Election Results Are In
You’ve Been Elected...
....Now What?


Register Today!

www.lkm.org/event/LocalGovDay

Presented by

Kansas Association of Counties
&
The League of Kansas Municipalities

Local Government Day

January 24, 2018
Our cover this month showcases the many areas Kansas cities and towns can assess for succession planning needs. Emergency succession planning is only one form of this process; allow us to show you other options.

### Features

<table>
<thead>
<tr>
<th>Page</th>
<th>Title</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>294</td>
<td>Filling the Empty Seats</td>
<td>From filling elected positions to creating a staff succession plan, Kansas cities need a plan for the next generation of public servants.</td>
</tr>
<tr>
<td>299</td>
<td>League 2018 Calendar</td>
<td>The League has dozens of events, conferences and trainings for professional development and networking in 2018.</td>
</tr>
<tr>
<td>300</td>
<td>Municipal Training Institute Schedule</td>
<td>In 2018, we’re offering standard core classes for local government officials as well as several new listings that broaden and strengthen your municipal knowledge.</td>
</tr>
<tr>
<td>301</td>
<td>Wichita Working to Develop Future Leaders</td>
<td>Find out how the Wichita Mayor’s Youth Council is impacting their city as well as raising awareness about issues important to youth.</td>
</tr>
<tr>
<td>303</td>
<td>Strengthening Managers Has Far-Reaching Benefits</td>
<td>Learn more about the Kansas Certified Public Manager program and how the program can strengthen managers in your organization.</td>
</tr>
<tr>
<td>304</td>
<td>A Fond Farewell</td>
<td>General Counsel Larry Baer and Secretary to the Executive Director Anna DeBusk are retiring from the League in December 2017.</td>
</tr>
<tr>
<td>309</td>
<td>2018 League Operating Budget</td>
<td></td>
</tr>
<tr>
<td>310</td>
<td>Kansas Government Journal 2017 Cumulative Index</td>
<td>A cumulative index is published annually which catalogs articles from the current year.</td>
</tr>
<tr>
<td>311</td>
<td>League Selects General Counsel</td>
<td>Find out more about the League’s choice to lead our legal team.</td>
</tr>
</tbody>
</table>

### Departments

<table>
<thead>
<tr>
<th>Page</th>
<th>Title</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>293</td>
<td>Director’s Foreword</td>
<td></td>
</tr>
<tr>
<td>302</td>
<td>Legal Forum</td>
<td>Find out what signage is required for the open and concealed carry of handguns in municipal buildings.</td>
</tr>
<tr>
<td>306</td>
<td>Best Practices</td>
<td>Learn more about equity and inclusion in the workplace and our communities.</td>
</tr>
<tr>
<td>312</td>
<td>Kansas Government News</td>
<td></td>
</tr>
<tr>
<td>314</td>
<td>Professional Services</td>
<td></td>
</tr>
<tr>
<td>316</td>
<td>Classified Advertising</td>
<td></td>
</tr>
<tr>
<td>319</td>
<td>Kansas Attractions</td>
<td></td>
</tr>
</tbody>
</table>
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.
I know it’s cliché to say, “Where did the year go?” However, I really am amazed that 2017 is coming to a close – more so than I feel in most years. How about you?

I’m not sure the adage, “Time flies when you’re having fun” applies, though. Being party to the second-longest legislative session in Kansas history is not most people’s idea of fun. Historic? Sure. Interesting, mesmerizing, revolting? All would be appropriate descriptions at one time or another. One of my true hopes for 2018 is that the legislature focuses its energy on the two things they truly need to address – K-12 funding and the budget – and then wraps up the session quickly.

2017 has been a year of departures and arrivals – at the League, in cities, and at the statehouse. Here at the League, Larry Baer and Anna DeBusk are retiring this month. Between them, 58 years of institutional knowledge and experience will depart. I know many of you will be missing them just as much as we will. We are hopeful that they will take our calls one February morning when the rest of us can’t remember the name of a contact or the perfect ordinance to solve a problem!

From the League Governing Body, we will be saying goodbye to four excellent public servants – Mayor Joe Denoyer of Liberal, Mayor Kelli Hansen of Plainville, Mayor Mark Holland of the Unified Government of Wyandotte County and Kansas City, and Mayor Larry Wolgast of Topeka. Each has given countless hours to bettering and promoting municipal government in Kansas – not just in and for their cities, but for all the cities of Kansas. I feel fortunate to have worked with each of them.

We have had four new arrivals in the office this year – Chardae Caine, Stephen Falls, Megan Gilliland, and Ren Morton. Each have brought with them fresh ideas, strong skill sets and an enthusiasm for serving our members. It has been great to have them on board.

Cities have seen some significant departures of long-serving elected and appointed officials. Some were due to retirement, some due to election results. While experience can be difficult to replace, new blood with new perspectives can be rejuvenating to cities.

In addition to the departure of people, we have also seen the arrival and departure of cities! Freeport, which had been our smallest member city, voted to dissolve in the November election. Frederick (population 17), tried for the second consecutive year to dissolve. Last year, ballots were incorrectly distributed to some voters and the effort failed. This year, ballots were correctly given out, but the vote was deadlocked at 2-2, so Frederick remains a city. For the first time in 65 years, Reno County certified a new city earlier this year. The new city, The Highlands, is just north of Hutchinson. For now, Kansas will continue to have 625 cities.

The state government is watching and waiting for Governor Brownback’s expected departure for an ambassadorship in Washington (or, so we have thought for the past six months!). Lieutenant Governor Colyer is looking to hit the ground running, preparing next year’s state budget and managing personnel while waiting to assume the governorship. We look forward to working with his administration.

Though we tend to look back on years as they come to a close, it is important for us to have our primary focus be the future. We intend in 2018 to continue building the services and expertise on which you have come to rely. To provide direction to our endeavors, we will be updating our strategic plan. Several aspects of the current plan have been accomplished, making this a perfect time to review our current capabilities along with the needs and aspirations of member cities. We will be seeking feedback and input from you in the coming months.

Concurrent with 2018 beginning, we are entering into a partnership to help cities identify and engage more residents in the governance of their cities through service on boards and commissions – and maybe eventually governing bodies. One of the common themes I hear as I visit cities across Kansas is that getting individuals involved with the city can be difficult. In some cases, maybe the city has exhausted all venues for finding interested residents. More often, though, I feel that we have left some portions of the population unexplored or on the outside looking in.

We will be joining the Women’s Foundation, Kansas State University Extension, and the Kansas Health Foundation to develop webinars, strategies, and other tools. These elements will be focused on encouraging and promoting filling board and commission vacancies with diverse and underrepresented population representatives. In a time where finding good, dedicated people with a willingness to serve is hard, we do not see how cities can afford to not engage all portions of their citizenry.

All of us at the League wish you a very happy and safe holiday season. As always, please share any questions, concerns or comments with me at esartorius@lkm.org or (785) 354-9565.
Right before 2008, the public sector teetered on the brink of a retirement vacuum. As the recession hit, staff postponed their retirements and the public sector breathed a sigh of relief. Now, nearly ten years later, we face this vacuum yet again. As local government faces this wave of retirements, talent management has become one of the top priorities. What do we mean by “talent management?” Talent Management is a catch-all term for how an organization hires, develops, and plans for the lifecycle of their organization through their employees. Succession planning is just one component of this process. The process of succession planning touches every part of organizational life from the tenured staff, to the brand-new staff, to the way information is shared.

Technical Or Adapative Challenge?

As with every process, succession planning has its technical and adaptive challenges (for more information on the concept of technical and adaptive challenges, see the research of Marty Linsky and Ronald Heifetz). Technical challenges are problems that are easy to define, can be solved fairly quickly by experts or administrative action, and solutions are usually well received. For example, a pothole is a technical challenge. Adaptive challenges are defined as problems that require a change in values, beliefs, roles, relationships, and approaches to work. For example, managing your workforce is an adaptive challenge. How would you define the challenge of your workforce (motivation, engagement, purpose, structure, conflict, etc.)? What is to be done and who is accountable for change? None of these questions are simple and answering them often require trial and error.

By Ren Morton, League of Kansas Municipalities
Succession planning is anxiety-ridden. All your institutional knowledge is walking out the door. Yet, not only must you keep operating at the current level, you need your organization to keep progressing to stay relevant and keep your residents happy. How do you maintain your staff’s relationship networks after they leave and what if external partners won’t adjust to new people? What if you can’t find people to fill your gaps? What if you can’t pay enough? The problem started out as the task of hiring a new person, and now you’re overhauling your entire human resource system. Now, the panic sets in…

Because succession planning is complex practitioners often want a quick and simple three-step guide to solving the issue. If you find your anxiety is at an all-time high, here is a quick-starter guide:

**TECHNICAL APPROACH**

(See infographic on page 298):

1. **Choose a Type of Succession plan**
   - Emergency Succession (Right now! Approach)
   - Strategic Leadership Development (Long-Game Approach)
   - Departure-Defined Succession (Heir-Apparent Approach)

2. **Design your Departure**
   - Schedule an appreciation event
   - Offer a departure package

3. **Conduct a Sustainability Audit**
   - What operations need to continue?
   - What needs to change?

4. **Design your Succession Plan**
   Timeline and recruitment process.

   Emergency Succession Planning is where many public sector agencies find themselves. Departure-Defined Succession Planning is the most commonly known form; however, because the public sector is predicated on a merit system, Departure-Defined Succession Planning is rare and usually not well received. Best practice suggests organizations should adopt a Strategic Leadership Development approach to prevent high levels of anxiety and panic.

   Retiring is also a huge point of anxiety for staff members. Their identities are shifting away from who they “have always been” into a new era of life that may look entirely different - less structured, less needed, and less stimulating. Working with your staff to answer the big “What’s next?” question can decrease tension as you seek to integrate newer staff. Consider how you can assist in this identity shift (from boss to mentor or from department head to community figure head), establish a ritual of appreciation (banquet or award ceremony), and ask staff how they would like to transition.

   Focus on the common ground of continuity. Retirees are invested in continuity and want to know the work they have invested so much of their life in will continue to impact the lives of the community they love. Organizations are invested in continuity because they need to keep operating at the current level.
and want to build forward. Help outgoing staff design their own transitions by relaying where they see vulnerabilities, having them take stock of their relationship resources and encouraging them to introduce all their mentees to their key people.

**Adapative Approach**

Remember – adaptive challenges require a change in values, beliefs, roles, relationships, and approaches to work.

Let’s take a moment to examine the perspective differences of incumbent leaders (elected officials, current board members, and current department heads) and emerging leaders (internal staff, community board members, community volunteers, and youth). These two groups of people are often:

- From different generations;
- Have different life expectations;
- Have different motivations;
- Have different career needs; and
- Struggle with different economic burdens.

The recurring themes in research resound with, “The new staff have no work ethic!” from incumbents, and, “Can’t they leave already so we can upgrade everything!” from the emerging leaders. Incumbent leaders won’t share; and emerging leaders won’t learn. This is an adaptive challenge.

To successfully succession plan, organizations must recognize BOTH groups of individuals require change in their beliefs about the other group. This is done by reassessing the roles in the work of moving the organization forward and adjusting relationships to one another.

First, the idea of continuity and restructuring are not counterintuitive. Incumbent leaders should be able to explain why a process is structured a certain way while being open to the idea that contextual conditions are changing and it might be time to update. Emerging leaders should acknowledge that before you can radically change anything you must first understand its current condition.

Second, bringing continuity and restructuring into harmony requires incumbent leaders re-imagining themselves as sage mentors and emerging leaders re-imagining themselves as protégés who need to be taught. However, both need to remember they are first and foremost leaders. To be a leader, you should demonstrate you are paying attention to context and developments, furthering the mission of your organization, actively creating the vision, and caring for the welfare of your staff. These are all activities that both incumbent and emerging leaders can do together.

Third, each group must take responsibility for contributing to the collaboration that is succession planning. Incumbent leaders must champion diversity by taking that strategic perspective. How am I biased in my approach and what new, diverse perspectives are needed to move the work forward? At the same time, emerging leaders are responsible for identifying desired roles and making the case for how your perspective adds value to the role.

Finally, the time to succession plan isn’t when you have three staff members declare their intention to retire. The time to succession plan starts when you hire staff and when you are hired on as staff. The time to succession plan is not when you retire from the city council after three terms. The time to succession plan is when you are elected to your first council seat. Recognize that every hand you shake is a potential successor, and every hand you shake is a position for which to aspire. We are all simply one runner carrying the baton and passing the baton in the great relay of life.

Succession planning has both technical and adaptive components. With leaders on both sides of the equation, both incumbent and emerging leaders are responsible for organizational continuity and growth. If you’re facing a need for emergency succession planning, get started with the technical component. Then move on to strategic leadership development succession planning and its adaptive components.

**Here are 10 steps to address**

- **01** When you hire new staff, have them identify 3-4 competencies that they would like to master in the next 1-2 years.
- **02** When a staff member makes a new relationship resource, have them introduce a colleague to that person to begin a network.
- **03** Set up the question, “Why do we do this this in this manner?” as a challenge for all staff involved – not only to answer the question but to identify ways it may need to be updated.
- **04** Have a “If there is no tomorrow” practice. Pick one Friday every quarter where staff makes sure all their files are organized and up-to-date.
- **05** Establish “Issue” agendas for staff meetings where you pick 1-2 topics that need to be addressed. Challenge staff to assess the issue for vulnerabilities and resources, and build in space for checking biases of worldviews in how the staff would like to approach the issue.
Here are 10 steps to address this adaptive challenge:

1. Encourage staff and elected officials to visit schools and participate in career fairs, looking for young community members who are eager and ready to contribute their knowledge to the work.

2. Assess your performance evaluation system for its ability to help grow staff’s business, financial, and strategic acumen. It’s all in how the question is asked.

3. Color-code your organizational chart to determine who may be close to retirement and who may be looking for increased responsibility.

4. Formalize a mentorship program where each incumbent has two or more mentees (think diversity!)

5. Establish a Youth Council seat or a Youth Council to encourage youth’s interest in public service as a career and to inform your strategic planning.

According to research from the Center for Generational Kinetics, communication barriers between different generations is a source of tension in the workplace.1

In a world of economic uncertainty, scared people tend to speak in stereotypes. Stereotypes simplify complex situations, making us feel safer and less confused. Our workplaces today now have five generations in the workplace - this dynamic introduces an extra level of confusing complexity to a general sense of job-scarcity.

Stereotypes affect the succession planning process. People’s biases predispose them to choose people for succession who are similar to themselves. But inadvertently creating workplaces of all one type of people causes the work stagnates. Let’s prevent that!

Here are two games for your staff meetings to tackle generational biases:

**MYTHBUSTERS**

At a staff retreat, have your staff list all the stereotypes they are aware of for different age groups. When all the stereotypes are on the white board, their ridiculousness becomes evident. With a touch of laughter, explore the reality of people’s contexts to completely debunk these stereotypes.

Not sure of your own biases? Challenge yourself to go an entire day without expressing a single stereotype.

**GAME OF LIFE**

Careers are dynamic human events.2 Careers most certainly have their own life-cycle stages, similar to our human development stages of child, teen, young adult, adult, and finally wise elder. Direct your staff to define their own career stage and identify its priorities. Create a gameboard with your own unique game pieces. For example, an intern in a “sampling” phase may need breath of exposure. Perhaps an older staff member is in a “re-entry” phase and is concerned about comparable compensation. As an intergenerational exercise, this conversation will deepen your staff’s understanding of each other and foster cultural empathy.

Sources:

1 www.genhq.com
2 www.worklifetransition.com
FILLING THE EMPTY SEATS
How to Inspire the Next Generation of Public Leaders

Types of Succession Planning

Emergency Succession
Goal: Continuity
Time: Immediate

Strategic Leadership Development
Goal: Engagement & Retention
Time: Ongoing

Departure-Defined Succession
Goal: Heir-Apparent Move
Time: 2-3 years

Incumbent Leaders
Who: Current Executives
- Elected Officials
- Current Board Members
- Current Department Heads
Focus: Continuity
Needs: Departure Planning
- Promotional Processes
- A Transition Process
To Do: Mentor
- Network Your Staff
- Share Leadership
- Delegate to Build Competencies
Search: Build Search Criteria
- Account for Bias
- Promote Diversity
- Start With the Young

Emerging Leaders
Who: Internal Staff
- Community Board Members
- Community Volunteers
- Youth Programs
Focus: Restructuring
Needs: A Career/Civic Trajectory
- Depth of Understanding
- Industry Competencies
To Do: Be Teachable
- Network
- Share Leadership
- Participate in organization building
Search: Identify desired roles
- Meet people in these roles
- Create a Competency Plan
- Start now

Succession Planning Elements

Design Your Departure
- Answer “what comes next”
- Determine identity transition
- Schedule appreciation ritual
- Plan interim space
- Design a departure package

Conduct a Sustainability Audit
- Identify organizational vulnerabilities
- Determine administration operations to address them
- Evaluate your relationship resources & connect staff

Design Your Succession Plan
- Create a timeline
- Identify restructuring needs
- Choose an executive search process

ADAPTIVE CHALLENGES

Emergency Succession
Goal: Continuity
Time: Immediate

Strategic Leadership Development
Goal: Engagement & Retention
Time: Ongoing

Departure-Defined Succession
Goal: Heir-Apparent Move
Time: 2-3 years
| JAN. | |
| Jan 1 | New Year’s Day, League office closed |
| Jan 12 | MTI – Planning & Zoning, Bonner Springs |
| Jan 15 | Martin Luther King Day, League office closed |
| Jan 19 | MTI – Planning & Zoning, McPherson |
| Jan 24 | Local Government Day, Topeka |
| Jan 25 | Governing Body Meeting, Topeka |

| FEB. | |
| Feb 2 | MTI – Municipal Finance, Pittsburg |
| Feb 23 | MTI – Municipal Finance, Manhattan |
| Feb 23 | CAAK Board Meeting, Topeka |

| MAR. | |
| Mar 1 | Governing Body Meeting |
| Mar 9 | MTI – Hiring Public Safety, Belle Plaine |
| Mar 11-14 | NLC Congressional City Conf., D.C. |
| Mar 21-23 | City Clerks Spring Conference, Wichita |
| Mar 30 | MTI – Hiring Public Safety, Leavenworth |

| APR. | |
| Apr 20-21 | Governing Body Institute, Topeka |
| Apr 25-27 | KACM Spring Conference, Lawrence |

| MAY | |
| May 12 | MTI – Emergency Management, Ellsworth |
| May 17 | MTI – Emergency Management, Arkansas City |
| May 20-23 | IIMC Annual Conference, Norfolk, VA |
| May 28 | Memorial Day, League office closed |

| JUN. | |
| June 8 | Governing Body Meeting |
| June 8 | CAAK Spring Meeting |
| June 22 | MTI – Personnel Management, Dodge City |
| June 29 | MTI – Personnel Management, Emporia |

| JUL. | |
| July 4 | Independence Day, League office closed |

| AUG. | |
| TBD | League Policy Meetings |
| Aug 10 | MTI – KOMA/KORA, Oakley |
| Aug 17 | MTI – KOMA/KORA, Concordia |
| Aug 24 | MTI – KOMA/KORA, Lenexa |

| SEPT. | |
| Sept 3 | Labor Day, League office closed |
| Sept 13-14 | Governing Body Meeting |
| Sept 14 | MTI – Occupational Licensing & Permitting, De Soto |
| Sept 21 | MTI – Occupational Licensing & Permitting, Andover |
| Sept 23-26 | ICMA Conference, Baltimore, MD |

| OCT. | |
| Oct 5 | CAAK Fall Meeting, Topeka |
| Oct 6 | Governing Body Meeting |
| Oct 17-21 | IMLA Annual Conference, Houston, TX |
| TBD | Regional Suppers – 6 locations |

| NOV. | |
| Nov 2 | MTI – Cybersecurity for Cities, Independence |
| Nov 7-10 | NLC City Summit, Los Angeles, CA |
| Nov 9 | MTI – Cybersecurity for Cities, Salina |
| Nov 12-16 | CCMFOA Institute, Wichita |
| Nov 14-16 | KACM Annual Conference, Pittsburg |
| Nov 22-23 | Thanksgiving, League offices closed |

| DEC. | |
| Dec 7 | Governing Body Meeting |
| Dec 24 | League office closes at noon |
| Dec 25 | League office closed |
2018 Municipal Training Schedule

Classes are open to all elected and appointed city officials and employees. All classes are held 10:00 a.m. to 2:00 p.m. Lunch and materials included.

January
Planning & Zoning (Elective)
- Friday, January 12 (Bonner Springs)
- Friday, January 19 (McPherson)

February
Municipal Finance (Core)
- Friday, February 2 (Pittsburg)
- Friday, February 23 (Manhattan)

March
Hiring Public Safety Officials (Elective)
- Friday, March 9 (Belle Plaine)
- Friday, March 30 (Leavenworth)

April
Governvng Body Institute: Topeka (Core)
- April 20 & 21

May
Emergency Management (Elective)
- Friday, May 11 (Ellsworth)
- Thursday, May 12 (Arkansas City)

June
Personnel Management (Core)
- Friday, June 22 (Dodge City)
- Friday, June 29 (Emporia)

August
KOMA/KORA (Core)
- Friday, August 10 (Oakley)
- Friday, August 17 (Concordia)
- Friday, August 24 (Lenexa)

September
Occupational Licensing & Permitting (Elective)
- Friday, September 14 (De Soto)
- Friday, September 21 (Andover)

October
League Annual Conference: Topeka Saturday, October 6
- Municipal Finance (Core)
- Valuing Diversity (Elective)
- Ethics & Civility (Core)

November
Cybersecurity for Cities (Elective)
- Friday, November 2 (Independence)
- Friday, November 9 (Salina)

Schedule as of December 1: tentative and subject to change. Visit the League website for the most current information. www.lkm.org/events

“MTI is a level of education that strengthens your ability to work with the public and for the good of your community!”
Darrell Dupree,
Councilmember,
City of Cimarron

“It is important for municipal officials, both elected and appointed, to participate in the Municipal Training Institute. By completing all three levels, one has a better understanding of local government focus and the laws that govern municipal conduct and operations. This creates a better environment for their residents and community.”
Richard U. Nienstedt,
City Manager,
City of Ottawa
The Wichita Mayor’s Youth Council (MYC) is composed of around 30 high-school students who display enthusiasm for public service and towards their community. MYC was founded in 2008 by then Mayor Carl Brewer with three main goals in mind:

1. Educate youth about state and local government.
2. Develop leadership qualities in ambitious youth.
3. Engage youth in the community through volunteering and participation in local initiatives.

MYC has had many successes in Wichita, across Kansas, and throughout the nation. In 2010, members co-wrote the “no texting and driving” legislation that became state law in Topeka. Each fall, MYC sends a delegation to the National League of Cities City Summit, where members collaborate with youth councils from around the country on how they can affect change in their communities. This year, MYC members formed Issue Groups, which are each centered on a policy issue that the group works to advance. With plans for a ‘Fight for Fem’ event to raise awareness about women’s issues (Women’s Rights Group) and expanding support in schools for students challenged by mental health issues (Mental Health Group), MYC works hard to score victories for both its members and the broader Wichita community.

Today, MYC looks different than it did nine years ago. Partnering organizations have changed, the number of members has been modified, and standing committees have been replaced by Issue Groups which can change each year. One constant however, is the energy these young leaders show for the issues they care about and how critical it is for us to provide them with these avenues for success.

Ian Hutchesen is the Management Fellow and MYC Coordinator for the City Manager’s Office, City of Wichita.

MAKE YOUR WATER TANK LAST...

LETS MAGUIRE IRON HELP EXTEND THE LIFE SPAN OF YOUR TANK AND INFRASTRUCTURE.
- Maintenance Contracts
- Interior & Exterior Paint and Repair
- Tank Mixing Systems
- Chemical Cleaning
- Component Replacement

READY TO REPLACE? MAGUIRE IRON ALSO DESIGNS, FABRICATES AND ERECTS NEW TANKS.

McCRORY
The heart of
Outdrift Co

McCory, AR
Built 1936

With proper maintenance, tanks can last as long as we have!
OPEN CARRY
If the governing body would like to prohibit the open carry of firearms into public buildings, this can be done by instructing staff to purchase and post the no open carry signs as approved by the Attorney General. These signs along with instructions for proper placement can be found by going to http://ag.ks.gov/licensing/concealed-carry. Please keep in mind, K.S.A. 12-16,124 prohibits cities and counties from passing ordinances, resolutions or regulations related to firearm ownership, storage or carrying. It is the opinion of the League that any instruction by the governing body to place the no open carry signs be done by some action other than ordinance, resolution or regulation. See K.S.A. 75-7c24

CONCEALED CARRY BUILDING EXEMPTION
For most cities, the exemption from the adequate security measures required to prohibit the carrying of a concealed handgun into a public building, will be ending on December 31, 2017 or January 1, 2018. Once the exemption ends, the city will be required to remove its current signs prohibiting concealed carry unless the city has armed personnel with a metal detector at each public entrance. See K.S.A. 75-7c20 (i)

TEMPORARY NO CONCEALED CARRY
If the governing body would like to prohibit the carrying of concealed handguns in a public building on a limited basis, that can be done. For example, if the city would like to prohibit the carrying of open and concealed carry into city hall during council meetings, this can be done by providing armed security with metal detector wands at the public entrance. The no concealed carry sign would need to be properly posted and the armed officer would need to wand everyone before they enter the building. After the meeting, the no concealed carry sign would need to be removed. If this is going to be done, it will also be important to be sure all other entrances are secured and the public can only enter through the one door where armed security is present.
* Based on statutory interpretation of K.S.A. 75-7c20 (a)
Strengthening Managers Has Far-Reaching Benefits in City Government

By Noel Rasor, University of Kansas Public Management Center

It’s a standard practice in government organizations: a strong frontline employee gets promoted to a supervisory role. To support the transition, most of these staff receive training around their new responsibilities. But when another opportunity comes and they move up again, training around the what, why, and how of management doesn’t always come with the promotion.

Which is a shame — because investing in improving skills among managers offers local governments the chance to realize considerable benefits in department effectiveness. The Kansas Certified Public Manager® Program (CPM) is a training opportunity for public managers to grow their capacity to lead and achieve results.

Offered on a calendar-year basis, CPM is a professional development program focused on preparing highly trained leaders with a curriculum based in managing work, leading people, and developing self. It can fill a gap for people with significant technical expertise as they navigate their management role. For Jon Quinday, City Manager of Russell, the program met this need.

"Of all the professional training I’ve received in the past 25 years,” says Jon, “CPM was the most valuable in terms of the information presented, the quality of instructors, and lessons I’ve been able to put to use immediately.”

The program, which results in a national certification, brings together participants from a variety of backgrounds. Some are new managers, while others have years of experience. Some have graduate degrees, but many ended their formal education when they graduated from high school. They come from all levels of government and from organizations of varied sizes.

Participants meet together for two days each month from January to November in classes that are designed to allow participants to build connections with their classmates. Content addresses topics such as conflict management, collaboration, emotional intelligence, project management, ethics, and much more.

“But don’t worry,” says Terri Callahan, CPM Program Manager. “We don’t lecture at you all day. Our classes are interactive and practical. Everyone benefits when participants bring their expertise into the conversation.”

For Brenda Chance, City Clerk of Phillipsburg and League Past President, this was a key benefit of the program.

“It was always a learning experience to see issues through others’ eyes,” she notes. Similarly, for Murray McGee, Moundridge, KS Economic Development Director, “the networking with community leaders from across our state was extremely valuable. CPM provided me with the tools to be a true leader with depth and knowledge rather than just someone with a title.”

There’s another tangible return on the investment in CPM: participants complete capstone projects in conjunction with their sponsoring agencies. Projects can focus on process improvement, cost savings, revenue generation, or other organizational needs. Often the capstone provides the structure for focusing on a project that has been on people’s minds in an organization but that has lacked the urgency to get done.

“It’s not unusual for a capstone project to more than recoup the cost of CPM for an agency, whether through actual savings/revenue or in efficiencies gained,” says Terri Callahan.

At $3,500 for the year-long program, CPM is a significant investment—but the returns are significant, too. Over the last 10 years, Toby Dougherty, Hays City Manager and CPM graduate himself, has sent 23 managers and department heads to the program. Toby notes that “The learning they bring back and the projects they implement through their capstones have strengthened the performance of our entire organization.”

Noel Rasor is the Assistant Director of the University of Kansas Public Management Center.

Visit www.kupmc.org for information about CPM.
Larry Baer has been a staple in municipal law circles since 1982. He began his career in private practice working in the Newton and Wichita area and became a contract city attorney for the City of Halstead in 1985. With his experience in municipal and quasi-municipal law, Larry was a perfect fit to join the League of Kansas Municipalities in 2001 as Legal Counsel. After 16 years with the League, Larry is retiring in December 2017 as General Counsel.

Growing up in Riley, Kansas, he readily admits he didn’t intend to study law. Larry served in the Navy during the Vietnam War as an electronics operator for anti-submarine warfare. He wanted to be an engineer but his calculus classes re-directed him to business administration instead.

“I’ve always been a problem solver,” said Larry. “When I was getting ready to graduate from Washburn University in 1973, I was looking for something that would differentiate me from other business administration grads. Studying law allowed me to still be a problem solver, just not in the physical, bricks-and-mortar sense.”

Larry’s always been a goal-setter. In 2006, he decided he wanted to run a marathon in less than six hours. He completed the San Diego Marathon in five hours and fifty-five minutes. It’s that kind of determination that has kept him plugging away in legislative affairs in Topeka on behalf of Kansas cities.

“I really enjoyed working through the streamlined sales tax legislation and all of the changes that were necessary in state and municipal law to make that transition,” said Larry. “I knew nothing about streamlined sales tax when I started working with others on that project. By the end, I was completely immersed and certainly considered a member of the group of people who were responsible for the changes.”

Larry has enjoyed his time as a legal expert for Kansas cities.

“I enjoyed being able to pass the knowledge I had on to new attorneys and city officials,” said Larry. “I enjoyed seeing people grow and knowing you had an impact on them.”

There are few times in his life where Larry has found himself speechless. One such occasion was in 2016 when he was named Outstanding League General Counsel by the International Municipal Law Association.

Larry said that his life has been filled with great memories and he’ll miss the League staff and members but he’s looking forward to fulfilling other goals in life. He’s an avid barbeque contest participant, unabashed fan of the Kansas State Wildcats, and devoted husband of 50 years. He and his wife Vicki plan to make many trips to Wisconsin to see their two daughters, Adriane and Amanda, and four grandkids.

We’ll miss you Larry. We welcome you to come back as our Master of Ceremonies anytime!
Back in 1975, the League was a different place — literally. Forty-two years ago, when Anna DeBusk started at the League of Kansas Municipalities, the offices were in a different building in Topeka on 7th Street. The office staff used manual typewriters to produce city code books. The Kansas Government Journal was bundled by hand and wrapped in brown paper before the magazine made its way to subscribers. Anna began at the League as a secretary just after her graduation from Topeka High School and has provided support to four League Executive Directors, hundreds of Governing Body members, and thousands of members over the past 42 years. Anna, the League’s Secretary to the Executive Director, is retiring in December 2017.

While Anna can recount numerous changes in operations at the League, she said the biggest change has been the electronic revolution for staff and our members. The annual League conference each fall has always been Anna’s favorite event each year because it gave her an opportunity to put names and faces together.

“The conferences have become more relaxed in terms of dress code,” said DeBusk. “I remember my feet killing me at the end of the day because I wore heels every day.”

Anna said conferences are still a lot of fun and a wonderful opportunity to meet members.

An avid Jayhawk fan, Anna is looking forward to spending time with her husband Jeff and two grown children, Matthew and Alicia. She plans to continue teaching Jazzercise, as she has done for the past 14 years.

“While I am looking forward to retirement, I am truly going to miss League staff and the Governing Body,” said Anna. “I have enjoyed working here at the League for the last 42 years. While it will take Jeff some getting used to having me home during the day, and me getting used to not having to get up at 5:00 a.m. every day, I am sure we will both get used to it pretty quick!”

Best wishes, Anna!
More than ever, local government professionals are called upon to integrate public service with equitable response to a rapidly diversifying community. Local governments are charged with meeting the needs of the whole community and must weigh priorities and deliver services to all residents. Equity and inclusivity go beyond race and gender. Factors that contribute to a diverse community profile include variations in age, economic status, educational attainment, immigration levels, and community size.

Equity and inclusivity are difficult topics with no easy solutions. A positive impact will take time, commitment, and resources. Panelists offered the following advice to make managing these issues less intimidating:

**Internal Practices**

Present a business case for equity and inclusivity in an organization and the community. This way, staff and senior managers will have an idea of what is expected and why. Also, progress can be tracked and evaluated throughout the process, informing current and future efforts. The topics of diversity, equity, and inclusivity can even be included in performance evaluations for employees.

Consider creating an equity and inclusivity task force or a permanent position, like a chief equity officer, to coordinate internal and external efforts. Tacoma, Washington, formed the Office of Equity and Human Rights, whose mission it is to “achieve equity in the city’s service delivery, decision making, and community engagement … by identifying and eliminating the underlying drivers within the community that perpetuate inequity and provide opportunity and advancement for all.”

Consider nontraditional recruitment efforts to diversify the workforce. The Southeast Regional Summit panel suggested working with community and faith-based groups to help identify candidates. Also, revisit the language of hiring documents and job advertisements to ensure that there is no bias.

Communication is key! Openly discuss commonly misunderstood subjects in internal training programs like “white privilege” and the distinct types of bias. Frame conversations around the idea of moving forward and not placing blame, as making people defensive will impede conversations. Many points of diversity, such as disabilities or gender identity, may not be readily known. A discrimination case is often due to a lack of communication and transparent dialogue to provide accommodation.

**Community Engagement**

If your community is passionate about an issue, the local government should reflect that passion. Community engagement and an open dialogue are key to success. Identify community leaders and consistently build on those relationships. It is critical that positive and trusting relationships between the government and the community be established before there is a problem.

It is useful to track progress by utilizing data and scored reports. Provide incentives to managers and directors to make equity and inclusivity part of the business plan. San Mateo County, California, utilizes a Community Vulnerability Index to track seven indicators of poverty. One goal of this effort is to evaluate the effectiveness of county services and initiatives over time on poverty and income inequality.

Cedar Rapids, Iowa, utilizes the Human Rights Campaign Municipal Equity Index every year. With a scoring system in place, they work to increase that score each year. It is viewed as an organizational business strategy and they frame it as an
opportunity for the innovation of thought that diversity and inclusivity bring.

When circumstances arise that were not foreseen, seize the opportunity to help disadvantaged residents. Maywood, Illinois, for example, upon noticing a rise in the rate of foreclosures, worked with partners to offer free classes on home ownership and finances. Faced with a declining and aging population, Adams, Massachusetts, began efforts to retrain and find employment for seniors and the disabled in their community, with a focus on computer skills. While the programs have seen some success in terms of job placement, they are still developing. They have also trained staff to recognize signs of dementia and opioid abuse to better serve their community.

Dealing with Divisive Events

Following a police shooting, Cedar Rapids, Iowa, found that they were not acting as the main source of information for the community. They worked with multiple groups, both internally and externally, to help inform the public of the local government’s role. They found that, at first, just listening to the community during several forums helped begin the process of building a relationship with the community that will allow future communications to be more productive. Establishing and maintaining strong relationships with community groups and leaders can lead to outcomes focused more on managing grief and healing the community.

Make sure that immigrant communities know who is enforcing the law, how the law is enforced, and why the law is enforced. It can easily be miscommunicated that local law enforcement is responsible for the actions of federal law enforcement. Also, the public may not know when or how a local government can help individuals and when they are bound to uphold particular laws. All communities are different; all community dynamics are different. Working with outside groups to figure out how to properly manage issues facing a community can be very useful.

The Internet: The Good, the Bad, and the Opportunity

The public has become accustomed to receiving information quickly and getting it through social media. On the upside, outreach and information sharing for organizations has become easier than ever. On the downside, a false or misleading narrative can rapidly become mainstream before local governments begin to appropriately manage the flow of information.

To prepare for this, Ottawa County, Michigan, has been planning tabletop exercises with multiple partners to prepare them to get in front of any potential issues and control the information appropriately. Appropriately controlling the information means having more partners, not less. With the ease of communications, all major sources of information need to be working together to provide the public with a consistent and accurate narrative.

Source:
https://icma.org/articles/equity-and-inclusivity-workplace-and-our-communities-0
The Women’s Foundation, League of Kansas Municipalities, Kansas State University Extension, and the Kansas Health Foundation recently announced a new partnership focused on encouraging and promoting board and commission vacancies with diverse and underrepresented population representatives.

“The League works every day to strengthen the cities of Kansas and our partnership with the Women’s Foundation not only makes our communities stronger, but it addresses the critical issue of diversity in the civic arena,” said League of Kansas Municipalities Executive Director Erik Sartorius.

The League will focus their efforts on helping to create and distribute educational training to member cities to foster a culture of inclusivity, civility, and good governance in Kansas cities.

“We’re excited to work with League of Kansas Municipalities and Kansas State University Extension to increase the number of women who are at the decision making table. Many of our state, local, and regional boards are not representative of society,” said Women’s Foundation President & CEO Wendy Doyle. “When more women are civically engaged, our communities will benefit.”

Kansas State University Extension will offer civic leadership trainings to appointees and public officials.

“We’re thrilled to be a supporter of this statewide partnership,” said Kansas State University Extension Director Tara Markley. “We understand the need to have leaders who reflect demographics in our communities. Our trainings will give local leaders the tools to better serve the state of Kansas.”

“Diversity and inclusion are two hallmarks of democracy,” said Steve Coen, President and CEO of the Kansas Health Foundation. “Ensuring representation of all genders, races, ethnicities and backgrounds is vital for new ideas, fresh perspectives and respectable governance now and in the future.”

More information about the partnership and the League’s training materials will be released through the League’s various communication tools including the website, the Kansas Government Journal, League News, and social media.
# 2018 LEAGUE OPERATING BUDGET


<table>
<thead>
<tr>
<th>REVENUES</th>
<th>2017 Budget</th>
<th>2018 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GENERAL OPERATIONS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dues and Research</td>
<td>826,000</td>
<td>1,067,000</td>
</tr>
<tr>
<td>Rent Receipts</td>
<td>155,000</td>
<td>155,000</td>
</tr>
<tr>
<td>Kansas Government Journal</td>
<td>120,000</td>
<td>85,000</td>
</tr>
<tr>
<td>Publications and Advertising</td>
<td>102,000</td>
<td>172,000</td>
</tr>
<tr>
<td>Conference and Service Awards</td>
<td>280,000</td>
<td>270,000</td>
</tr>
<tr>
<td>Interest Earned and Other Revenue</td>
<td>9,000</td>
<td>11,000</td>
</tr>
<tr>
<td><strong>Sub Total - General Operations</strong></td>
<td>1,492,000</td>
<td>1,760,000</td>
</tr>
<tr>
<td><strong>SPECIAL PROGRAMS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ordinance Codification</td>
<td>5,000</td>
<td>1,000</td>
</tr>
<tr>
<td>Personnel Programs</td>
<td>30,000</td>
<td>25,000</td>
</tr>
<tr>
<td>Workshops and Seminars</td>
<td>30,000</td>
<td>48,000</td>
</tr>
<tr>
<td>Affiliate Services and Other Programs</td>
<td>38,500</td>
<td>42,000</td>
</tr>
<tr>
<td><strong>Sub Total - Special Programs</strong></td>
<td>103,500</td>
<td>116,000</td>
</tr>
<tr>
<td><strong>ENDORSEMENTS / SPONSORSHIPS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>KMIT</td>
<td>70,000</td>
<td>32,500</td>
</tr>
<tr>
<td>Sponsorships</td>
<td>5,150</td>
<td>7,725</td>
</tr>
<tr>
<td><strong>Sub Total - Endorsements/Sponsorships</strong></td>
<td>75,150</td>
<td>40,225</td>
</tr>
<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td>1,670,650</td>
<td>1,916,225</td>
</tr>
</tbody>
</table>

| EXPENSES                      |             |             |
| **PERSONNEL SERVICES**        |             |             |
| Staff Salaries                | 827,000     | 885,000     |
| Staff Benefits                | 274,000     | 304,000     |
| Professional Memberships      | 21,000      | 21,000      |
| Registrations, Training and Travel | 40,000     | 42,000      |
| **Sub Total - Personnel Services** | 1,162,000 | 1,252,000   |
| **CONTRACTUAL SERVICES**      |             |             |
| Building Maintenance          | 63,000      | 65,000      |
| Equipment Related             | 58,000      | 54,000      |
| Publications and Printing     | 31,000      | 51,500      |
| Kansas Government Journal     | 62,000      | 61,000      |
| General Overhead              | 23,000      | 26,725      |
| Conference and Service Awards | 230,000     | 220,000     |
| Meeting Expense               | 23,000      | 27,500      |
| **Sub Total - Contractual Services** | 490,000 | 505,725    |
| **COMMODITIES**               |             |             |
| Office Supplies and Paper     | 14,000      | 13,000      |
| Books, Software, and Subscriptions | 26,000     | 26,000      |
| Utilities, Telephone, and Postage | 53,000     | 54,000      |
| **Sub Total - Commodities**   | 93,000      | 93,000      |
| **CAPITAL OUTLAY**            |             |             |
| Equipment Purchases           | 10,000      | 7,500       |
| Building Improvements         | 15,000      | 15,000      |
| **Sub Total - Capital Outlay** | 25,000      | 22,500      |
| **SPECIAL PROGRAMS**          |             |             |
| Personnel Programs            | 500         | 1,500       |
| Workshops and Seminars        | 23,000      | 31,500      |
| Affiliate Services and Other Programs | 250        | -           |
| **Sub Total - Special Programs** | 23,750     | 33,000      |
| Transfer to MPIF              | 10,000      | 10,000      |
| **TOTAL EXPENSES**            | 1,803,750   | 1,916,225   |
| **NET INCOME**                | (-133,100)  | -           |
INFographic

Local and State Employment ...................................................... Jan/Feb............. 21
KPERS Funding and Implications for
Local Government .................................................................. Mar................. 51
KPERS Membership for Cities ................................................. April.............. 95
How to Determine the Difference Between
an Excise Tax Versus Fee ...................................................... June.............. 144
Economic Impact of Tourism in Kansas .................................. June.............. 134
Transportation Infrastructure Warning ................................. October........... 238
Voter Engagement .................................................................. October........... 244
Open and Concealed Carry in Public Buildings ................. Dec................. 304

KANSAS Attractions

The Capitol ................................................................................. Jan/Feb............. 23
DeBruce Center, Lawrence ..................................................... Mar................. 55
Prairie Museum of Art and History, Colby .......................... April................. 87
Old-Fashioned Christmas Parade, Lawrence and Candlelight Home
Tour, Leavenworth ...................................................................... Nov.............. 287
Monument Rocks, Oakley & Rock City, Minneapolis... Dec.............. 319

Economic Development

Economic Impact of Tourism in Kansas .................................... June.............. 134
Kansas Begins Collecting Taxes for Airbnb
Short-Term Rental ..................................................................... June.............. 134

Infrastructure

The Importance of Infrastructure ........................................... Oct................. 237
Power(ful) Choices .................................................................. Nov.............. 262
Six Strategies to Leverage Your Facility .................................. Nov.............. 273

Legislature

2017 Legislative Preview ...................................................... Jan/Feb............. 9
2017 Legislative Session Review ........................................... July................. 166

Best Practices

Leveraging Best Practices to Avoid Workers’ Compensation Claims ...................................... Jan/Feb............. 22
Connecting Residents to City Hall:
Online Services for Your Organizations .................................. Mar................. 52
Job Seekers Look at Several Factors
When Considering Their Next Career Move ......................... April................. 82
Dealing with Disaster: Leadership Lessons
from Survivors ..........December 2017 ............................................. May................. 112
Best Practices in Mobile Marketing
for Destinations ...................................................................... June................. 142
Innovative Land Mobile Radio
System Contracts .................................................................... July/Aug............. 174
Inspiring the Next Generation of Public Leaders
and Megan Gilliland .............................................................. Sept................. 214
Voter Engagement .................................................................. Oct................. 242
Six Strategies to Leverage your Facility .................................... Nov................. 273
Equity and Inclusivity in the Workplace .......................... Dec................. 306

Obituaries

Obituary: State Representative
Patsy Terrell, Hutchinson ................................................................ July................. 186

Legal Forum

Pet Owners and the Fourth Amendment ................................ Jan/Feb............. 20
Federal Fair Labors Standards Act Update ........................... Mar................. 54
Solicitor Licensing Operations are Constitutional? ....... Apr................. 79
The Do’s and Don’ts of Executive Session .......................... May................. 110
2017 Standard Traffic Ordinance and
Uniform Public Offense Code Changes ............................ Jul/Aug............. 176
Tattoo Taboo? ........................................................................... Sept.............. 208
Enabling Governments to Govern .................................. Oct................. 232
Industrial Hemp and House Bill 2182 ................................. Nov................. 267
Conceal Carry in Public Buildings ......................................... Dec................. 304

General Local Government

Honoring Veterans .......................................................... Jan/Feb............. 17
If I Were Mayor ................................................................. March................. 40
KMU Training Center Opens in McPherson .......................... April................. 70
The Power of Placemaking ................................................. April................. 74
Rubble to Recovery: Greensburg 10 Years Later .................. May................. 104
100 Years of City Management in Kansas Cities ................. May................. 108
Oh, the Places You Should Go! ............................................. June................. 136
A Winning Combination, Plainville ..................................... Jul/Aug................. 170
Salina’s False Alarm Ordinance ........................................... Jul/Aug................. 178
Kansas Clerk Named to International Post ......................... Jul/Aug................. 184
Honoring Heroes .................................................................. Nov................. 272
Ottawa Mindfulness ................................................................ Nov................. 276
Filling the Empty Seats ...................................................... Dec................. 294
Strengthening Managers Has Far-Reaching Benefits ....... Dec................. 305
Women’s Foundation ............................................................. Dec................. 308

Awards

2017 ACEC Awards ........................................................... Jan/Feb............. 6
2016 KACM Awards ........................................................... Jan/Feb............. 12
BlueCHIP Grant for Efforts to Improve Community Health ........................................ May................. 102
Five Communities Receive NLC Grant Funding ................. June................. 150
Kansas Clerk Named to IIMC Vice President ......................... July................. 184
2017 Mayor of the Year ..................................................... Sept................. 199
2017 Clerk of the Year ....................................................... Sept................. 200
2017 Intergovernmental Leadership Award ......................... Sept................. 201
2017 Kansas PRIDE Awards .............................................. Sept................. 203
E.A. Mosher Excellence in Local Government ......................... Oct................. 236

The League

League Profile: Joyce Warshaw ................................................... April................. 72
League Profile: Scott Moore, Toni Wheeler
and Megan Gilliland .............................................................. Mar................. 44
League Profile: Trey Cocking ..................................................... Sept................. 211
League Annual Conference Wrap-Up .................................. Oct................. 230
League Elects New Leaders .................................................... Oct................. 246
League Profile: Stephen Falls, Chardae Caine ......................... Nov................. 270
League Profile: Jason Jones ....................................................... Nov................. 271
2018 MTI Training Calendar ................................................ Dec................. 300
League Retirement: Larry Baer and Anna DeBusk ................. Dec................. 304
2018 League Budget ........................................................... Dec................. 309
League Profile: Amanda Stanley ............................................... Dec................. 311

City Profiles

Newton .................................................................................. Jul/Aug............. 181
Haysville ............................................................................. Oct................. 245
Marysville ............................................................................ Nov................. 279
League Selects General Counsel

By Megan Gilliland, League of Kansas Municipalities

The League of Kansas Municipalities is pleased to announce the hiring of Amanda L. Stanley as General Counsel. Amanda currently serves as Legal Counsel for the League and will adopt the duties of General Counsel when Larry Baer retires in January 2018.

“I am very excited to promote Amanda to be the League’s General Counsel,” said League of Kansas Municipalities Executive Director Erik Sartorius. “In her time here, she has demonstrated a strong knowledge of municipal law, has dug into any problems she’s encountered with gusto, and has been a great representative of the League and the cities of Kansas.”

Amanda will serve as the in-house legal counsel to the League, Executive Director, staff, and Governing Body on topics including the League’s by-laws, functions, operations, and policies. This position strengthens cities in Kansas by providing legal guidance to elected and appointed city officials and their staffs. Ms. Stanley will lead the League’s legal team and continue to serve as an advocate for Kansas’ cities at the Kansas Legislature and regulatory bodies. She will guide the League’s legal staff in the development and training of programs and publications for local government officials.

“I am excited to take on this new role in the organization and am looking forward to continuing to help our member cities through educational opportunities, legal guidance, and advocacy at the state and federal level,” said Stanley.

Sartorius said one of the many factors he considered in the hiring process was Stanley’s deep involvement in the legal community, both locally and with state organizations.

“I am impressed with her tangible interaction in the legal community and it shows a commitment to her profession while also providing her an opportunity to share the perspective of cities with legal colleagues,” said Sartorius. “Amanda shared with me, and our interview panel, several ideas to improve League legal services. Such initiatives will benefit the cities of Kansas.”

Amanda joined the League in April 2016. Previously, she worked for the Kansas Court of Appeals as a Research Attorney. She graduated from the University of Kansas School of Law in May 2014 and holds a Bachelor’s Degree from Newman University in Wichita in Biology. While at Newman University, she was awarded the Leona J. Ablah Award, Newman University’s highest award presented to one graduating female who exemplifies the University’s mission and shows great promise to make a strong and positive contribution to society. Amanda grew up in rural Goddard and studied under numerous legal scholars. She proudly recognizes her late father, Douglas Lee Stanley, as a guiding force in her love of the legal profession.
Arlington Wins Grant for Community Center

Since 2010, the City of Arlington (population 473) has used a former grade school as a community center for residents. The community center holds the public library, City Hall, retailers, and a 24-hour fitness center. The center is largely maintained by a group of community volunteers. The city was one of 40 cities across the U.S. to win a $25,000 State Farm Neighborhood Assist Grant. The grant will allow the city to maintain the facility, update playground equipment, and create a commercial kitchen which can be rented out for additional income for the facility. See the full story: https://tinyurl.com/ybzttoxo
Freeport Dissolves, Frederick To Remain a City
After elections this past November, the smallest incorporated town in Kansas with a population of five, Freeport, will dissolve. The town’s residents voted 4-0 to dissolve and make the city part of Silvercreek Township.

In Rice County, the 17-person City of Frederick will remain an incorporated city. The ballots returned to dissolve the city into Eureka Township resulted in a 2-2 tie. This was Frederick’s second attempt to dissolve. In November 2016, some voters living outside Frederick were mistakenly given the ballot to dissolve the city. This rendered the election results invalid.

Hillsboro

Hillsboro Wins Grant for Recreation Trail
The City of Hillsboro won a $628,000 grant from the Kansas Department of Transportation. The grant will use an existing railroad right-of-way to create an eight-foot walking path from downtown Hillsboro to the Hillsboro Community Hospital. A section of the path will be lighted, giving walkers a safer option for early morning and late evening use. Construction is slated to begin in spring 2019 and be finished before the end of the summer the same year.

We are always seeking content ideas for stories and briefs. Please send your ideas and thoughts for content or story ideas to Megan Gilliland at mgilliland@lkm.org
Professional Services

Save on tolls. Save on time.

Get your FREE K-TAG at myktag.com

Kansas Government Journal • December 2017

Advertise in the Kansas Government Journal. Contact Kate Cooley at kcooley@lkm.org or (785) 354-9565.

Connect with the League Online to see our latest news, updates and events.

www.LKM.org  @LeagueKSMunis  http://tinyurl.com/hoqv2wh

Kansas Government Journal • December 2017  315
Chief of Police
Wathena
The City of Wathena, Kansas (pop. 1,348) is accepting applications for the full-time position of Chief of Police. The Chief of Police is responsible for planning, organizing, and directing all activities of the Police Department. A college education is preferred but not required. Training and course work in criminal justice, law enforcement, or a closely related field is preferred. Work experience should include five years in police work and two years in a supervisory position. Possession of, or ability to obtain, appropriate certification as a police officer in the State of Kansas. Applicant must pass background check, and psychological evaluation. Salary range DOQ. City benefit package includes health, dental, life insurance, vacation, holidays, and sick leave. Job requires living in the City limits. Applications will be accepted until position is filled.

How to Apply:
Send resume or applications are available at the City Hall in Wathena, 206 St. Joseph Street, P.O. Box 27, Wathena, Kansas 66090. (785) 989-4711. EOE.

Manager of Survey, Design & Right of Way Acquisitions
Topeka
The City of Topeka is seeking qualified candidates for the Manager of the Survey, Design & Right of Way Acquisition Sections of the Engineering Division. The position is responsible for management of professional Land Surveying services provided by and for the City along with the Design and ROW activities including budget administration and personnel management and supervisory functions.

Minimum qualifications: Bachelor’s degree in Engineering or Land Surveying and must hold licensure as a Professional Surveyor in Kansas. Must have a minimum of 10 years of experience as a Professional Surveyor with supervisory and administrative experience along with civil engineering design, property research and land acquisition processes. Must possess and maintain a valid Class C Kansas driver’s license and city insurable driving record. Annual entry salary: $62,620 - $70,443 DOQ

How to Apply:
Employment application available online at www.topeka.org/careers. The City of Topeka is an Equal Opportunity Employer.

HR Director
Great Bend
The City of Great Bend, Kansas is seeking applications for a Human Resource Director. The Human Resource Director will be responsible for developing, implementing and monitoring human resource policies and procedures for the City of Great Bend. In addition, the Human Resource Director will advise city officials about human resource issues and ensure compliance with employment and workplace regulations. Requirements include graduation from a four-year college or university with a Bachelor’s degree in Public Administration, Human Resource Administration, or Business Administration. Also requires a minimum of four to six years of related experience in human resource management. A Masters degree and/or public sector experience is preferred along with membership in professional human resource organizations such as SHRM, IPMA-HR, etc. Salary is commensurate with education and experience.

How to Apply:
Information about the City of Great Bend and an application can be found at www.greatbendks.net. Position will remain open until filled. Applications should be submitted to the Interim City Administrator at the City of Great Bend at 1209 Williams, Box 1168, Great Bend, KS 67530. Applications can also be completed and submitted on the City website at www.greatbendks.net under the “Jobs” link. This position will remain open until filled. For more information on this position, please call (620) 793-4111. EOE.

Assistant County Administrator/ Director of Finance
Saline County
The Assistant County Administrator/Finance Director is responsible for; monitoring and analyzing the revenues and expenditures of the County for budgetary, statutory and policy compliance; development and administration of the County’s risk management program; monitoring and projecting future revenues, expenditures and cash position; assisting with budget preparation and administration; managing the county Capital Improvement Program; identify operational efficiencies and cost alternatives; work with staff to comply with the County’s purchasing policies and procedures; oversee the execution of contracts, and inter-local agreements; research and carry out special projects; and assume the County Administrator’s duties in her/his absence.

City Superintendent
Stafford
The City of Stafford, (approx. population 986) is accepting applications for the position of City Superintendent. This position is for a working supervisor in the field who must have knowledge of all aspects of City operations including but not limited to electric distribution and generation systems, line work, power plant operation including equipment maintenance and repair, water and wastewater distributions systems, storm drain systems, road maintenance, heavy equipment operation and maintenance, purchasing, inventory, budgeting procedures, environmental issues, employee supervision and computer knowledge. This employee enforces department safety policies and procedures. Must understand and interpret contracts, ordinances, rules and regulations, and possess strong public relation and communication skills. Must possess strong supervisory skills, this position supervises 6+ employees. This
 Classified Advertising

position receives administrative direction from the Mayor and five-member Council. Must have a high school diploma or equivalent, four to six years of similar or related experience. This employee must also possess a valid Kansas Class B CDL, Class I Water Certification, Class I Wastewater Certification, Backflow Certification or the ability to obtain within six months of hiring. Residency within 30 miles is required. Salary based on qualifications and experience. Excellent benefits.

How to Apply:
Send resume to City of Stafford, City Clerk, PO Box 280, Stafford, KS 67578. Call (620) 234-5011 with any questions. Position open until filled. EOE.

_________________

City Superintendent
Leoti

The City of Leoti is seeking a qualified and experienced person to serve as the City Superintendent of the Public Works Department. Strong mechanical fortitude, ability to multi-task and delegate, aptitude to train, discernment, and excellent solutions-oriented frame of mind are a priority. Applications can be found at http://www.leotikansas.org/ or by picking one up at City Hall. First review of applications will begin as soon as possible and the job will remain open until filled. Excellent job history is a requirement and references will be thoroughly checked prior to interviews. EOE.

How to Apply:
Contact City Clerk Ashley Woods at (620)-375-2341 for additional information regarding the position or the City of Leoti. Please email your resume to leoticityclerk@wbsnet.org.

City Administrator
Fredonia

The City of Fredonia (pop. 2,482, budget $8.3 mil., 33 FTE) is seeking a progressive, collaborative professional with strong financial management skills and a dedication to quality service as the next City Administrator. The City operates under a three member Commission form of government with the city administrator responsible for the day-to-day operations including the management of electrical and water distribution systems, wastewater utilities, solid waste disposal and recycling services, police, fire, airport, and public works. The City also operates a library and hospital through separate government appointed boards. The Governing Body is looking for candidates who has a history of professionalism and willingness to become actively engaged within the community. Applicants must have a bachelor’s degree in related field, although an MPA is preferred. Candidates should also have at least four years of local government experience, grant writing skills, and an ability to create a budget that reflects the values of the governing body.

How to Apply:
Competitive salary DOQ and an excellent benefit package is offered. Interested candidates should submit cover letter, resume, salary history, and list of six references to City Administrator Search Committee, 100 North 15th Street, Fredonia, KS 66736. Electronic submittals are strongly encouraged via e-mail to canderson@fredoniaks.org. All applications are due by December 15, 2017.

View current job postings online.
Driving community and industry forward, together.

Community investment goes beyond transportation, infrastructure and water needs. It’s about trust, reliability and a vision for tomorrow. When you need future-focused solutions with a community-minded approach, Bartlett & West is your ally for success.
Rising majestically from the seemingly flat prairie, just 25 miles south of Oakley, Kansas on Highway 83, are the Monument Rocks or Pyramids as most local folks call them. A dirt road leads to these chalk formations which stand on private property. The public is welcome to drive up to these structures. The setting makes an excellent spot for photographers to get some wonderful prairie shots of these magnificent reminders of the past. Over 200 million years ago, western Kansas and eastern Colorado were covered by part of a large inland sea that extended from the Gulf of Mexico to the Arctic Ocean. This inland sea separated the North American Continent into two distinct bodies of land. It is believed that the region was warm and that tropical vegetation grew far to the north and sea animals lived in the warm waters. There seemed to be no swift flowing tributaries and animals dying in this inland sea fell slowly to the bottom. After the ocean had dried up and the bottom had risen above the level of the ocean floor, other deposits made in lakes and by the winds covered these animals. There they lay buried for millions of years. Over the years, however, the winds and rains have reversed this process and have laid bare the ocean bottom, washing the sediment away and exposing what we now know as the Monument Rocks. These structures, some which have been designated by Congress as National Natural Monuments, attract many visitors every year. At a distance they maintain a stately elegance as they tower above the plains over 100 feet into the air. Silent and still, they bear a testimony to the ancient past of the inland sea that once covered them in water.

From the east, take exit 76 off I-70 at Oakley, turn west on U.S. 40, 2 miles, turn east on Jayhawk Road/County Road J, go 4 miles, turn south on County Road 14, go 3 miles, turn east on County Road H, go 1 mile, turn south and the Monument Rocks are on both sides of the road. From the south on U.S. 83, turn east on Dakota Road, go 2 miles, turn north on County Road 450, go 1 mile, turn east on Elk Road/County Road E, go 3 ½ miles, turn north on County Road 16, go 2 ½ miles and the Monument Rocks are on both sides of the road.

Rock City is largely unchanged since the days it was revered by the Native American residents of the Great Plains. Amateur and professional geologists, curiosity seekers and rock climbers from around the world visit this National Natural Landmark to study and admire the 200 rounded boulders or calcite-cemented concretions, popularly called “cannonball concretions.” The largest of these are 27 feet in diameter. Dating back 72-to-82 million years, the carbon and calcium comprising these concretions came from marine limestone and shells. The free-standing boulders were exposed due to erosion of the considerably softer sandstone surrounding them. “Baby boulders” appear as rounded circular rock “stepping stones” around the park. Time will eventually expose these as giant concretions as well.

Located at 1051 Ivy Road, just outside of Minneapolis, the site is open from dawn to dusk. Guests are free to walk among the formations and enjoy a picnic under the shelter. The suggested donation of $3 per person and 50-cents per child helps the non-profit Rock City volunteer organization maintain the facility.
IT MATTERS WHO YOU LISTEN TO.

Serving more Kansas cities, counties and school districts as bond counsel than any other law firm.

GILMORE BELL
GILMOREBELL.COM

BOND COUNSEL