

Kansas

GOVERNMENT JOURNAL

VOLUME 102-NUMBER 4

MAY 2016

A Police Selfie

The City of Gardner:
Positioned and Ready for Economic
Development Growth

Art Meets Passion

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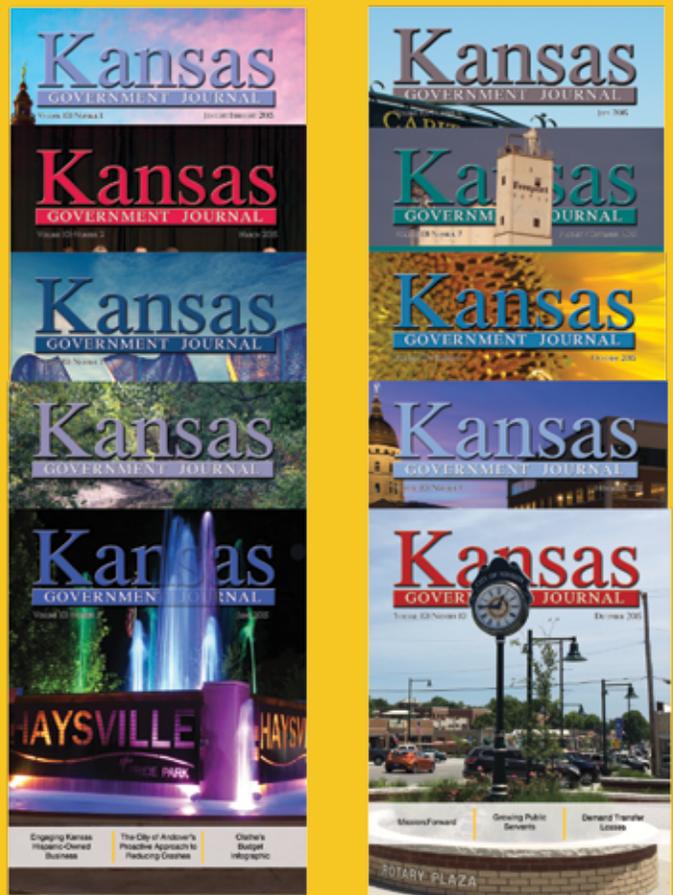
GOVERNMENT JOURNAL

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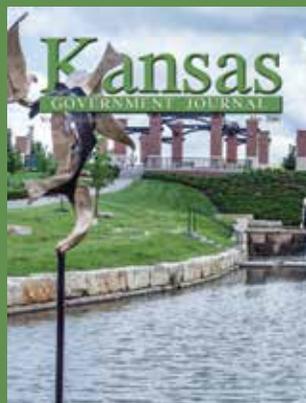
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About the Cover:
The city's newest public art sculpture, "Frenzied Flight" by Robin Richerson, was installed in Central Green Park during the Lenexa Art Fair in May 2015. See our feature article about the City of Lenexa's arts program on page 110.

Photo by Bill Harrison.

Kansas

GOVERNMENT JOURNAL

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

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2016 League Events Calendar

May

- 6 - MTI: Emergency Planning (Elective); Crisis City (near Salina)
- 13 - MTI: Emergency Planning (Elective); Frontenac

June

- 10 - Governing Body Meeting; Topeka
- 10 - CAAK: Spring CLE; Olathe

July

- 4 - Independence Day

Obituaries

Charles Harry Eaton, died April 4, 2016, he was 90. Charles was one of the original incorporators of the City of Bel Aire. He later served one term as mayor, as well as 12 years on the City Council. He married his wife Elsie and initially lived in Wichita, where he worked in the aircraft industry. Charles enlisted in the U.S. Army and proudly served during World War II as part of the U.S. Occupation forces in Europe.

Robert J. Holder, died April 13, 2016, he was 92. Robert was a former council member and mayor of Norwich. A lifetime resident of the Norwich community, he was the retired president of Delta Electrical Supply. Robert was a member of the Norwich United Methodist Church, the Harper Masonic Lodge, and the Lions Club. A 1941 graduate of Norwich High School, he also established the Norwich High School Alumni Scholarship, and was a WWII veteran of the U.S. Navy, serving in the Pacific Theater.

Ronald Horney, died April 10, 2016, he was 77. Ron served as mayor and a city councilman for the city of Coats. He farmed in the Coats community since 1960 and was a member of Grace United Methodist Church, where he served on the board of trustees and as treasurer for many years. Ron was also an accomplished organist/pianist.

Director's Foreword

by Erik Sartorius



The legislature will be returning between this issue of the *Kansas Government Journal* going to the printer and it arriving in your mail. If we are lucky, they will have completed their business for the year in this period too. We will be detailing all legislative action in a future *KGJ* issue.

Originally, I was going to write in this column about a conversation my son had with me regarding infill development and suburbs. That is getting put on hold because of one of the more frustrating actions this legislative session – Governor Brownback’s vetoing of Senate Bill 338. (An override of this veto was not expected at press time.) This legislation would have given cities and counties an ability to deal with abandoned houses before they become structures that cannot be saved.

The issue of abandoned property was first brought to the legislature by Rep. Stan Frownfelter of Kansas City. He has been a tireless champion of this issue, fine-tuning the legislation and negotiating areas of concern with interested parties for more than half a decade.

This year’s legislation had the support of the League, several individual cities, and the Kansas Association of Realtors. The Associate Landlords of Kansas provided neutral testimony. The Kansas Bankers Association and Americans for Prosperity were engaged in discussions, with concerns they had being addressed, as well.

One of the fundamental misconceptions about abandoned housing is that it is solely a problem for larger cities. For interim legislative committee hearings on this issue in the Fall of 2014, the League surveyed cities about abandoned houses in their community. One of the eye-opening realities for legislators from those results was the impact abandoned housing had on smaller communities. Of the 13 cities with populations under 1,000 who responded, three estimated they had between 25 and 30 abandoned houses in their community.

Why should this issue matter to the state? It should matter because this administration has touted the Rural Opportunity Zone program as a key strategy for reinvigorating the economy of rural Kansas. The state and local governments are investing funds (or foregoing revenue) to attract workers to rural cities in Kansas.

A necessary component for success in this endeavor is available housing. I have had several conversations with cities about

situations they face along these lines: A local business is hiring, and an out-of-state applicant is selected for a position. The family comes to visit the city. They like the feel of the community, the schools, and maybe even find a church. Then, they look for housing – and none is available that meets their needs. Depending on the family’s flexibility, they may seek housing in a nearby city. Or, they turn down the job and the State of Kansas loses the in-migration it is so desperately trying to attract.

Abandoned housing is a critical factor in this housing shortage. Our survey showed that many of the houses abandoned in cities have been in that state for several years. There is a tipping point where the neglect and decay cannot be reversed, and a viable dwelling in the community is lost. The likelihood of a new house being built on speculation is virtually non-existent, as what the house would cost to build goes beyond what the local market will bear in price.

Further, cities face a Catch-22 with abandoned properties. Demolishing them is a cost few cities can bear, and one for which the cities are rarely reimbursed. Not demolishing them leaves an unsafe structure among the town’s existing homes, posing a risk to children and those who may attempt to inhabit it.

The Governor’s veto message indicated that he “would welcome legislation that empowers local communities to respond to blight and abandoned property that does not open the door to abuse of the fundamental rights of free people.” We, and other participants in this legislation’s long journey, felt Senate Bill 338 did just that. I am hopeful that constructive conversations with Governor Brownback and his staff will result in clearing a path to move forward on this issue important to communities across the state.

In wrapping up my column this month, I suspect some of you will note that this month’s “Legal Forum” is a reprint. A perfect storm consisting of about four elements made this the best choice among not very good options. I do believe that the topic of the Fair Labor Standards Act and its application to youth employees is a timely one, however. We will return next month with a fresh, new topic.

As always, please let me know if you have any questions or comments – whether about the magazine, League services, legislation, or anything else: esartorius@lkm.org or (785) 354-9565.



A picture is worth a thousand words and its worth in regard to police legitimacy is priceless. I am an advocate for social media's use in law enforcement and I have been dubbed the original #TwitterCop for my online presence when speaking on behalf of my agency, the Riley County Police Department "@RileyCountyPD".

The history of the "selfie" is extremely short as with most concepts in social media. This is the reason its importance isn't yet widely valued in law enforcement, which can have a reputation of being slow to change.

According to Huffington Post (<http://tinyurl.com/pwqvoo8>), the selfie originated and evolved from the "MySpace Pic" which was propagated by the influx in popularity of the newly released Facebook.com in 2009. Social media exploded then and now, in 2016, we find services like Instagram, Snapchat, and a whole slew of online platforms that encourage the use of the front facing camera, which is now standard on mobile devices since the release of the iPhone 4.

The concept is simple; all you have to do is take a picture of yourself (or let others take a picture of you for that matter. For the purpose of this article, I broadly use the term "selfie" to reference any sort of photo that is taken for the purpose of use on social media). So, why aren't police officers posing for more pictures? I have three theories.

They are afraid they'll be made fun of. Yes, you read correctly. I firmly believe that many officers refuse to put themselves out there because they are fearful that they'll be made fun of. I assure you, if someone is going to make fun of you they absolutely don't need you to pose for a picture. I was once called the most photographed cop in the nation at a speaking engagement on community relations and to this day I have yet to find a photo-shopped image of me. (Please, don't take that as an invitation.) A way to combat this fear is by being the first to make fun of oneself (when appropriate). When I began using Twitter on the department's behalf, there was a competing parody account at the time which was extremely popular. And, let's be honest, at times it was hilarious. We had community members and news organizations following the wrong account so I decided that something needed to be done. Ultimately, through our tone on social media and showing the public that we don't take ourselves too seriously, that parody account has since gone dormant.

They fail to see its importance. At times I feel that some of my associates think what I do is a joke, and their perception is that my job isn't more than having a good time at community events and tweeting about donuts and cattle out on the highway. They see what I want them to see (after all, no one wants to read tweets or see pictures of me doing my quarterly community engagement reports). This is where I jokingly mention that some of my PIO friends have more serious things to discuss sometimes. Most of

these comments are made out of ignorance that social media and the selfie are important to law enforcement. Several months ago, while I was out of the office, a group of college students came to the department as part of a social media scavenger hunt with the goal of getting a photo with a police officer. I was shocked at how long it took to find someone in uniform to walk to our lobby and help them. When refusing to take a photo with someone, why not place yourself in their shoes and consider the feeling of rejection you may cause by creating a negative experience with one of your community members? Also, don't have a debate about which officer will be in the photo while in front of the requestor (this demonstrates the "last picked in dodgeball" scene and it doesn't reflect well on you or your agency). I have taken tons of selfies that at the time I wasn't really into. Consider the overall department image when you are in uniform, or the position that represents your agency, and it's not hard to suck it up and smile. A simple picture spread through social media can have a huge positive impact on your department and can strengthen the relationship within your community.

They think that public relations is someone else's job. This couldn't be further from the truth. An agency that has a great relationship with the community didn't get there by the work of one person, though one person can be the driving force and help push toward the end-goal. If the entire department doesn't jump on board, the message won't be consistent and consistency is a great way to bolster community support and, most importantly, trust. I was



#TwitterCop. Photos submitted by Matthew Droge.

Bartlett & West

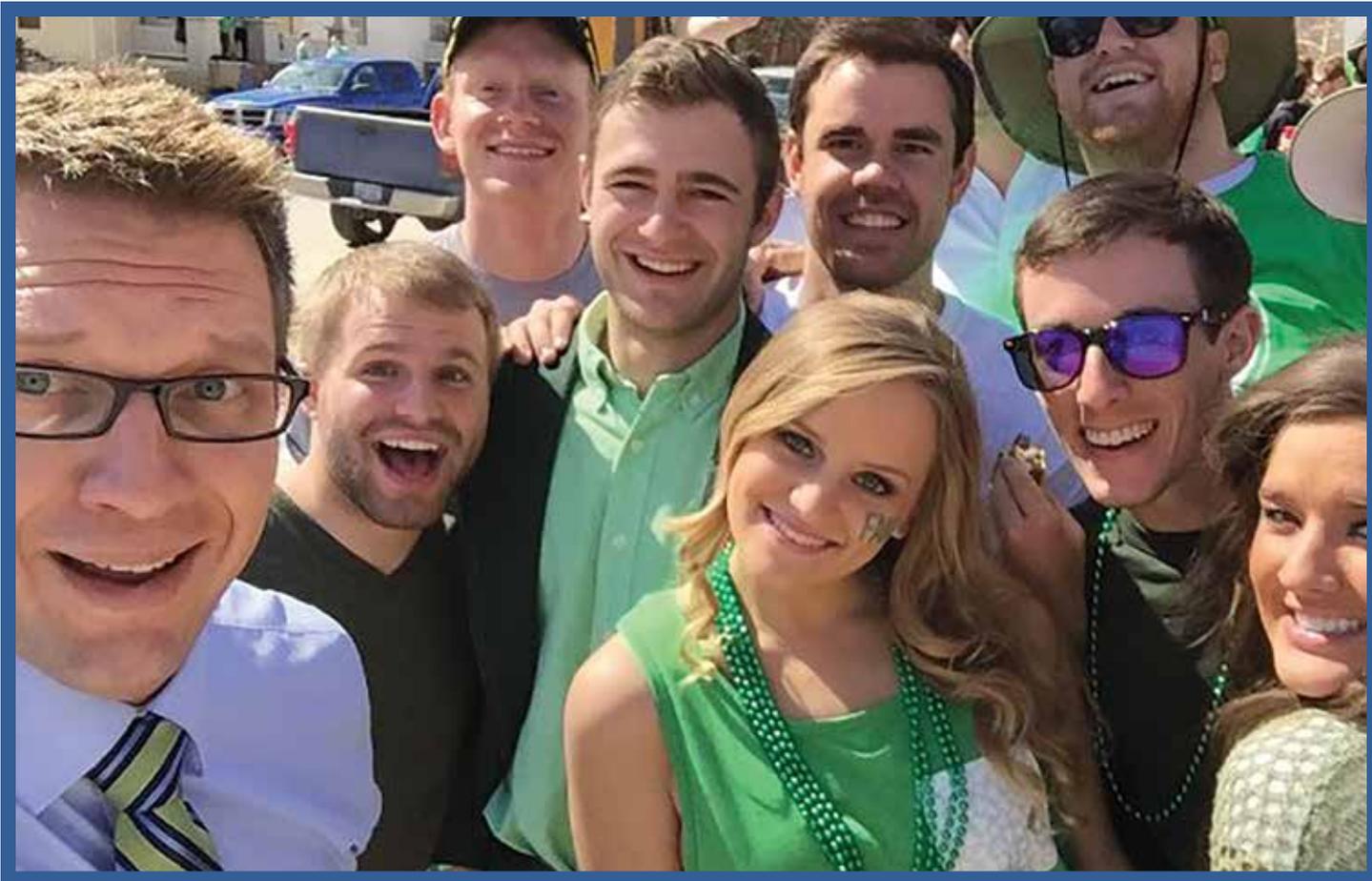
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once researching ways to create a better customer experience in our speaking engagement program and taken aback by comments made to me when I asked why events were cancelled without notification. “Public relations are your job,” was possibly the most eye opening comment I have heard in my time as a PIO. Community relations should be seen as an agency endeavor with buy-in from the top down. Public relations is everyone’s job, and the PIO cannot be expected to handle every interaction an agency has.

So how does a selfie relate to police legitimacy?

For any agency to be successful, they require the support of their community. To get this, they need to be viewed as legitimate authorities and not as overbearing outsiders. It is important for the community to “like” the department as a way to maintain the support the department already has established or to begin mending a relationship that through years of separation has crumbled. A selfie can be a way to show a somewhat large group of people that a department is willing to interact with their community in a positive way. It shows that the agency is part of the community and that their officers are approachable. It doesn’t cost anything and it takes literally seconds to do. Most importantly, it doesn’t hurt to be nice and accommodate a request that takes such little effort on the officer’s part.

I mentioned that I was once called the most photographed cop in the nation, and whether that is true or not I feel now is a good time to offer some tips to help officers take better selfies.

Smile. Everyone can see you are a cop; you don’t need to look like they do on TV. You are a human being, act like one. Have fun. They are asking to take a picture with you because they like you.

Do a mental checklist. To take a better picture, make sure the camera is held at a level above your nose and remember to slightly lean forward. Roll your shoulders back, stand up straight, and have fun with it. Don’t like the way you look in a selfie that you’ve taken? Try using a filter to mask blemishes.

Get your good side. Don’t pretend that you have no idea what I am talking about. I have found that this is also a good way to make a bigger impression on the subjects in the photo. “Make sure to get my good side” is a great way to get a smile and make the photo a little more memorable.

Maintain integrity. It’s okay to say no when a selfie could be deemed inappropriate. For example, I do not take selfies with people who are holding alcohol or cigarettes. I do not allow people to wear my handcuffs or unholster any of the tools on my belt. If requested to pose in a fashion that your department is not comfortable with, offer an alternative and explain why you are declining that particular request.

So go ahead. When the moment arises jump in, make a “duck face” and show the community that you are human. Your selfie could be worth a thousand words of support for your agency and it’s a great way to make your day a little more fun.

Selfies are a simple way that officers can show their community that they are approachable, fun, part of the community, and deserving of support. They should be embraced, and when someone goes out of their way to show that they value you enough to want your picture, say “Cheese.”

Matthew Droge, PIO



Riley County Police Department Public Information Officer Matthew Droge, The #TwitterCop, has served as a sworn officer since October 2010 and has served as PIO since early 2013. He currently facilitates the social media accounts as well as acts as the department's public relations officer. Through Droge's service at Riley County Police Department he has been assigned to Patrol (Swing and Midnight shifts),

the Police Bike Unit, and the Administration Division. In 2014 he became a member of the Kansas Association of the Public Information Officers as well as the National Information Officers Association and is the former President of MARPC (The Manhattan Area Risk Prevention Coalition, which reorganized into "RED" in late 2014). Droge was elected to the Riley County Extension Council's Community Development board of four community members in 2014. Prior to working at RCPD, Droge worked as an internationally recognized and awarded photographer and graphic designer. He was raised in Kansas and has lived and worked in Arizona and California. He has been awarded several accolades for community service including the Jefferson Award and received the Meritorious Service award for his work on the department's internet presence in 2012/2013 as well as a letter of appreciation for the department's website and is a recipient of the department's professionalism award. Droge is available as a consultant for crisis communication and public relations and has conducted training for public information officers in several different industries. Speaking engagements can be scheduled upon request.

 Matthew Droge is the Public Information Officer for the Riley County Police Department, Administrative Division. He may be contacted at (785) 537-2112 or mdroge@rileycountypolice.org.



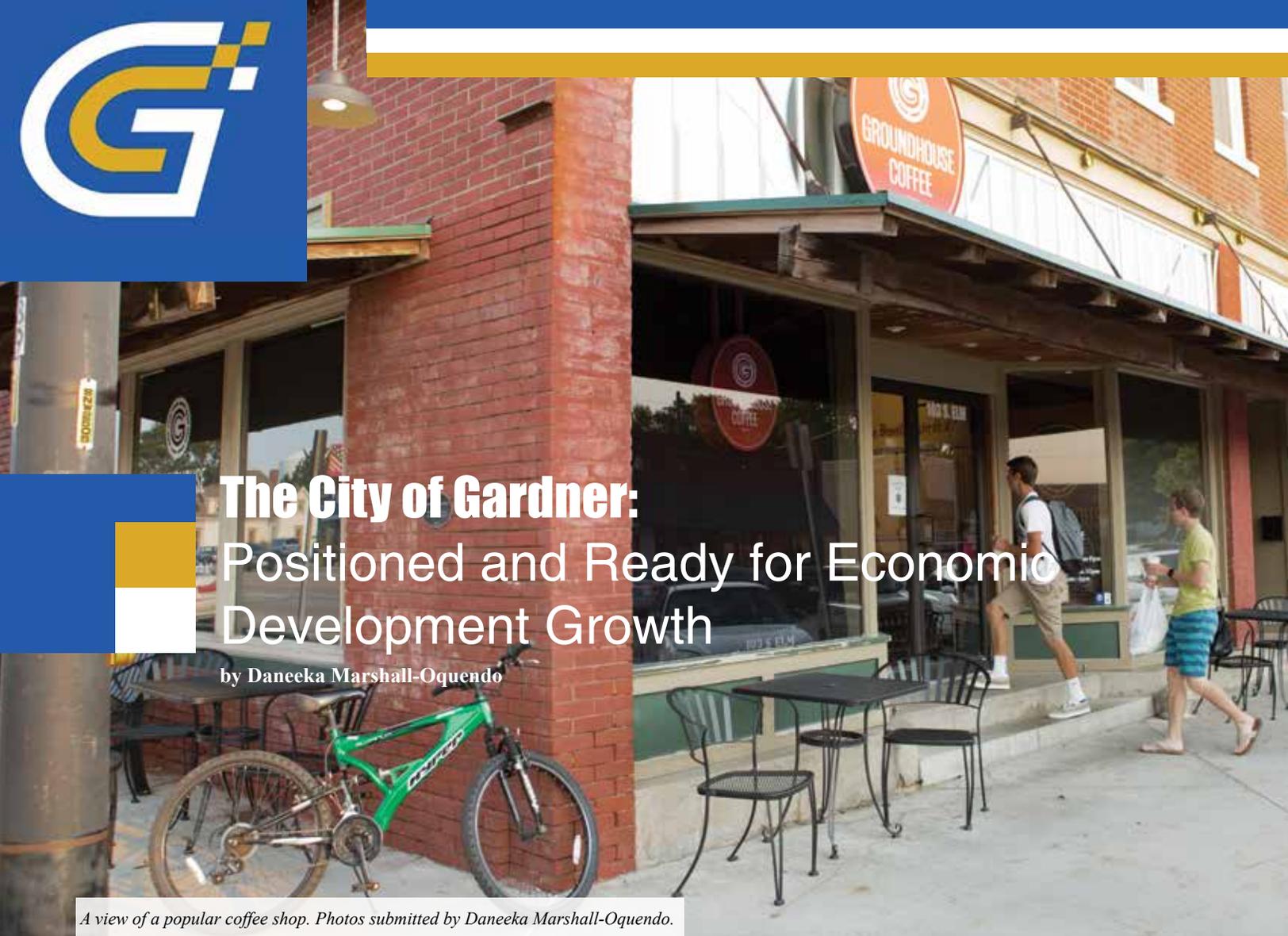
JUNE 4, 2016

**A Summit on Local Leadership for Afterschool,
Summer Learning and Expanded Learning
Opportunities in Kansas & Missouri**

HOSTS: Mayor Sly James of Kansas City, MO
Mayor Peggy Dunn of Leawood, KS

KEYNOTE SPEAKER: Reginald McGregor of Rolls Royce

FIND MORE INFORMATION AT
www.ksmosummit.com



The City of Gardner: Positioned and Ready for Economic Development Growth

by Daneeka Marshall-Oquendo

A view of a popular coffee shop. Photos submitted by Daneeka Marshall-Oquendo.

Between 1990 and the mid-2000s, the City of Gardner experienced explosive growth, catapulting from 3,200 to nearly 20,000 citizens. In 2008, Gardner’s growth followed the nationwide recession and went dormant like many smaller suburban communities across the nation.

Today, the economic climate has improved. Opportunities for growth have risen in Gardner due to the construction of a 1,000-acre development that contains a 440-acre Burlington Northern Santa Fe (BNSF) Intermodal Facility and a 560-acre logistics park which is located along the west side of the community. This development positions Gardner as a central point for trade and commerce.

Under the direction of a new governing body, steps were taken to realign the city’s priorities for future growth. In 2013, Gardner began to update its Comprehensive Plan to reflect the city’s strategic goals and promote economic development to improve the quality of life for its citizens.

Steps were taken to develop an Economic Development Strategy that provides strategic steps toward positive economic growth. The city formed an Economic Development Task Force. They enlisted individuals from the community, owners of large and small

businesses, council members, as well as city staff, to participate in the development of the strategy and identify opportunities for economic growth and recommend the tools needed to achieve sustainable growth for Gardner.

Under the guidance of this diverse group of stakeholders, the city’s assets, opportunities, challenges and weaknesses were identified regarding the retention of existing businesses and attraction of new development. The work of this group helped shape the goals, strategies and actions for the city’s new economic development approach. The Economic Development Strategy established seven long-term goals for the city, including:

1. Continue to develop and maintain a quality community of character.
2. Create a community that people don’t want to leave.
3. Build an image and identity as a business-friendly community.



City fountain at night.

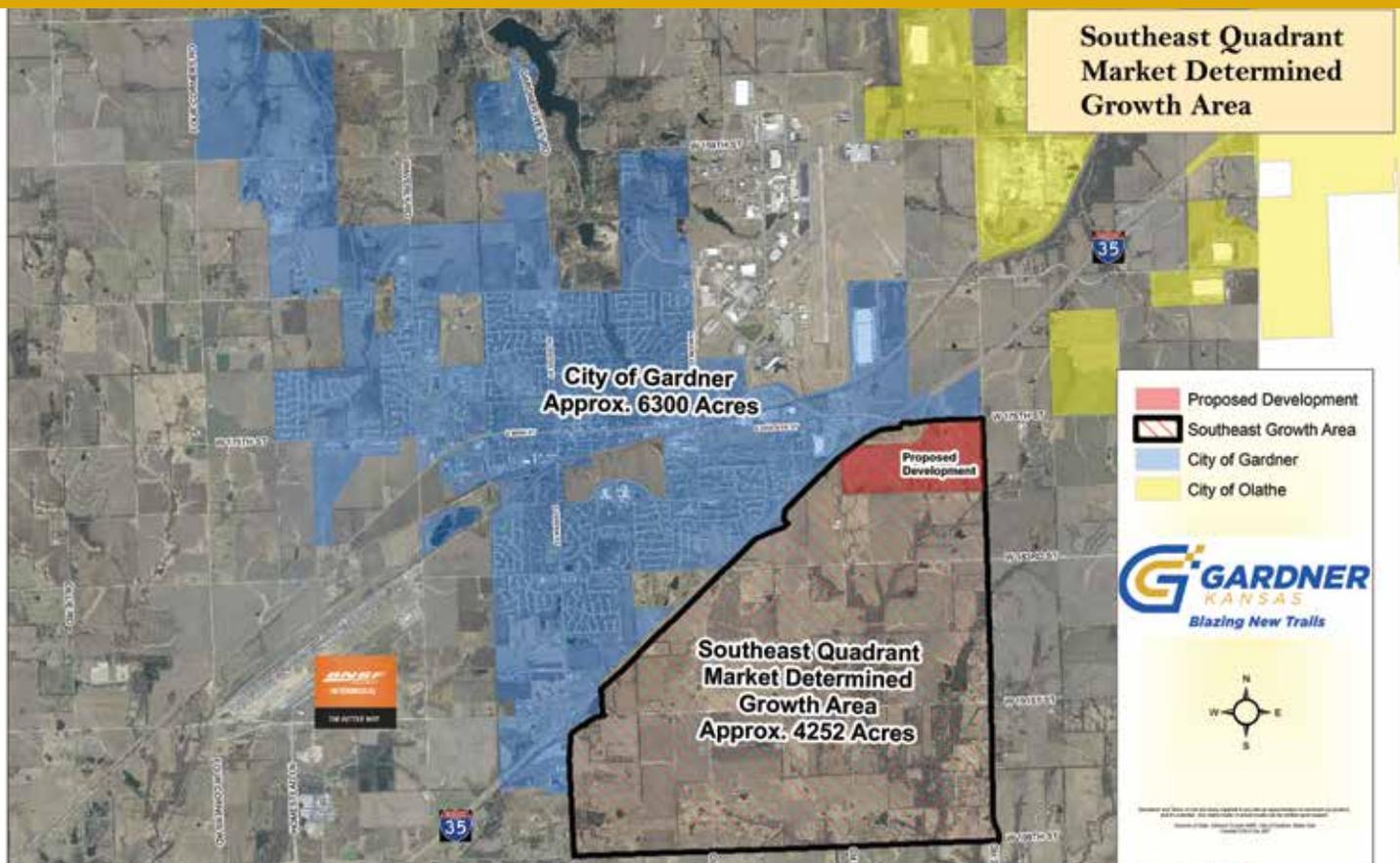
4. Recreate downtown as a destination.
5. Utilize existing assets.
6. Be development-ready.
7. Diversify the economic base.

Knowing their assets, opportunities, challenges, and weaknesses, the city completed evaluations of its pavement and water, wastewater, and electric utilities. These assessments established a baseline of the current condition of the city's infrastructure and provided recommendations on the areas in need of attention. Having a clear understanding of their assets helped city leaders to prioritize improvement projects and allowed better preparation for future growth.

After engaging with an outside consultant and the city's Economic Development Advisory Taskforce, an Economic Development Incentive Policy was adopted by the governing body. This includes a full range of tools and incentives for developers to consider for development in Gardner. These tools and incentives are equally

valuable for current business owners. The incentives serve as a means to reduce or redirect taxes in exchange for specific desirable actions or investments that might not otherwise be financially feasible without public-sector assistance. The only qualifier for developers to use an incentive(s) was the project must produce a positive economic benefit to the Gardner community. The list of financial tools and incentives contained in the policy includes:

- Property Tax Abatement
- Tax Increment Financing (TIF)
- Sales Tax Revenue (STAR) Bonds
- Special Taxing Districts
- Neighborhood Revitalization Area (NRA)
- Kansas Downtown Redevelopment Act
- Heritage Trust Fund



- Community Development Block Grants
- High Performance Incentive Program
- State Small Business Credit Initiative
- Public Infrastructure Financing Program
- ✓ Land Development Code Rewrite
- ✓ Leadership to Support Development Opportunities

The city encourages development and the utilization of the offered incentives to help facilitate sustainable, responsible diversification of Gardner’s tax base while enhancing the quality of life for its community.

Another way Gardner demonstrates a more business-friendly posture has been to update and simplify its land development code to streamline processes and clarify regulations, making Gardner a more attractive place to live, work, and do business.

The City of Gardner has positioned itself for an aggressive economic development pursuit by taking positive action on the following:

- ✓ Comprehensive Plan
- ✓ Economic Development Strategy
- ✓ Economic Development Incentive Policy
- ✓ Pavement and Utilities Assessments

All the pieces to the economic development puzzle have been placed, and Gardner is prepared for new businesses, strong partnerships, and economic prosperity. The city has already welcomed new residential developments with home construction currently underway; a new Orscheln Farm & Home has broken ground this year; and Olathe Ford has also expanded their business within the Gardner area.

The city has recently partnered with Day3 LLC and Van Trust Real Estate to embark on a nearly 300-acre mixed-use retail and industrial development project occurring on the southeast corner of I-35 at 175th Street. A funding agreement was signed to initiate analysis of the project.

Gardner foresees a bright future for economic development growth, and looks forward to welcoming future business and developers to join the Gardner community.

 *Daneeka Marshall-Oquendo is the Communications Manager/ PIO for the City of Gardner. She may be contacted at (913) 856-0912 or dmarshall-oquendo@gardnerkansas.com.*



2016 Training Schedule

Classes are open to all elected and appointed city officials and employees.
All "Flipped Classroom" trainings will be scheduled for evenings.

May

Emergency Planning (Elective)

- Friday, May 6 (subject to change) – Crisis City
- Friday, May 13 – Frontenac

August

KOMA/KORA (Core)

- Friday, August 5 – Hays
- Thursday, August 25 – Olathe (Flipped Classroom)
- Friday, August 26 – El Dorado

September

Planning and Zoning (Elective)

- Friday, September 2 – Liberal
- Friday, September 9 – Manhattan

October

Annual Conference, Overland Park, October 8

- Emergency Planning (Elective)
- KOMA/KORA (Core)
- Personnel Management (Core)
- KanCap Board/Council Training (Elective)

November

Ethics & Civility (Core)

- Friday, November 4 – Oakley
- Thursday, November 10 – KCK (Flipped Classroom)

New Name. The Municipal Leadership Academy has been renamed the Municipal Training Institute (MTI), to reflect an increased emphasis on technical trainings, accreditation from professional continuing education programs, and more frequent use of state officials and other subject matter experts.

Flipped Classrooms. As a pilot project, the League will begin using "flipped classrooms" for a few of our trainings. Flipped classrooms are training models where the typical lecture and homework portions of a course are reversed. Short, substantive video lectures will be made available to participants before the class session, which they will be able to watch at work or from home. The following in-class time will be devoted to case studies and in-depth topic discussions.

More Information

Additional information about the MTI program can be found at <http://www.lkm.org/training/mla/> or contact Kate Cooley, Conference & Marketing Coordinator at (785) 354-9565, kcooley@lkm.org.

“The Serpent” sculpture, made of welded steel and wood, is extremely popular with Lenexa kids. They climb all over it as if it were playground equipment. Photo courtesy of Bill Harrison.



Art Meets Passion

How volunteers help power the City of Lenexa’s arts programming
by Julie Wittman and Susanne Neely

Support for the arts is an investment in economic well-being and quality of life. The arts spur engagement and vitality within a community. They spark creativity and innovation, build a sense of place, attract business and have social impact.

During the last 20 years, the City of Lenexa has laid out specific goals for beautification and cultural enrichment as part of its Vision 2020 and 2030 strategic visioning efforts. From procuring public art to developing programs, as well as festivals, and venues that support artistic endeavors, the city has clearly staked out a commitment to cultural enrichment. Incorporating the arts is even central to the design and function of Lenexa’s new civic complex, which is currently under construction and set to open in mid-2017.

The arts environment that exists today in Lenexa reflects decades of contributions from many local volunteers. Their passion and perseverance have given residents access to a wide variety of art experiences that otherwise would not have been possible.

Origins of the Lenexa Arts Council

In the late 1970s, a Lenexa resident gathered like-minded folks around a kitchen table to discuss starting a volunteer council to enhance children's art experiences. This group evolved into the Lenexa Arts Council, which became a formal, city-supported board in 1980 and now falls under the Parks & Recreation Department. Today, the Lenexa Arts Council stimulates broader awareness and interest in the arts. It coordinates resources to develop, sustain, and promote high-quality programs and events throughout the city.

"The Arts Council provides something for every citizen to enjoy close to home, whether in the parks, at City Hall art exhibits, or driving down the street," said Lenexa Mayor Michael Boehm.

The city is fortunate to have a devoted group of volunteers from a variety of backgrounds serving on the Lenexa Arts Council — from working artists and art supporters to educators and business representatives. The nine members are appointed by the mayor with the consent of the city council. Mayor Boehm seeks members who represent a range of demographics, passions and skills, and have demonstrated previous volunteer commitment.

It's important to tap into people's desire to contribute to something larger than themselves. "I value living in Lenexa, and I just feel like it's a way to give back to Lenexa," said former Arts Council member Karen Poe. Lenexa Arts Council Chair Wayne Dothage agrees. Dothage, with a background in theater and education, moved to Lenexa a few years ago to be closer to family. He enjoys sharing his passion for the arts and bringing new opportunities to the community.

Unlike many policy-driven volunteer bodies, the Lenexa Arts Council is a working board. Long-time member Judy Tuckness explains why this hands-on approach is different. She's a set designer and educator who has served on the Arts Council nearly 27 years. "Instead of just deciding what programs there are going to be and then turning it over to somebody else, we are there to make it happen. We support the decisions we make."

Arts Council members solicit artists, research program ideas, hang art in the gallery, and work shifts at events. They consult city staff to handle legal issues, make sure proper procedures are in place, and help promote arts programs to residents. Beyond completing an array of tasks set by others, the volunteers contribute unique skills, interests, and expertise in ways that also enrich their own lives.

"It's amazing what art can do for a person," said Dothage. "It

helps you dig deeper into your soul."

Funding to support the arts in Lenexa has become more formalized over time. Today, the city sets aside \$5,000 from its general fund and \$23,000 from its tourism fund — received from a transient guest tax — for public art. Starting in 2005, new development in Lenexa began paying a fee to cover a proportionate share of the cost to provide parks and recreation facilities. Approximately 2.9 percent of that fee is allocated to public art that enhances public spaces and the overall image of Lenexa.

The Lenexa Arts Council now has a dedicated budget that falls within the larger city budget. Each year, the members develop and present a recommended arts budget to the Lenexa Governing Body with plans for what they want to accomplish. The Arts Council budget for fiscal year 2016 stands at \$20,200.

Nurturing a positive working relationship between elected officials and art council members has proved to be extremely important. "You've got to have the support of the governing body. It's essential," said Dothage. "Next, you've got to get the stakeholders in the community behind it. If you don't have both, your chances of success are diminished."

Tuckness offers practical advice for volunteer board members about working with elected officials. "You do have to learn how to speak to government. You have to learn how to present what they need to hear to communicate why this would be a good program to spend money on because they're responsible for our tax dollars."

Establishing a public art collection

Lenexa has been building a public art collection since its first acquisition in the early 1980s. The collection includes more than 20 two- and three-dimensional pieces located throughout the city on public property. Several pieces were created by nationally and internationally renowned artists. Many of the works were selected from the discontinued 3-D Art Show organized by the Lenexa Arts Council in the 1980s and early 1990s. Arts Council members recall watching people interact with pieces on display at the 3-D Art Show and recommending art purchases to the city based largely on those reactions.

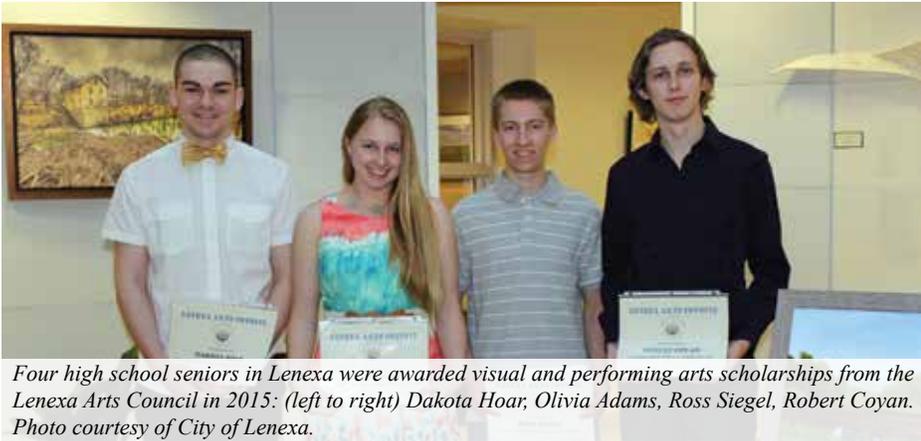
Today the Arts Council follows a more formal process for art acquisition, with priority installation sites identified and greater direction for artists. Lenexa adopted a public art purchasing policy within the last decade, naming the Arts Council as an advisor to the Governing Body. In 2013, the Arts Council finalized a Public Art Master Plan to help guide the city's public art purchasing policy and make sure it aligns with the Lenexa Vision 2030 goals of beautification and cultural enrichment. The effort included input from the public and research on what peer communities are doing.



The Lenexa Arts Council funds live music entertainment like the 3 Amigos Mariachi Band at the Lenexa Spinach Festival. Photo courtesy of Tricia Prann.



Olivia Adams, a Lenexa Arts Council scholarship recipient, performed on the harp prior to the dedication of the city's newest public sculpture in May 2015. Photo courtesy of Bill Harrison.



Four high school seniors in Lenexa were awarded visual and performing arts scholarships from the Lenexa Arts Council in 2015: (left to right) Dakota Hoar, Olivia Adams, Ross Siegel, Robert Coyan. Photo courtesy of City of Lenexa.

In 2014, the Lenexa Arts Council commissioned two significant pieces of public art, the first since a bronze statue of Lenexa's namesake, Na Nex Se, was dedicated in 2004. "A lot of times a piece of public art is like carving jade," said Tuckness of the commissioning process. "You have to be patient. You have to let it evolve. You have many people working on it. And it doesn't happen overnight. Most of the time, it takes at least two years from concept to installation to get a piece of public art."

The placement of public art is something to consider carefully. The Lenexa Arts Council aims to balance many factors, from ensuring visibility and encouraging interaction with the art to maintaining the public's safety and curbing vandalism.

The evolution of a public art gallery

Each year, the Lenexa Arts Council coordinates 11 separate art shows in the City Hall Art Gallery, including the annual Lenexa Artists' Show, which features works by Lenexa residents, and annual Latino Art Bravisimo featuring pieces by area Latino artists. But this ambitious lineup didn't happen overnight.

After a brief stint hosting art shows at a local bank ended several decades ago, the Arts Council needed to come up with another venue. Lenexa's City Hall was expanded and renovated in the mid-1990s, and the Arts Council thought this would be an ideal space to hang

art. It is hard to imagine now, but there were some liability concerns to overcome about displaying art at City Hall.

Undeterred, the Lenexa Arts Council proposed the idea to the Governing Body again after some time had passed. It ended up taking more than a year to convince elected officials to approve the art show concept on a trial basis.

Art shows offered a new and different way for people to engage with City Hall beyond seeking building permits or attending meetings. The positive early public reception helped ease many worries. Over a period of years, the Arts Council gradually got permission to add more and more shows. People look forward to the ever-changing 2-D and 3-D displays of paintings, photographs, sculptures, pottery, wood carvings, fibers, and mixed-media art. By 2012, Lenexa's Governing Body had embraced the art gallery so fully that it expanded into the Council Chambers itself, where additional artwork is now featured on a separate three-month rotation.

Lenexa's City Hall Art Gallery "brings art that people otherwise wouldn't see," said Poe, a former Arts Council member and past chair of the monthly art shows. Some artists never thought of displaying their work anyplace else, and some don't want to because they feel they are not good enough. Still other talented artists got their start at Lenexa's art shows before moving on to bigger things. "Artists are different, and you have to kind of encourage them



Arts Council members Glenn Poe and Claire Ward consult on the best way to hang a piece of art in the Lenexa City Hall Art Gallery. Photo courtesy of City of Lenexa.

sometimes,” said Poe. “That’s not the way you do most business, but that’s the way you work with an artist.”

Poe is particularly proud of helping to develop Lenexa’s juried Latino Arts Bravisimo show, which was born in 2002 from a conversation with former Lenexa Police Chief Ellen Hanson, who sought a way for the city to embrace its growing Latino community.

Through the years, Arts Council members have leveraged connections with many community partners to support the gallery, including Haskell Indian Nations University (to show student work), The Nelson-Atkins Museum of Art (to acquire old display cases for its 3-D art as a donation), as well as the Consulate of Mexico in Kansas City and Mattie Rhodes Art Gallery and Art Center (to contact and recognize Latino artists).

Keeping arts programming fresh and relevant

Chair Wayne Dothage says the vision of the Lenexa Arts Council is to broaden the arts — from visual to performing and literary. “We want to touch on all these genres of art so we can be all encompassing.”

Trends come and go, and this holds true for artistic and cultural activities too. The Arts Council tries to stay open to different opportunities and interests that surface in the community. Some of its programs carry on strong for years while others come and go. Sometimes it takes a while to build a following. Experience has also shown that bringing back a program after a period of absence can attract a whole new audience. Arts Council volunteers are not afraid to give something a try and shift gears if it doesn’t pan out.

Here are the arts programs currently on tap:

Scholarships – Each year the Lenexa Arts Council awards \$3,000 in visual and performing art scholarships to Lenexa high school seniors bound for college to assist with their educational pursuits. “We feel like that’s planting the seeds and supporting the arts community,” said Tuckness.

Art Trolley Tour – The Lenexa Arts Council has partnered with the Lenexa Chamber of Commerce to host the Art Trolley Tour, where guests take a trolley ride to various city sites and local businesses to view art and enjoy refreshments.

Theatre Hike – The Lenexa Arts Council brings in an outside organization to host Theatre Hike, which consists of a leisurely paced, two-mile hike and a play performed in the beautiful natural setting of Black Hoof Park. “We think it has great potential because

it's a different venue," said Tuckness. "It's a win-win. You're getting them out in the city. They're experiencing the park, and then they're also getting to see performing arts."

Musical entertainment – The Lenexa Outdoor Concert Series launched in 2015, with free concerts held in city parks on Sunday evenings featuring a variety of styles of music, including jazz, strings, rock, mariachi, and Turkish/jazz fusion. Each year, the Lenexa Arts Council also provides funding for live music entertainment at the city's popular Lenexa Art Fair, Spinach Festival, and Enchanted Forest festivals. And it sponsors the musical movies shown at Movie in the Park.

Children's theater – The Lenexa Arts Council underwrites most of the costs for the Missoula Children's Theatre Camp through Lenexa Parks & Recreation and provides volunteers to coordinate this popular summer program. "You've got to build that love of art," said Dothage. "And if you do it while [children] are young, you're going to have them for life."

Throughout the years, the Arts Council has been able to expand its programs further by partnering with other organizations and securing grants and sponsorships from philanthropic donors.

There is no shortage of arts organizations and cultural programs for people to enjoy in Johnson County and Greater Kansas City. While the Lenexa Arts Council has brought in different types of formal entertainment over time, members have learned that programs need to appeal to families. That family-friendly sphere is Lenexa's sweet spot and the audience it's trying to grow. The Arts Council balances offering diverse programs with keeping the costs minimal for residents. "If you can provide it for nothing, then you've got an advantage — especially for families," said Tuckness.

The enthusiastic Lenexa Arts Council has lots of ideas for the future. One subcommittee is researching the viability of developing a city orchestra or band. To address a void in the literary arts, another subcommittee is considering starting a regular poetry reading and adding a literature scholarship for high school seniors.

"Art provokes thought and reflection," said Mayor Boehm. "It promotes discussions and provides hands-on experiences to young and old. It is open to interpretation so that no one's opinion is wrong or right."

Probably the most exciting opportunity on the horizon is exploring ways to use the multipurpose spaces at Lenexa's new



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Theatre Hike takes an audience on a leisurely hike through Black Hoof Park, stopping to perform scenes of a play at various natural settings within the park.. Photo courtesy of City of Lenexa.

civic center to showcase the arts and creativity. Plans for the campus currently under construction include a public art gallery; a 250-seat community forum that could accommodate small performances, lectures and other events; and an outdoor events space with a stage. These venues will allow Lenexa to feature more performing arts events once the civic center opens in 2017.

“The support of our citizens and past success of our arts programming enables city leaders to embrace the arts in the new civic spaces at Lenexa City Center,” said Boehm.

The Arts Council is pleased that public art was always part of civic center plan to create a focal point in which the community can gather. “It wasn’t just an afterthought. It was there from the very beginning,” said Tuckness.

Start small and grow

People are drawn to places that support the arts. It’s one measuring stick of community values.

“In a time where so few communities care about art, literature and culture, to be a thriving community that does value artistic endeavors is unique and casts us in a very positive light,” responded one Lenexa resident to a public art survey in 2012.

This is not to say that city arts programs like Lenexa’s don’t continue to face their share of challenges. During the recent recession, for example, it was harder to justify spending money on arts programs while many people struggled to make ends meet, so the city put an unofficial freeze on purchasing public art for several years. Marketing budgets are always limited, and it’s tough to cut

through the clutter and deliver messages about worthy programs to busy residents. On top of that, arts programmers are constantly striving to present fresh ideas while building lasting community partnerships.

How should a city looking to expand arts programming get going? Based on the City of Lenexa’s experience, a key early step is to assemble a group of capable and inventive arts volunteers who are willing to help lead the charge. Then take time to learn what types of arts appeal to your community. What is the vision? Ultimately, the arts programs developed should directly reflect those goals.

“Start small and grow,” advises Dothage. “Find something you can do well and be successful with that, and then grow.”

Mayor Boehm, a banker, recommends that a community start allocating funds for programming and arts purchases today at whatever level is possible.

“The public will embrace the effort and allow your programs to grow over time,” said Boehm.

Contact Susanne Neely for more information using the email or phone number below.

 Julie Wittman is the Communications Specialist for the City of Lenexa. She may be contacted at (913) 477-7525 or jwittman@lenexa.com. Susanne Neely is a Recreation Supervisor and Staff Liaison to the Lenexa Arts Council. She can be reached at sneely@lenexa.com or (913) 477-7131.

Legal Forum

by Larry R. Baer

FLSA: Youth Employees Q & A

When considering hiring youth, a number of questions are always raised. Many of these are addressed to League legal counsel. A few common questions are addressed in this column.

Who enforces child labor laws? The U.S. Department of Labor (DOL) is the sole federal agency that monitors and enforces child labor laws. Enforcement of the FLSA's child labor provisions is handled by the Department's Wage and Hour Division.

Do any Kansas laws apply to youth employment? Kansas law prohibits the employment of youth under the age of 18 in any job that "is in any way dangerous or injurious to the life, health, safety, morals, or welfare of the such minor." Even if a job has not been deemed hazardous by the DOL, it may still be a violation of Kansas law. Kansas uses the generalized language of "dangerous and injurious" in its limitations on types of work permitted by youth. Even though a work activity may not have been deemed hazardous under federal rules, it may still be a prohibited activity under Kansas law. A city should exercise judgment as to whether the job is dangerous in any way. If a conflict exists between state and federal law, the more stringent provision applies.

Are there different rules for different ages of youth employees? The types of tasks and hours of employment are much more restrictive for the 14 and 15 year olds, than for 16 and 17 year olds. Restricted work hours apply to 14 and 15 year olds. They may be employed only no more than 3 hours per day on a school day outside of school hours, no more than 8 hours per day on a non-school day, a maximum of 18 hours per week on weeks that school meets and 40 hours per week on non-school weeks. They may only work between the hours of 7:00 a.m. and 7:00 p.m. Between June 1 and Labor Day, the evening hour is extended to 9:00 p.m.

The types of work that 14 and 15 year olds can do is very limited. The general rule is that they cannot be employed in an "hazardous occupation" as determined by the DOL, or in any mining or manufacturing capacity. They may do office work and general clean-up (light janitorial) work. They can also perform many kitchen tasks such as those involved in the operation of snack or concession stands, except for those involving ovens or grills. Thus, they may serve drinks and food and use equipment like popcorn poppers, blenders and microwave ovens. They may also do errand and delivery work, but only on foot, bicycle or on public transportation. They may not operate any type of mower, weed whacker, or other type of power driven machinery, drive motor vehicles, use ladders, ladder substitutes or do any type of maintenance or repair work.

Work hours for 16 and 17 year olds are unlimited. FLSA overtime rules would apply. They may work in all jobs that have not been declared hazardous by the DOL. Some hazardous jobs include: driving a motor vehicle or being an outside helper on a motor vehicle (see below for an exception); using most power driven machinery,

including saws and hoisting equipment; working with explosives, firearms or ammunition; and working in roofing, demolition, manufacturing, or excavation operations.

At what age can youth be employed as lifeguards? Fifteen-year-olds may be employed as lifeguards at traditional swimming pools and most facilities of water amusement parks. There are limitations to this employment. The 15 year old must be trained and certified by the American Red Cross or equivalent organization. In addition, all other restrictions, including work hours, must be followed. Duties that can be performed by 15 year old lifeguards include monitoring the safety of swimmers (including climbing and descending ladders to the lifeguard chair), giving swimming lessons, conducting or officiating swim meets, using hand tools to clean the pool, and checking chemical levels. Fifteen-year olds may also work as lifeguards stationed at the splashdown pools located at the bottom of elevated water slides. They cannot be employed as workers located at the top of elevated water slides, or work in chemical storage areas or near filtration equipment.

Sixteen and 17 year olds may be employed as lifeguards, subject to the same certification requirements as 15 year olds. They may perform any non-hazardous job for unlimited hours. Although the general rule is that they cannot operate power driven hoists, elevators, etc., 16 and 17 year olds are permitted to operate and assist in the operation of most water amusement park and recreation establishment rides. Youth under the age of 16 may not be employed as lifeguards at natural environment facilities such as rivers, stream, lakes, ponds, quarries, reservoirs, wharfs, piers or ocean side beaches.

Where can I get more information on child labor laws? The primary source of information is the DOL. (www.dol.gov). Numerous publications are available from the DOL. *Youth Employment Provisions for Non Agricultural Occupations Under the Fair Labor Standards Act* (Feb. 2013), "Child Labor Bulletin 101," is the most comprehensive publication. It may be downloaded here: <http://www.dol.gov/whd/regs/compliance/childlabor101.pdf>

Final Advice:

This information should be used as guidelines for city officials. If in doubt about whether a youth is eligible to perform the type of work for which the city is hiring, consult with your city attorney or the DOL hotline, (866) 487-9243. The penalties for non-compliance with child labor laws are quite steep. Cities should strive to make sure that youth employees are adequately trained to help eliminate workplace injuries. Cities should use caution in the types of jobs for which they hire youth employees.

 Larry R. Baer is general counsel for the League of Kansas Municipalities. He may be contacted at (785) 354-9565 or lbaer@lkm.org.

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Best Practices

by Anna Keena

Providing A Safe Workplace

It seems that workplace violence is happening with more frequency, with recent events raising questions and concerns among employers about whether they are providing a safe workplace for themselves and their employees. Workplace violence creates painful ripples that can go beyond the victim and disrupt the sense of security every worker has a right to feel while on the job. This particular form of violence is recognized as a specific category of violent crime that calls for distinct responses from employers. When one considers that everyone loses when a violent act takes place at work, this allows each of us to recognize we all have a stake in taking efforts to keep violence from happening in our place of business.¹

Violence may not always be obvious. There are various levels of violence and attacks that can occur in the workplace. Each can disrupt the workplace in some way. In 2001, the FBI conducted a study establishing four specific categories to identify workplace violence. According to the study, the majority of violence that occurs at work is verbal and physical abuse, but can be as insidious as coworkers shunning coworkers. Violent incidents at the workplace typically consist of domestic violence, stalking, threats, harassment (to include sexual harassment), and physical and/or emotional abuse. They are classified as follows:

- Violent acts by criminals, who have no other connection to the workplace, but enter to commit a robbery or a crime.
- Violence directed at employees by customers.
- Violence against coworkers, supervisors, or managers by a present or former employee.
- Violence committed in the workplace by someone who doesn't work there, but has a personal relationship with an employee, such as an abusive or domestic partner.

Employers should place an emphasis on physical security measures, as this may lessen the chances that anyone will be harmed. You can conduct a workplace assessment, both interior and exterior; and identify any security measures you should implement in anticipation of such an event. Installing video cameras, extra lighting, alarm systems, or creating a safe room that locks from the inside are some features that could increase the physical safety, and possibly the confidence, of your employees. Train your employees to know what to do if a criminal were to enter city hall and demand cash. Customers can also be unpredictable and become angry, perhaps due to their perception of the quality of service, delays, or some other precipitating event.

Cities should have, and enforce, a zero-tolerance workplace violence policy. Having such a policy can be an excellent tool to help your employees understand there will be consequences for violent acts. The policy should be clearly written and state that any

employee found to engage in any violence at work, or even threaten violence at work, will be terminated. Your policy should define what violent behavior is and what consequences will ensue if the policies are broken. It should include all forms of intimidation; physical harm, verbal harassment, and coercion. The policy should state that anyone associated with the city should never feel threatened by an employee's actions or conduct.²

When the violence comes from a coworker or someone close to an employee, there is a chance that a warning sign will have reached the employer in the form of observable behavior prior to an incident. Cities should consider offering an employee assistance program (EAP). An EAP is an employer-sponsored service designed to provide assistance for personal or family problems, including mental health, substance abuse, various addictions, marital problems, parenting problems, emotional problems, or financial or legal concerns. This service is designed to offer a confidential means for employees to seek help so that they may remain on the job. Based upon unacceptable performance or conduct issues, cities may refer an employee to the EAP before the situation deteriorates.

Once an assessment has been completed and a policy is in place, continued training is critical to the success of an effective prevention program. Staff should be able to identify, and take advantage of preventative measures as well as fully understand the expectations regarding what is acceptable versus unacceptable behavior. Your law enforcement professionals should be partners in helping to determine an appropriate training program suitable for your city. The Department of Homeland Security also provides significant training resources and materials to help cities remain prepared for violent incidents should they occur.³

Be sure your organization promptly investigates all complaints, threats, or acts of violence. Give your employees several avenues to report suspicious activity or concerns, and include a means for confidential reporting. Provide a place where no one feels threatened simply by coming to work and keep an "open door" for your employees by promoting continued conversation and training.

Please feel free to share your "best practices" with me at my address below.

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

Sources

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2. League of Kansas Municipalities Personnel Policies & Guidelines, a Model for Municipal Administrators, Managers, and Clerks in Kansas, Topeka, Kansas: 2013
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Kansas Sister Cities

Manhattan and Sister City Dobřichovice, Czech Republic



Chair of the Partner City Advisory Committee Ed Klimek provides comments during the Flag Plaza Celebration at Manhattan's City Park.



Trehusk Band from the Czech Republic and the Flint Hills Masterworks Chorale perform to the delight of the audience. Photos submitted by Gary Fees.

Former mayor of Manhattan and current chair of the Partner City Advisory Committee, Ed Klimek, started a discussion many years ago with Dr. Joseph Barton-Dobenin. Dr. Barton-Dobenin is a Czech native and retired professor at Kansas State University. Both were interested in developing a partnership with an international city, and after a lengthy planning effort, the city of Dobřichovice in the Czech Republic was selected. City officials from the two communities visited each city and region. Continued efforts were made to establish a partner city relationship.

In August 2004, the City of Manhattan established a formal partnership with the City of Dobřichovice, a community approximately 18 miles southwest of the Czech Republic capital of Prague. This partner city relationship declared the two cities would engage in sharing cultural, educational, civic understanding, friendship, and further endeavors to promote and strengthen the two cities and the global community.

To further promote awareness and to strengthen the relationship between the two cities, Chair Ed Klimek and the Partner City Advisory Committee approached the Manhattan Parks and Recreation Department and the City Commission with the idea to construct a Partner City Flag Plaza. After several years of private fundraising efforts, significant help from generous donors, as well as assistance from the Manhattan Parks and Recreation Department, the Flag Plaza was constructed and dedicated in September 2011. The Flag Plaza is located in the southwest corner of Manhattan's city park and welcomes visitors to the park.

The dedication of the Flag Plaza was attended by city officials from the City of Manhattan, a delegation from the City of Dobřichovice, and the Trehusk Band from the Czech Republic. The

event included music from the Flint Hills Masterworks Chorale, and presentations from the Chair of the Partner City Advisory Committee Ed Klimek, former Manhattan Mayor Jim Sherow, former Dobřichovice Mayor Vaclav Kratochvil, Miss Czech-Slovak Queens. Individuals from the community and the state of Kansas attended the dedication ceremony. The Flag Plaza proudly displays the flags of both countries and cities and explains the partnership between the two cities with an interpretive sign.

“Committee members, past and present, along with several friends of the Committee, remain in contact with members of the Dobřichovice delegation and have visited them during their personal vacations to the Czech Republic,” stated Klimek. “The partnership also benefits the international students from the Czech Republic attending Kansas State University and many of the students are matched-up with Committee members and friends. We have also had a high school student from Dobřichovice attend Manhattan High School for one semester and lived with a Manhattan host family during her stay.”

The Kansas State University Orchestra and the Flint Hills Masterworks Chorale provided a free orchestra performance at McCain Auditorium for the public featuring Czech music, which also highlighted the Partner City relationship.

The Partner City Advisory Committee hosts public meetings generally held on the first Wednesday of the month at 4:00 p.m., at City Hall.

 Gary Fees is the City Clerk/Communications Manager for the City of Manhattan. He can be reached at fees@cityofmnhk.com or (785) 587-2404.

Overland Park

Overland Park to Set Rental Inspection Fee at \$60/building

At its Committee of the Whole meeting, the council directed staff to create a resolution to set a \$60 per building fee for its new rental licensing and inspection program. The fee will cover the cost of external inspections of rental properties in the city.

The council adopted the rental licensing and inspection program in February in an effort to keep the city safe and attractive. Rental property owners are required to register for the program in July. In July 2017, the city will start collecting fees and inspecting half of the city's rental properties. The other half will be conducted in July 2018.

There are around 30,000 rental properties in Overland Park.

The new program will cost the city around \$330,000; the fee is expected to cover the costs.

When he proposed the staff's recommendation of \$60 per building, Planning and Development Services director Jack Messer also offered three other fee alternatives: setting the fee at \$60 per building and \$200 per apartment complex; \$60 per building with a maximum fee, or offering a fee per unit within a building.

For more information, visit <http://tinyurl.com/zrzw83j>

Fort Scott

City Agrees to Help Fund New Transportation System

The Fort Scott City Commission approved one step in helping to bring a taxi service to Fort Scott.

During its regular meeting, City Manager Dave Martin informed commissioners the city's current taxicab ordinance has been in place since 2001, but the city has not had a taxi service for several years. Commissioners later in the meeting approved amending the city's taxicab ordinance, which concerns licensing and operator's fees for taxicabs.

The city is providing \$5,000 to the Bourbon County Senior Citizens organization to provide a new transportation system starting this summer.

For more information, visit <http://tinyurl.com/gwp8zec>

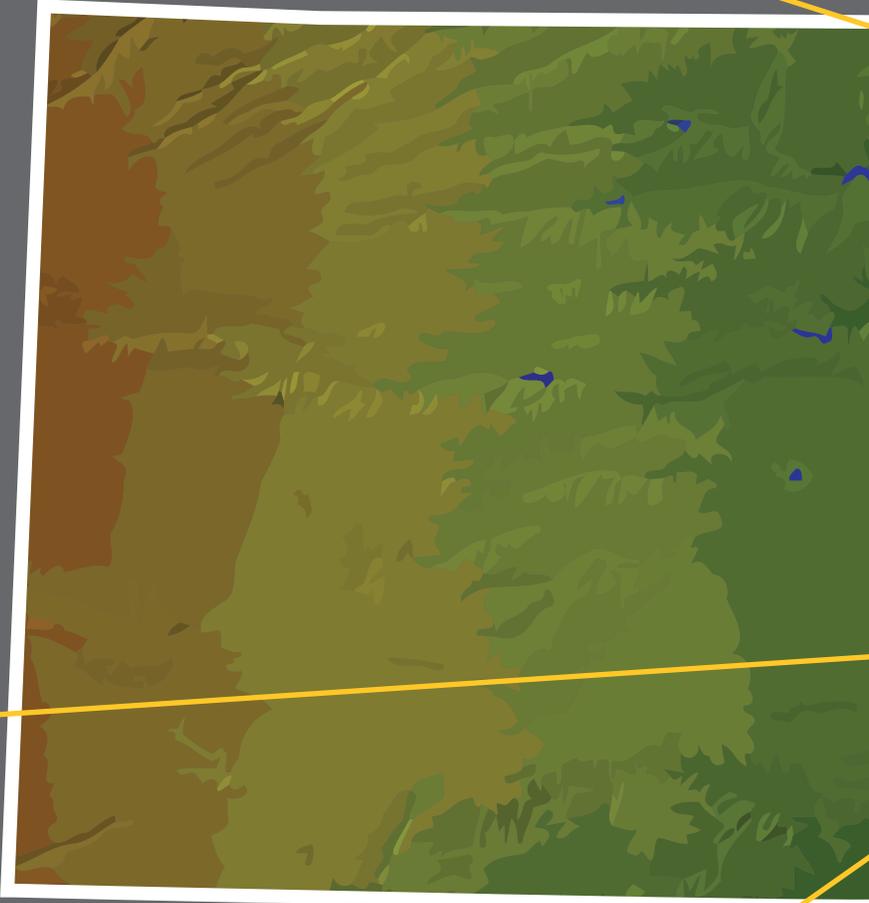
Ottawa

Former Sewer Lab to Convert to Admin Offices

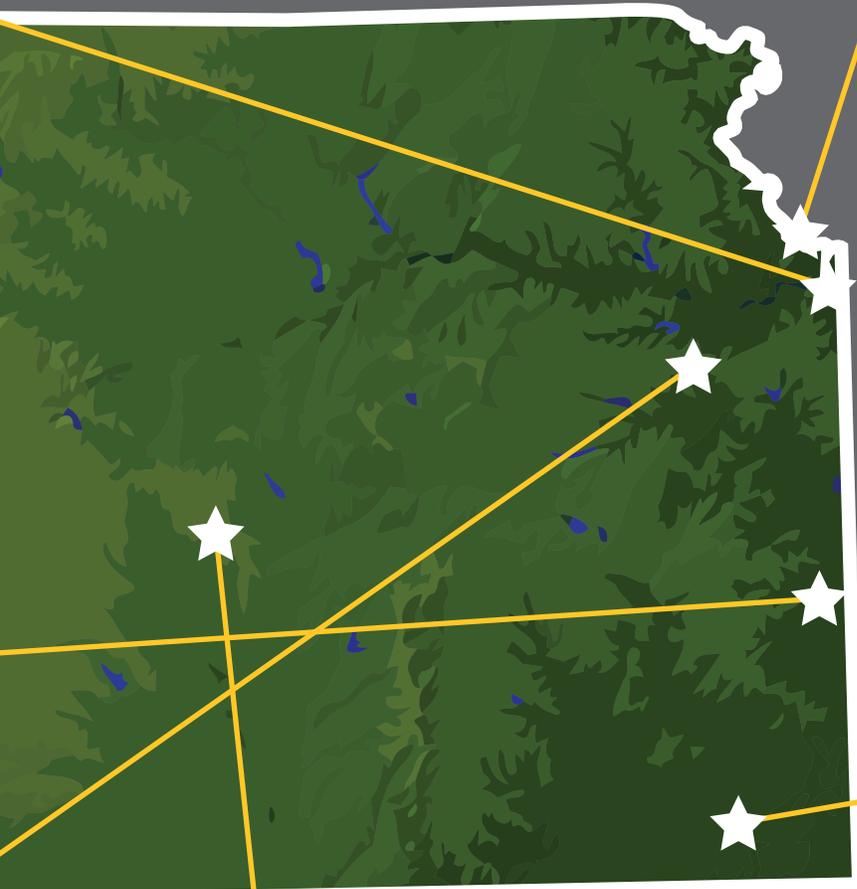
Ottawa's utilities department intends to repurpose the former sewer plant lab. The \$120,000 plan received approval with a 4-1 vote from Ottawa city commissioners. Renovations would make room for three administrative offices, a conference room and open workspace, according to plans.

The new conference room would free up the water facility's breakroom, which is at times used for meetings, Dennis Tharp, utilities director, said in response to Ottawa Mayor Sara Caylor's question about the need for meeting space when there are existing conference rooms.

For more information, visit <http://tinyurl.com/hnd95su>



GOVERNMENT NEWS



Shawnee

Shawnee Lauds Everyday Efforts of Emergency Dispatchers

“They are the most important people that a person never meets,” Major Dan Tennis of the Shawnee Police Department noted.

But the city did its part to recognize them, April 10 was National Public Safety Telecommunicators Week, paying respect to a profession that officials say takes just the right person to fill.

“People think it’s a pretty easy job — you just answer phones and send officers,” says Sgt. Vincent Walk, communications and technical services supervisor. “In fact, it’s a very, very difficult job. ... Our HR has said to me multiple times that the dispatch position is one of the most difficult positions to fill. And it’s not because nobody wants it; it’s because it’s hard for people to do, because it involves extreme multi-tasking.”

At the Shawnee Police Department, dispatchers balance taking multiple 911 calls, entering information into the Computer Aided Dispatch system, dispatching officers and communicating with officers requesting a search for warrants or other information.

For more information, visit <http://tinyurl.com/zqoujx8>

Newton

New Amtrak Connection Announced

Travel options are opening up for Amtrak passengers using Newton — namely a new way to connect to a north/south route that runs from Oklahoma City to Dallas.

Newton is currently the busiest rail stop in the state of Kansas, with more than 13,000 boardings and alightings in 2015 — Topeka was second on the list with 10,399. Total usage for the state was 49,673.

For more information, visit <http://tinyurl.com/z2fks9y>

Chetopa

Ground Broken for Chetopa Storm Shelter

The Chetopa City Council agreed to apply for a grant to build the storm shelter through a special round of funding in the Community Development Block Grant program last year. The city received notification that it was awarded a grant in July. The total project cost is \$382,600. The city will pay 10 percent of the cost, with the grant covering the rest.

The 24-foot by 40-foot shelter will be built on city-owned property at the northwest corner of Sixth and Locust streets and have a capacity for 158 people. It is expected to be complete in July.

For more information, visit <http://tinyurl.com/hmrrws4>

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City Administrator - Frontenac, Kansas

Frontenac, Kansas (pop. 3,444; \$4.2 million budget; 20 FTE's), adjacent to Pittsburg, gives you a small town feel while being accessible to large town conveniences. Just 30 minutes from Fort Scott, Frontenac is a beautiful, family-oriented community with great local amenities, strong industry, and an engaged citizenry. The City, a close-knit community known for its ethnic diversity, is seeking a City Administrator to manage its employees and finances, while fostering a culture of professionalism and open communication. The City operates under a nine-member Mayor-Council form of government. It also possesses a strong park system, library, police department, and fire department. The City Administrator supervises the day-to-day activities of all employees, updates the council regarding City finances, and communicates directives from the governing body to the City staff.

The governing body is looking for candidates with strong interpersonal skills who can communicate well with citizens, the council, and City staff. Applicants should have a bachelor's degree in public administration or a related field, and at least five years of local government experience preferred. The successful candidate must also be able to competently create and manage budgets, oversee and develop personnel, and provide leadership to staff and the community.

Competitive benefits. Salary \$65,000 - \$75,000 DOQ. Interested candidates should submit a cover letter, resume, and three work-related references to LEAPS-Frontenac@lkm.org or LEAPS-Frontenac, 300 SW 8th, Topeka, KS 66603. If confidentiality is requested, please note in application materials. Application review will begin May 23. EOE.

City Website: <http://www.lovesmalltownamerica.com/frontenacks.php>

County Appraiser - Russell, Kansas

Russell County seeks qualified applicants for the position of County Appraiser. The County Appraiser is responsible for the annual valuation of all real and personal property within the County, as well as administrative and supervisory work in the Appraiser's Office. Duties will include field inspections, data collection, Index/Depreciation studies, quality control review

and quality grade assignments; Income and Cost models; final review; valuation hearings, and preparation of special reports for annual maintenance. The successful candidate will possess strong leadership, interpersonal, communications, planning and decision-making skills as well as fiscal management experience. CAE, RES, RMA or General Certification from the Kansas Real Estate Appraisal Board is required as well as three (3) years of appraisal experience, including experience in the mass appraisal of real property. Applicants must be qualified by the Director of Property Valuation as an eligible County Appraiser and meet all Kansas Statutory requirements. Salary will be based on experience. Applications accepted until position is filled. Successful applicant is required to pass pre-employment drug testing. Russell County is an Equal Opportunity Employer.

Please send resumes to: Russell County
ATTN: John R. Fletcher, County
Administrator PO Box 113
Russell, KS 67665

Director of Administration and Finance - Bel Aire, Kansas

The City of Bel Aire, a town of approximately 7,000 that borders the City of Wichita, is looking for a Director of Administration and Finance. To view the job description and apply, go to HREPartners under City of Bel Aire.

Director of Public Works - Leavenworth, Kansas

SALARY \$33.78 - \$42.23/hour
NEGOTIABLE EMAIL applications to
employment@leavenworthcounty.org or
fax the application to 913-684-1028.

Application may be found on the Leavenworth County web site at www.leavenworthcounty.org under Information>Employment Opportunities>Leavenworth County Application.

SCOPE OF WORK:

Directs the staff and activities of the Public Works Department and holds overall responsibility for all road and bridge construction and maintenance, sewer districts, noxious weed control, and completion of capital improvements. Provides organizational effectiveness and work direction for 50-60 staff members and controls a budget in excess of \$8,000,000.00.

See Complete job description at: <http://www.leavenworthcounty.org/employment.asp>

QUALIFICATIONS:

Must have a Bachelor's Degree in Civil Engineering and be licensed as a Professional Engineer in the State of Kansas. Must have a minimum of 10 years' experience in road construction and design. Must have a minimum of five years' experience in supervision/management

Director of Water Plant Operations - Topeka, Kansas

The Director of Plant Operations plans, directs, and coordinates the activities of the Water Plant Operations Section. Assists the Water Director with developing and implementing division goals and objectives, and developing, implementing and administering the division budget. Directs the work of unit manager and supervisors, develops and implements short- and long-range goals and improvements to manage the maintenance and treatment of water. The facilities include the water treatment plant, and all pump stations and water towers within the city.

DUTIES AND RESPONSIBILITIES:

Plans, organizes, and directs the Plant Operations Section to ensure that the goals of the Division are fulfilled.

Reviews work practices and develops section policies to ensure consistent standards of practices and ensures compliance with the terms and conditions of labor contracts, City Code and the Personnel Rules and Regulations.

Directs activities of subordinate personnel who oversee installation, maintenance, and repair of all water facilities.

Prepares budget estimates based on anticipated needs of the Section.

Communicates the Section's agenda, budget information, and current events to staff on a regular basis.

Assists in the review of project plans and makes design modifications to water plant and associated system construction projects. Assists in establishing priority of infrastructure replacement program.

Research and prepare special projects, draft ordinances, contracts and resolutions for the Division.

Serves on or appoints members to the negotiating team, analyzes labor contract provisions, and develops proposals for negotiations.

Minimum qualifications:
Bachelor's degree in industrial management, public administration, engineering or closely related field is preferred, an equivalent combination of education and experience may be substituted.

Must have at least five years' experience related to the processes used in operating and maintaining a water treatment plant, pump stations, and towers. Minimum of two years direct supervisory experience required. Must possess and maintain a valid driver's license and city insurable driving record.

Annual Entry Salary: \$55,482 - \$68,000
DOQ

BENEFITS:
Health, Dental and Life Insurance
- Various dependent coverage levels available.

Entry Vacation: 12 days per year (Plus 1 day Personal Leave)

Holidays: 10 days per year

Retirement: Kansas Public Employees Retirement System

Full position description and employment

Electric Lineman - Eudora, Kansas

Salary Range: \$21- \$23/hr. The Electric Lineman performs skilled work in the construction, maintenance and repair of overhead and underground 12.5KV electric distribution power lines, protection equipment, metering, and other electrical equipment. Minimum qualifications include graduation from high school or possession of a GED, and two to three years completion of a four year apprentice program.

This position is responsible for the maintenance of the city's secondary system, including buildings, water wells, sewer pumps, and other electrical needs. Possess a strong technical and mechanical aptitude and excellent communications and public relation skills.

Requires the possession of a valid Kansas Commercial Driver's License (CDL) and a good driving record. Hours: 8:00 am to 4:30 pm. Application and job description available at City Hall, 4 E. 7th Street, Eudora, KS or online at www.cityofeudoraks.gov. Submit application/resume on the website or by email at pschmeck@cityofeudoraks.gov. All offers of employment are conditional upon the successful completion of a post offer drug

screen and background check including driving record. Position open until filled.
EOE

HRIS Analyst - Topeka, Kansas

The HRIS Analyst serves as the Human Resources HRIS point-of-contact and assists subject matter experts with ensuring data integrity, testing and analyzing data flows while providing high level administrative support for the HR department.

The position is the Human Resources approver on Salary Adjustments, Add-Pay, and Pay Matrices changes while being responsible for the personnel action data entry and absence plan with all City of Topeka operational systems (Lawson, IntelliTime, and Benefitfocus).

DUTIES AND RESPONSIBILITIES:
Assist in research and recommendations for best practice, compliance in regards to HRIS functionality and efficiencies.

HRIS Human Resources Information Systems (Lawson, IntelliTime, and Benefitfocus)

Performs system design changes and or develops and submits design specifications to system vendor responsive to changes in policy, bargaining unit agreement provisions, or process changes.

Serves as point-of-contact for assigned functional area.

Recommends process improvements, innovative solutions policy and procedure changes.

Human Resources Salary Adjustment Approver.

Human Resources lead on Absence Plan setup and maintenance within Lawson & IntelliTime timekeeping systems.

Responsible for the timely and accurate employee personnel action maintenance & data entry within the City of Topeka structure.

Lawson: Employee Personal Information, Position, Salary Adjustments, Status Changes, Terminations and New Hires.

Benefit System: Assist with Open Enrollment employee elections.

Time keeping system: Daily Import files from related systems.

Education & Training

Develops, coordinates and facilitates administrator training for Human Resources and Payroll staff, supervisors and managers as necessary. Develops, coordinates and

facilitates end-user training for employees.

Project Lead

Participates on implementation teams to implement new software, upgrades to current programs and represents the Human Resources department on IT related projects.

Minimum requirements:

Bachelor's degree from an accredited college or university in Computer Science, or Information Systems related program.

Minimum two years' experience working with HRIS systems analysis and design in a Human Resources environment, preferably in a public setting.

Entry Salary Range: \$47,361 - \$51,084
DOQ

BENEFITS:
Health, Dental and Life Insurance
- Various dependent coverage levels available.

Entry Vacation: 12 days per year (Plus 1 day Personal Leave)

Holidays: 10 days per year

Retirement: Kansas Public Employees Retirement System

Full position description and employment application available at www.topeka.org/jobs.shtml

Riley Co Budget and Finance Officer - Manhattan, Kansas

Assists; Board of County Commissioners, County Clerk and Budget and Planning Committee on budget and finance matters, preparation, establishment, and submittal to the State of KS the county's budget. Serve as Riley County's Risk Manager. Prepare projections of future revenues, expenditures, and cash position. Perform financial implication analysis of funding options and research for special projects as requested. Bachelors of Arts or Science degree in Accounting or Business Administration with an emphasis in accounting, economics, and/or finance required. At least 3 years of experience preferred. Hiring pay range is \$2,682 - \$2,931 biweekly salary with excellent benefits. Applications are required and can be accessed at www.rileycountyks.gov, or at the Riley County Clerk's Office, 110 Courthouse Plaza, Manhattan, KS 66502. Women and minorities are encouraged to apply for any employment opportunity with Riley County. Equal Opportunity Employer.

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Personnel Services

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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 101-150 words • \$90
 151-200 words • \$115
 201-250 words • \$140



**Overbrook:
First Responder Showcase**

May 14

On May 14, 2016, 8:00 AM to 3:00 PM the City of Overbrook will host the Second Annual First Responder Showcase. The Showcase will be held at the Overbrook City Lake. Showcase will have display of police, fire, and other first responder units, educational displays and activities for young and old.
(785) 806-9500

Caney Kansas Lions Club Mayfest

May 27-28

We are planning for an exciting and fun packed weekend including a carnival, car show, 5K fun run, live music and great vendors! Go to the city website for vendor forms & more information.
(918) 397-7226 | www.caneyks.com

Marion: Chingawassa Days

June 3-5

Annual Family Festival featuring national acts, contests, games, tournaments, and much more.
(620) 382-3425 | www.chingawassadays.com

Great Bend: June Jaunt

June 3-5

Great Bend is part of the Regional Fun happening on K96 Highway from Ellinwood to Tribune. Three Days of Fun: car shows, live music, vendors, baseball & sand volleyball, outdoor movie, business olympics. This year we are adding the Renaissance Fair to the fun!
(620) 793-4111 | www.k96junejaunt.com

**Altamont's Free Kids
Fishing Derby**

June 4

Idle Hour Lake, 3 1/2 miles south of Altamont on Ness Road. Registration: 9:00 a.m. noon, Weigh in by 2:00 p.m., no exceptions. Age Groups: 3-5 yrs. old 6-8 yrs. old 9-12 yrs. Old. Fish at your favorite fishing hole or Idle Hour Lake. Hot dogs

served from 1:30 p.m. to 2:30 p.m. Medals awarded for the largest in weight, and smallest in length in each age group and category: sunfish, bass, crappie and catfish. Grand Prize (2 man scamp) given away after the derby. Only registered anglers qualify for the drawing. All registered anglers will receive a prize. Must be present to win. Kansas Fish & Game's free fishing weekend – no fishing license required June 4th - 5th. No dead fish will be counted, no exceptions, Rain or shine, but severe weather cancels the derby and will be rescheduled. Sponsored by: Altamont Police Department & Masonic Lodge #69
(620) 784-5582 | <http://altamontks.com/kids-fishing-derby/>

Phillipsburg: Riverless Festival

June 4

Crafts, entertainment, & food in downtown Phillipsburg
(785) 543-2321

**Scandia: 2ND Annual Ladies
Night Out in the Garden**

June 10

Shop for plants, yard decor, etc
(785) 335-3303 | scandiaantiquemail@hotmail.com

**Altamont
Flag Day Celebration**

June 11

Enjoy a fun filled day in Altamont with games, vendors, and entertainment for the whole family.
(620) 784-5612 | <http://altamontks.com/flag-day/>

**El Dorado
Lantern Festival**

June 11

At The Lantern Fest, thousands of revelers join together armed with lanterns for one unforgettable spectacle. There will be music, dancing, s'mores and, when the time is just right, we will light the sky with our highest hopes, deepest regrets, and fondest dreams.
(316) 321-9100 | <http://www.thelanternfest.com/location/wichita/#207>

Lecompton Territorial Days

June 17-18

History of Territorial Days: In 1975 a ceremony was held in downtown Lecompton on Elmore Street, celebrating

the dedication of Constitution Hall as a National Historic Landmark. Until then, Lecompton's annual summer picnic, since before the turn of the Century, had been known as the Harvest Home Picnic. But because of the national recognition of Constitution Hall, Lecompton and Kansas Territory, the city fathers decided to call the summer outing Territorial Days. The event has grown to two days in June and it's the highlight of the year for Lecompton. Friday night is considered family night, events run from 6pm-10pm. Carnival for kids, Bingo, cake walk, vendor set up and Turtle/Frog race registration. Saturday events start early in the morning with a pancake feed, 5K run, Frog/Turtle races, events go all day, vendors open all day, Parade at 11am. Evening street dance from 9pm- midnight.
<http://www.lecomptonterritorialdays.com>

**Marion 9th Annual Bluegrass at
the Lake**

June 18

Concert at the Beach Area of Marion County Park & Lake. 4 to 6 p.m. Open Stage; 6 to 10 p.m. Main Performances
(620) 382-3240

Annual Downs Celebration

June 23-25

Fun on the Downs White Way - Annual Carnival Moores Greater Shows Carnival!!!! - All 3 nights - 6pm
(785) 454-6622 | <http://www.downschamber.com>

**Junction City
SunDown Salute**

June 30-July 4

The largest, free multi-day Independence Day celebration in Kansas! There will be vendors, crafters, carnival, car show, food vendors, bands playing nightly and a fireworks extravaganza! This year's headliner is Bret Michaels, former lead singer of the metal band, Poison. Also playing will be the AC/DC tribute band Hells Bells. Don't miss the parade at 10:00 a.m. on July 4th! This year's theme is "Remembering Old Glory."
(785) 238-3103 | <http://www.sundownsalute.org>

2016 League Annual Conference

Hotel Accommodations & Reservation Procedures

October 8-10: Sheraton Hotel & Overland Park Convention Center

Sheraton Overland Park Hotel**

6100 College Blvd
Overland Park, KS 66211
866.837.4214

Rate: \$140 + tax per night
Cut-off date: September 16, 2016

Weblink for reservations:

<https://www.starwoodmeeting.com/events/start.action?id=1601063360&key=2CD833D1>

**Sheraton requires a non-refundable deposit equal to one night's stay in order to secure reservations.

ADDITIONAL ACCOMMODATIONS

Chase Suite Hotel
6300 W 110th Street
Overland Park, KS 66211
913.491.3333
\$89 + tax per night; Studio Queen
\$129 + tax per night; 2-Bedroom Suite
Cut-off date: 9/8/2016

Courtyard by Marriott
11001 Woodson Ave
Overland Park, KS 66211
913.317.8500
\$89 + tax per night; King
\$109 + tax per night; Double Queen
Cut-off date: 9/16/2016

RESERVATION PROCEDURES:

- The League has made special arrangements with the hotels listed to provide accommodations during our Annual Conference.
- Attendees are responsible for making their own reservations. Please contact the hotel directly.
- Remember to ask for the special League conference rate when making reservations.

SPECIAL NOTE:

If you are making hotel reservations for someone else, please confirm with each person that they actually need hotel accommodations before making the reservation.





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