in articles by local newspapers as well as TV news stations. The city also received recognition from KaBOOM!, a national non-profit organization dedicated to seeing that all kids get a childhood filled with play. KaBOOM! commented, "This is such a fun example to create play everywhere! Thank you for continuing to increase #playability in Bel Aire!" Bel Aire prides ourselves on being a Playful City USA community for the third consecutive year and continues to look for ways to keep our community engaged, attractive, creative and a place our citizens love.

There remain plenty of hydrants to be adopted and we hope to continue seeing the community come up with new ideas for hydrants still needing adoption.

 Tristin Terhune is the Community Development Specialist for the City of Bel Aire. She can be reached at [tterhune@belaireks.gov](mailto:tterhune@belaireks.gov) or (316) 744-2451.



Photos submitted by Tristin Terhune.

# Legal Forum

by Eric Smith

## Legislative Changes to Concealed Carry Statutes

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This year's legislative session resulted in several changes to the personal and family protection act, K.S.A. 2015 Supp. 75-7c01 et seq.<sup>1</sup> This article will address the effects of the amendments to K.S.A. 2015 Supp. 75-7c10 and 75-7c20 on municipal governments.

### Public Employees

Before discussing the current ability of employees to carry a concealed handgun, I want to remind those reading this that Kansas no longer requires a license to carry a concealed handgun. After the changes made in 2015,<sup>2</sup> most individuals over the age of 21 can lawfully carry a concealed handgun. When I use the term "employee" in this article, the assumption is an employee is one who is 21 years of age or older and who is not prohibited by state or federal law from the possession of a firearm.

The most immediate change municipal governments need to address concerns the regulation of a public employee's right to carry a concealed handgun. Prior to July 1, 2016, a city was specifically permitted by statute<sup>3</sup> to regulate how, or if, public employees could carry a concealed handgun while performing job duties. K.S.A. 75-7c10(e) now contains specific language prohibiting a public employer from restricting or prohibiting an employee from carrying a concealed handgun while working, including while in a city-owned vehicle. If your city's personnel policy has a prohibition against employees carrying a concealed handgun while working outside of a public building, that clause needs to be removed.

A city can still prohibit an employee from the open carry of firearms, but concealed carry must be permitted in most situations.<sup>4</sup> If a public building has adequate security measures at all public entrances, a city may prohibit concealed carry by employees when they are in the building. Employees can also be prohibited from concealed carry in a public building if the proper exemption is in place and the building has the proper signs posted.

Several member cities have contacted the League with concerns about how to address the issue of employees carrying a concealed handgun. A document with some suggestions and guidance is available on the League website. Go to the "Services" tab, then select "Legal," and then "Related Information."

### Public Buildings

Additionally, a city may also prohibit individuals from carrying a concealed handgun into a portion of a building without prohibiting concealed carry in the whole building. K.S.A. 75-7c20 has been amended to create what the statute calls "public areas" as opposed to the prior statute which only considered the entire public building. A governing body can now establish a public area within a public building and, if adequate security measures along with proper signage is placed outside of the public area, then concealed carry can be prohibited in that public area. This will allow a city to prohibit the carrying of concealed handguns into a specific portion of a public building without having to provide adequate security measures at all public entrances.

The amendment also makes clear that the establishment of a public area prohibiting concealed carry does not have to be permanent.

A city could remove the signs and the adequate security measures from the public area at times it is felt the prohibition is not desired. For example, a city may desire to prohibit concealed carry into city council meetings. By requiring everyone who enters the meeting room to go through a security check point outside of the meeting room, the city would be allowed to prohibit concealed carry into the meeting room. To meet the adequate security requirements, the security check point would have to consist of an armed<sup>5</sup> officer with a metal detecting wand<sup>6</sup> located outside of the public entrance to the council meeting room and proper signs would also need to be visible. At other times, the meeting room could be used and concealed carry could be allowed into the room by not having the security check point and removing the signs prohibiting concealed carry.

For public buildings that have established adequate security measures and have restricted access entrances used by employees there is a change, as well. If a city wished to prohibit concealed carry within the building, prior law only allowed employees to use the restricted access entrances and all others entering a public building had to go through the public entrances with adequate security measures. K.S.A. 75-7c20 has been amended so that governing bodies now have the ability to authorize the use of restricted access entrances by non-employees.

The governing body is required to establish criteria for determining who will be authorized to enter by a secured employee entrance. The criteria can include that the individual submit to a state and national criminal history records check and the individual can be required to pay for the cost associated with the background check. The criteria cannot require that an individual with a state of Kansas concealed carry license submit to a state and national criminal history records check. The governing body would then provide identification cards authorizing the individual to enter the public building using a restricted access entrance.

The individual must provide an affidavit acknowledging that firearms and weapons in the future may be prohibited from being brought into the public building and that they understand the authorization could be revoked if they violate any prohibitions. There is also language establishing that the authorization to enter through a restricted access entrance does not permit the individual to carry a concealed weapon into a public building providing adequate security measures.

 Eric Smith is Deputy General Counsel for the League of Kansas Municipalities. He may be contacted at [esmith@lkm.org](mailto:esmith@lkm.org) or (785) 354-9565.

### Sources

1. HB 2502 is a conference committee bill that combined all firearm related bills.
2. L. 2015, ch. 16, § 3.
3. K.S.A. 2015 Supp. 75-7c10(b).
4. The employee must be "legally qualified" to possess a handgun.
5. Armed personnel is a new requirement. HB 2502 Section 6 amendment of K.S.A. 2015 Supp. 75-7c20(m)(1).
6. Or other equipment used to ensure weapons are not permitted into the public area.

# Best Practices

by Anna Keena

## Complying with Title II of the Americans with Disabilities Act

The Americans with Disabilities Act (ADA) was written to prohibit discrimination on the basis of a disability.<sup>1</sup> There are five titles within the law; Title II ensures equal opportunity for individuals with disabilities with respect to access to services, programs, and activities provided by state and local government entities.<sup>2</sup>

### ADA Compliance

Compliance with the ADA is required of all public organizations. Those that employ 50 employees (this includes all part-time and full-time employees) must designate an employee to coordinate ADA compliance for their organization. The ADA coordinator is responsible for ensuring the city complies with the responsibilities of Title II by investigating complaints, as well as auditing the city's programs, policies, activities, services, and facilities for ADA compliance.

As a best practice, every city should designate at least one employee to acquire a working knowledge of the ADA. Doing so will help cities support employees and citizens with disabilities.

Every city is required to post some form of the U.S. Department of Justice's (DOJ) model "Notice Under the Americans with Disabilities Act." If your city has an ADA coordinator, be sure to include the contact information for that individual. When creating the notice, it should be comprehensive, and posted in a manner so all members of the public can access it. For example, Mrs. Smith, a blind person who uses a service animal, wishes to participate equally in your local government meetings. She, and others who may attend your meetings, needs to be able to access both your meeting notice, and the ADA notice, so that they are informed that a reasonable modification may be made to allow service animals into your meetings. In this example, you should consider providing both to a public notice board and/or on your website where a caregiver, or perhaps Mrs. Smith, may access via text-to-speech software.

The model notice provided by the ADA requires that cities make *reasonable* modifications. The ADA does not require cities to shoulder unanticipated financial or administrative burden for certain modifications. Title II only requires cities to make such reasonable modifications necessary to avoid discrimination on the basis of disability. A city may deny a modification if the city can prove the modification would fundamentally alter the service, program, or activity.

### Grievance Procedures

The ADA requires cities with 50 or more employees to adopt and provide grievance procedures for any complaints of discrimination that may arise due to exclusion related to disability for any program, service, or activity. The DOJ provides a model grievance procedure to help with this process.

An important point to note is the DOJ clearly states the city's personnel policy governs employment-related complaints of disability discrimination. Be sure to verify that your current

personnel policy and procedures are compliant with this law. If your policies are out-of-date, the League provides an additional fee service to help bring your city's personnel policies and procedures into compliance. Please visit the League's website for additional information.<sup>3</sup>

The law does not require ADA complaints be filed with the city. Persons, who feel they have been discriminated by an entity covered by Title II, may file a complaint with the DOJ's Disability Rights Section.<sup>4</sup> Regardless of where they are filed, the law requires complaints be submitted in writing. The DOJ provides a Discrimination Complaint Form on their website for this purpose. The model provided by the DOJ establishes a specific timeline for complaint resolution. Be sure to familiarize yourself with this timeline and, if you have received a complaint, provide a best way to share this with the complainant.

The recommended records retention for ADA complaints is at least three years. A city may keep the record as needed based on the complaint and subsequent resolution.

### Tools for Success

Compliance can become overwhelming – especially for small organizations. The Civil Rights Division of the DOJ provides a *Best Practices Tool Kit for State and Local Governments* (Tool Kit).<sup>5</sup> The Tool Kit can help cities meet the requirements of Title II of the ADA. This Tool Kit can be useful to identify concerns that may prevent those with disabilities from gaining equal access to city programs, services, activities, and facilities

The Tool Kit provides information that may also help your city recognize barriers to the disabled such as: access to city buildings, sidewalks, facility use, website access, and emergency management procedures. Cities are not required to use the Tool Kit; however, you are required to effectively comply with the requirements of the ADA.

I'm happy to provide you with this month's Best Practices. If you have a topic for which you would like to see "best practice" presented, please contact me at (785)354-9565.

 Anna Keena is the Member Services Manager for the League of Kansas Municipalities. She can be reached at [akeena@lkm.org](mailto:akeena@lkm.org) or (785) 354-9565.

### Sources

1. Americans with Disabilities Act of 1990, Pub. L. No. 101-336, § 2, 104 Stat. 328 (1991).
2. Department of Justice Nondiscrimination on the Basis of State and Local Government Services Regulations, 28 C.F.R. pt. 35, § 35.107(a). See [www.ada.gov/reg2.htm](http://www.ada.gov/reg2.htm) for the complete text of the Department of Justice's Title II regulation
3. Personnel Policies – League of Kansas Municipalities <https://lkm.site-ym.com/page/personnelpolicies>
4. Title II Complaint Form <https://www.ada.gov/t2cmpfrm.htm>
5. ADA Best Practices Tool Kit for State and Local Governments <http://www.ada.gov/peatookit/toolkitmain.htm>

# Kansas Sister Cities

## Baldwin City and Sister City Riviersonderend, South Africa

Our partnership did not start out as a “Sister City.” It simply grew to become one by putting down very deep roots over a period of years, “Kansas style.” For over ten years I travelled back and forth to Riviersonderend (RSE), a beautiful river valley in a rural area located two hours from Cape Town, South Africa.

I was drawn to South Africa by the AIDS orphan crisis. Once there, very quickly, I discovered that I had NO IDEA how to respond to millions of orphaned and vulnerable children. The areas with greatest need were the informal settlements surrounding Cape Town, but those areas can be hostile to white American visitors. The lead agency we were connected with in Cape Town steered us to a project in RSE. I loved the small town venue surrounded by farmland. It was really a great deal like Baldwin City. I fell in love with the peaceful mountain range surrounding the town and with the people in RSE, as well. It felt much safer for me and the young people who would travel there with me. The contrast was like volunteering in inner city America versus a small rural town; quieter, with less violence and crime. Over time, the similarities between Baldwin and RSE became more obvious to me, and the idea of twinning the two made sense. It took two years of conversations until both mayors signed an official Memorandum of Understanding, but we got it done.

Our ways of connecting are simple and focus on cross-cultural exchanges. I visit classrooms in Baldwin City schools and speak with the students about RSE, who then embark on making items that I can carry over to the same age group in RSE. Then I visit the classrooms there and deliver the items from our students. The teachers in RSE work with their students who return cards, letters, and simple items for the Baldwin City students.

Each city has active quilting groups and the women have exchanged ideas and quilting items. Quilter’s Paradise in Baldwin City has done machine quilting for quilts made in RSE that we have raffled. The funds raised go to a Youth Education Fund which assists youth to go on to universities. While the students in RSE have opportunity for government scholarships, their families do not have the funds for registration fees, books, and transportation to the school. At present, the Baldwin City Sister City Team provides assistance for 13 students to attend major universities, a first for this small town.

Each year the organization teams two American older teens with South African youth to lead camps that we provide for teens. In July, two youth from RSE visited Baldwin City. They will step



*Robin Goff, John Jacobs and two teens receiving instruments from Dr. Harold Frye of Baker University. Photo submitted by Robin Goff.*

into leadership of the next camp in January 2017. It was such fun to show them Baker University and Baldwin City. This experience will make lasting changes in their lives that will spread out to touch countless people in RSE. As the town recovers from the apartheid system, which ended only 22 years ago, any experience that assists young people to grow in self-confidence can make a huge impact.

While the children were shy when we first began this venture, they now hold their heads high and have big dreams for the future. There they are called the “born frees” as the first post-apartheid generation. Who knows what they will do? They show great talents when given the opportunity to explore music and art, things that do not exist in their curriculum at school. A Baker professor has donated used instruments and we have dreams of a band forming in RSE. These may be simple steps, but the impact could ripple out. I have great hopes for these emerging leaders and all that they can bring to the world.

A grassroots Sister City may seem small as compared with larger cities, but it is a fit for our community. We are just getting started in the realm of cultural and educational exchanges and we will see where this will lead. Our Sister City Team has wonderful ideas and we are inspired to keep growing the projects. Any steps we take to bring us closer to people in other places helps to create a more caring human family. We need that now to fuel hope and trust in an ever-changing world.

 *Robin Goff is the Founder of The Light Center, a small retreat center on 35 acres in the woods just west of Baldwin City. She can be reached at [info@lightcenter.info](mailto:info@lightcenter.info).*

# KANSAS GOVERN

## Kansas City

### Amazon to Open New Fulfillment Center in Kansas City, Kansas

Amazon.com, Inc. announced it will open a new fulfillment center in Kansas City, Kansas. The new facility is the second large-sized fulfillment center Amazon has announced within a span of four months. It will create over 1,000 full-time roles. In addition to the new fulfillment center in Wyandotte County and the upcoming facility in Edgerton, Amazon has existing Kansas facilities in Lenexa.

“Strategically located in the middle of the country, Kansas is an ideal home for businesses looking for a skilled workforce and pro-growth environment,” said Kansas Governor Sam Brownback. “The state is dedicated to attracting companies and helping them grow and create jobs. I am proud that Amazon has chosen to once again expand its footprint in the state and am confident this continued partnership will benefit all Kansans.”

For more information, visit <http://tinyurl.com/hj8dy9g>

## Riley

### Riley City Treasurer Retires After Seven Decades

“(This is my) retirement from City Treasurer, which I have been since 1948. It was a long time coming,” said Mary Jane.

To honor her seven decades of service to the town, family and friends gathered at City Hall for a retirement party.

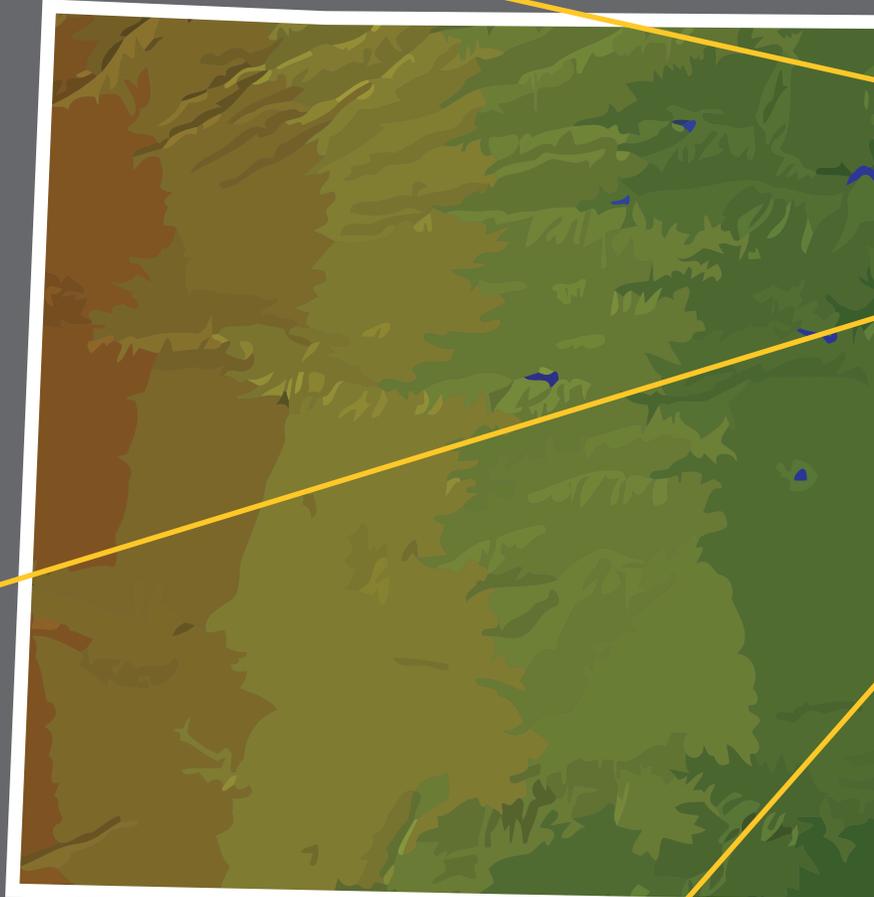
While revisiting memories from her time on the job, Mary Jane also recalled stories from her past. She said she moved to Kansas from Nebraska in 1928, when Model T cars were in style.

“During the war, I worked in Kansas City in a defense plant,” she said.

By 1945, Mary Jane was back in Riley, knowing it was where she wanted to stay. She said she’s seen quite the transformation throughout the years.

“Riley isn’t like it used to be. It’s growing with a new library and a new city building. It’s changed a lot, but it was nice,” said Mary Jane.

For more information, visit <http://tinyurl.com/hztme4b>



## Sabetha

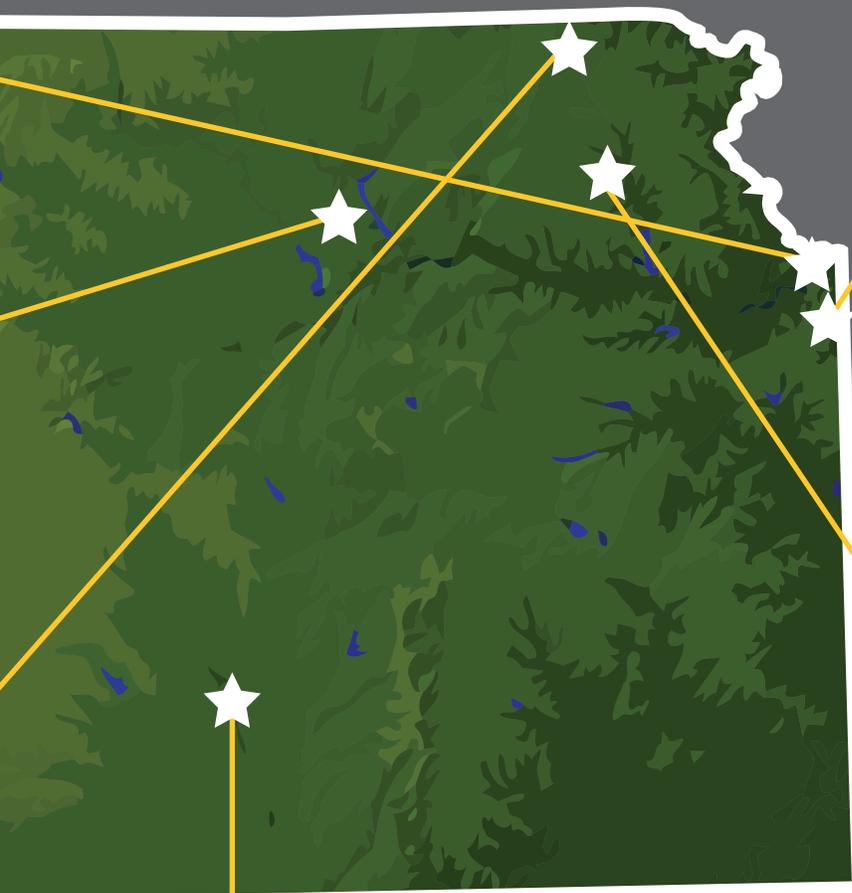
### Sabetha City Commission to Repurpose Old Court Building into Business Incubator

The former Cobblestone Court building will likely be the home of a business incubation and community center. The Sabetha City Commission heard a proposal for the building at its meeting. Gary Satter, Program Coordinator for Glacial Hills Resource Conservation and Development.

Spaces would be rented to any business from start-ups and existing businesses to expanding businesses. Business owners would have their own offices, share use of copy and print machines, and access to business coaches and consultants.

For more information, visit <http://tinyurl.com/jlm5gkc>

# GOVERNMENT NEWS



## Prairie Village

### Prairie Village to Buy Streetlights from KCP&L

Looking to save money over the long-term, Prairie Village is buying the more than 2,000 streetlights that currently illuminate its roads and convert them into energy-efficient LEDs.

The City Council voted unanimously to buy the streetlights from Kansas City Power & Light, to whom the city currently pays \$762,000 a year in lease fees.

Council members also agreed on a plan to change out the traditional lamps for LEDs, or light-emitting diodes, which use about half the electricity and last longer.

The total project is expected to cost \$3.2 million, which the city voted to pay for by selling bonds later this year. City staff estimated that Prairie Village could recoup those costs in about seven years.

For more information, visit <http://tinyurl.com/j3vltvd>

## Derby

### World's Largest Moving Dinosaurs Could Come to Life in Derby

A company called Field Station: Dinosaurs, branded as having the world's largest moving dinosaur models, wants to replicate its East Coast dinosaur park on the north side of Derby.

The \$39 million park would include life-size animatronic dinosaurs, a three-dimensional theater, dig site, zip line, ropes course, miniature golf, an interactive paleontology lab, and overnight sites for "glamping" (short for "glamorous camping").

The project would be part of a \$24 million Derby Sales Tax Revenue Bond, or STAR bond, which captures additional sales tax generated within a defined district to pay off the bonds.

For more information, visit <http://tinyurl.com/jun86ef>

## Denison

### Denison Community Building Hosts New City Library

A group of volunteers have opened a public library at the community building in Denison.

Volunteer Vickie Wold said that, to start, the new facility will be open to the public from 9 a.m. to noon on Wednesdays and Saturdays.

Wold, who serves on the city council in Denison, said a family approached the council about the possibility of utilizing the community building for family-oriented activities.

"We decided to start with a very primitive library," Wold said. "There's no Dewey Decimal System, and it's not even in alphabetical order right now, but we've received several donations of books."

For more information, visit <http://tinyurl.com/j4k8van>

# Classified Advertising

## **Building Official, Roeland Park, Kansas**

Roeland Park a mature first tier Kansas City suburb of 7,000 is seeking an experienced Building Official. The Building Official reports to the Assistant City Administrator and is responsible for administration of the construction and code enforcement services. The position is also responsible for reviewing development plans and assisting with administration of the development process. This is a key member of the administration team. Requires an Associate's Degree in Construction or related field with one year of experience in construction inspection. Certification in Residential and Commercial inspections preferred as well as experience in development review and administration. Excellent benefits, salary DOQE, pay range \$39,600 to \$59,500. Email cover letter, resume with salary history and 5 professional references to: [jjoneslacy@Roelandpark.org](mailto:jjoneslacy@Roelandpark.org), reference Building Official in subject. Open until filled. View job description and community information at [www.Roelandpark.net](http://www.Roelandpark.net). Contact Jennifer Jones-Lacy, Assistant City Administrator at 913-722-2600 for further information. EOE/ADA

Please submit your cover letter, resume and City employment application.

## **City Superintendent, Leoti, Kansas**

The City of Leoti, Kansas in southwest Kansas is seeking a qualified and experienced person to serve as the City Superintendent of the Public Works Department. The City Superintendent would be responsible for a staff of 6 full-time employees and approximately 3 part-time summer employees. Leoti is served by a 5 person city council and mayor who are all elected at large. Services provided by the city include water, sewer, and sanitation. In 2015 a new nitrate removal water treatment facility was completed to serve the entire city population. Experience in municipal government is strongly favored, preferably with Class II Water Operator Certification and Small Systems Wastewater Certification. Salary will range from \$55,000-\$70,000 depending on experience with competitive benefits. Excellent job history is a requirement and references will be thoroughly checked prior to interviews. First review of applications will begin as soon as possible and the job

will remain open until filled. The City of Leoti is an Equal Opportunity Employer.

Contact City Clerk Ashley Woods at (620)-375-2341 for additional information regarding the position or the City of Leoti. SERIOUS INQUIRIES ONLY. Email your resume to [leoticityclerk@wbsnet.org](mailto:leoticityclerk@wbsnet.org).

## **Code Enforcement/Building Inspector, Larned, Kansas**

The City of Larned, Kansas, seeks an individual to perform routine and complex technical work as the Building Inspector and Code Enforcement Officer of the city. The position will provide the enforcement and administration of the city's adopted building, electrical, mechanical, plumbing, property maintenance and related codes necessary to maintain safe environments for the citizens of Larned. The successful applicant provides technical assistance to the city's Planning Commission and Board of Zoning Appeals.

Minimum requirements for the position include an associate's degree or two or more years of post-secondary education in a technical field, three years of related experience and/or training. The successful applicant will possess the following, the Uniform Residential Plumbing/Mechanical certification, the Backflow Prevention certificate, the NACHI Building Inspectors Certification, and a current Kansas driver's license.

This is a non-exempt position with a competitive compensation range of \$38,500 to \$52,200 per year, which is currently under additional review, and excellent benefits. Please submit your resume, and references to the City Manager, at 417 Broadway, Larned, KS, 67550 or via email to [rpratt@cityoflarned.com](mailto:rpratt@cityoflarned.com).

## **Deputy City Clerk, Olathe, Kansas**

At the City of Olathe, Kansas we are "Setting the Standard for Excellence in Public Service" and we have the results and the awards to prove it! Leading public sector customer service results and recognition by Fast Company magazine as a Fast City, and Money magazine as a "best place to live" place Olathe in an elite category for local government.

The City of Olathe is recruiting a Deputy City Clerk who will lead our City Clerk's Office and support our vision and embrace our core values of leadership through service, teamwork, customer service,

learning and communication. We are seeking a service-oriented professional to work in an innovative and collaborative environment, pursuing the highest quality customer service for our internal and external customers. Join our Resource Management team and provide strategic partnership with City departments to enhance the quality of life for Olathe's community.

The Deputy City Clerk position is a newly restructured position that will have the opportunity to perform a variety of highly responsible and complex administrative duties for the City and to supervise and oversee a variety of the City Clerk's Office activities and operations.

### **Key Responsibilities:**

Plan, direct, and coordinate the work plan for the City Clerk's Office personnel; review and evaluate employee performance, work products, methods and procedures.

Coordinate public notifications via appropriate notification vehicle; oversee the office maintaining record of all City Council proceedings including all official acts, ordinances and resolutions; oversee coordinating requests for access to public records.

Coordinate and prepare the City Council Agenda Packet.

Attend Council Meeting and prepare Governing Body minutes and summaries.

Coordinate abatement of taxes on City property and provide for the exemptions of sales tax on City projects.

Oversee properties with Industrial Revenue Bonds and tax abatements for processing of annual exemption renewals and distribution of property valuations and tax bills.

Prepare ordinance codification in the City's Municipal Code.

Maintain Council policies in the City Policy Book.

Manage the property maintenance and assessment program.

Provide responsible and complex administrative support to the Administrative Services Officer.

Other duties as assigned.

Experience: 5 – 7 years of increasingly responsible managerial, supervisory, or administrative experience in the fields of records management, or a related field, in municipal government. Experience in a City Clerk's office preferred.

Education: Bachelors Degree or

equivalent from an accredited college or university with major course work in business administration, public administration, or related field.

Certifications: Possession of a valid Certified Municipal Clerk certification preferred or ability to obtain one.

Salary: \$65,076 - \$83,430

Posting closes August 5th.

Please apply online at: [www.olatheks.org](http://www.olatheks.org)

### **Finance Director – City of McKinney, Texas**

McKinney, Texas, with a population of nearly 162,000, is located 30 miles north of downtown Dallas. It serves as the county seat of Collin County and is situated in the midst of the outgrowth of Dallas and its northern suburbs. The City of McKinney has established a reputation in the DFW Metroplex for being at the forefront of development and quality of life and is consistently recognized nationally as a premier community. The City has nearly 1,000 employees, and the FY2016 budget is \$295.2 million.

The Finance Director reports directly to the City Manager's office, is a key member of the City Management's team, has a strategic role in the overall management of the City, and serves as an advisor to department directors regarding financial matters. The new Finance Director will have an active role in a number of ongoing projects and will need to provide hands-on supervision of the daily tasks of the Department. The Finance Department operates with a staff of 46 and an annual budget of \$2.7 million.

This position requires a bachelor's degree and 10 years of experience in progressively responsible financial leadership roles. Municipal management experience in a progressive and/or fast growth community of similar size is ideal. CPA and Certified Public Funds Investment Act (PFIA) credentials are highly desired.

View complete position profile and apply online at: <http://bit.ly/SGRCurrentSearches>

### **Planning & Zoning Director, Jefferson County**

Jefferson County is seeking applicants for the full time position of Zoning Administrator in the Planning & Zoning Department. This position is responsible for the administration and enforcement

of all rules, regulations and requirements contained in the County Zoning, Subdivision and Floodplain Regulations and the County Comprehensive Plan for all of Jefferson County except those areas within the incorporated cities. Successful applicants will possess excellent oral, written and interpersonal communication skills as well as supervisory skills. Applicant should also possess excellent organizational and strong management skills and have knowledge and understanding of Kansas law with regarding to planning & zoning, land use regulations, maps and legal descriptions and plan reviews. Associates degree or equivalent and 3 years of experience in the Planning & Land Use field or related field; or equivalent combination of training, education and experience preferred. Preference may also be given to those with Bachelor's degree in the above fields or related area.

Annual starting salary will be commensurate with experience. Applications are available at the Jefferson County Clerk's office located at the Jefferson County Courthouse, 300 Jefferson St. Oskaloosa, KS 66066 or online at <http://www.jfcountyks.com>.

Applications and resume must be returned to the County Clerk's office or mailed to PO Box 321, Oskaloosa, KS 66066. Applications will be taken until the position is filled. This position requires satisfactory drug, vision, hearing and physical capacity screening results. Jefferson County is an Equal Opportunity Employer and ADA compliant.

Apply online at [www.jfcountyks.com](http://www.jfcountyks.com) under the Employment tab

Mail application and resume to: Jefferson County Clerk, PO Box 321, Oskaloosa, KS 66066

### **Police Officer, Fort Scott, Kansas**

Under the direct supervision of the Police Sergeant, the Police Officer performs duties in the protection of life, property, and the preservation of order in the City of Fort Scott. This employee will be required to exercise initiative and discretion when faced with emergency conditions. This work involves an element of personal danger. Patrols assigned beat on foot or in patrol car to control traffic, prevent crime or disturbance of peace, and arrest violators. Apply online at [www.fscity.org](http://www.fscity.org)

### **System Operator, Overland Park, Kansas**

The Kansas Municipal Energy Agency is accepting applications to fill two positions as system operators. These system operators will be working shift work to cover a 24/7 shift to provide energy management services to KMEA member cities. These positions will be at the KMEA office in Overland Park, Kansas.

Candidates must be proficient in the use of Microsoft office applications and should have knowledge of the electric utility industry. A college degree or technical training in the electric industry is preferred.

KMEA offers a competitive employee benefit package. The pay range starts at \$16.83 per hour depending on knowledge and experience. For more details on the position and to apply, visit: <http://hrhaven.theresumator.com/apply/8Puvkg/System-Operator-Level-I-II-III>

### **Technology Services Director, Ponca City, Oklahoma**

An opening is available for the position of Technology Services Director in the City Government of Ponca City, Oklahoma. The general responsibilities of the Director's position include: Planning, directing and managing the activities and operations of the Technology Services Department including all computer and telecommunication functions of the City, including the ability to analyze, design, install and maintain various computer and telecommunication systems and provide and coordinate complex staff assistance and training to others. This position forecasts, prepares and implements the department budget.

The wage will depend on the qualifications and experience of the selected applicant and the wage range is the mid \$70's to the mid \$90's.

Qualified applicants may submit a resume or application to:

City of Ponca City  
Human Resources  
P.O. Box 1450

Ponca City, Oklahoma 74602

Or submit an application at the City's website: [www.poncacityok.gov](http://www.poncacityok.gov)

The City of Ponca City is an Equal Opportunity

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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.

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**Great Bend  
Party in the Park**

**August 13**

Celebrate the 4th Annual Great Bend Party in the Park at Veterans Memorial Park. The party includes a Tuff Enuff Race, mud volleyball, dog park fun, car show, kids zone, bubble soccer, Twinkie eating contest, concert, and fireworks!

(620) 793-4111 | [www.greatbendks.net](http://www.greatbendks.net)

**Altamont  
Back to School Dance**

**August 27**

Kick off the school year with all your friends and favorite music at the Altamont Back to School Dance with DJ: Two Dudes with a Radio.

(620) 784-5612 | <https://www.facebook.com/events/1744957309068810/>

**Potwin Watermelon Festival**

**August 27**

Enjoy the free watermelon, parade, car show, softball tournament, bean bag tournament, horseshoe tournament, kids games, quarter toss, vendors, variety show, and dance.

620-752-3422

**Chapman Annual Labor Day  
Celebration**

**September 3-5**

Enjoy a street dance, 5K, vendors, car show, toy show, food, and parade.

(785) 922-6582 | <https://www.facebook.com/Chapman.EDC/>

**Lenexa Spinach Festival**

**September 10**

Lenexa was hailed as the “Spinach Capital of the World” during the 1930s. Each year, we celebrate that part of our history with the annual Spinach Festival, a fun, family-oriented event that draws thousands of

visitors from all over the area. It’s a fun-filled day of food, music, entertainment, arts, and antique vendors. Don’t miss the World’s Largest Spinach Salad, cooking demonstrations, and the baby crawling contest! Free Admission.

913-477-7100 | <http://www.lenexa.com/spinach>

**Burden Dayz & Professional  
Rodeo Cowboys Association Rodeo**

**September 10**

Come get your ‘Merica on at our annual patriotic festival held the second weekend in September, the weekend before Winfield’s Bluegrass Festival, just 15 miles northeast of Winfield. Professional Rodeo Cowboys Association rodeo, Mud Pit Belly Flop Contest, Insane 5K Challenge Course, Parade, Vendors, Horseshoe Tournament, Live Bands, Mutton Bustin’, Beer Tent, and dance after the Rodeo! Patriotism will be on full display, so join us in “BTown” for some “Flyover Fun”! Facebook: Burden Dayz

620-438-2360 | [burdendayz.com](http://burdendayz.com)

**Altamont Fall City Wide  
Rummage Sales**

**September 10**

Maps for the Altamont Fall City Wide Rummage Sales will be available Friday afternoon September 9 and Saturday, September 10 at the local businesses.

620-784-5612 | [www.altamontks.com](http://www.altamontks.com)

**Derby BBQ Festival**

**September 10**

Love barbeque? For just \$5, sample competition-quality pulled pork in the People’s Choice Contest. Still hungry? A variety of barbecue and other fair food vendors will be on site to satisfy all your cravings. Make plans now to attend the Derby BBQ Festival, presented by Security 1st Title, a fun fall event for the whole

family, 9 a.m. to 3:30 p.m., Saturday, September 10, 2016 at beautiful High Park, 2801 James St. in Derby.

<http://www.derbyweb.com/bbq>

**Marion 38th Annual Art in the  
Park & Craft Show**

**September 17**

Artists from all over U.S. will sell wares in beautiful Shading Park, located in downtown Marion. Free Shuttle Bus from baseball complex or West Main Street. A Large food court will be available.

620-382-3425 | [www.marionks.com](http://www.marionks.com)

**El Dorado Oktoberfest**

**September 30**

Join us in Downtown El Dorado and use the streets as your dance floor on Friday, September 30th! Start the weekend off right with our Lederhosen Lauf Und Radtour 5K Fun Run, Bike and Walk. Then join us for live entertainment provided by multiple musical acts! Local Food Fare provided by Dilly Deli will be on site including Bierocks and the infamous Brat Bar! There will also be a Beer Garden featuring Walnut River Brewery and Demo Sales products. Kid Friendly Snacks and Beverages will also be provided and we will have pretzel necklaces for all!

316-321-9100 | <http://www.eldoradofallfestival.com/#!oktoberfest/elnlf>

**Marion’s 10th Annual Chili Cook  
Off and Car Show**

**October 1**

Come to the Great Fall Festival at beautiful Marion County Park & Lake starting at 11 a.m.

620-382-3240 | [marioncountyparkandlake.com](http://marioncountyparkandlake.com)

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