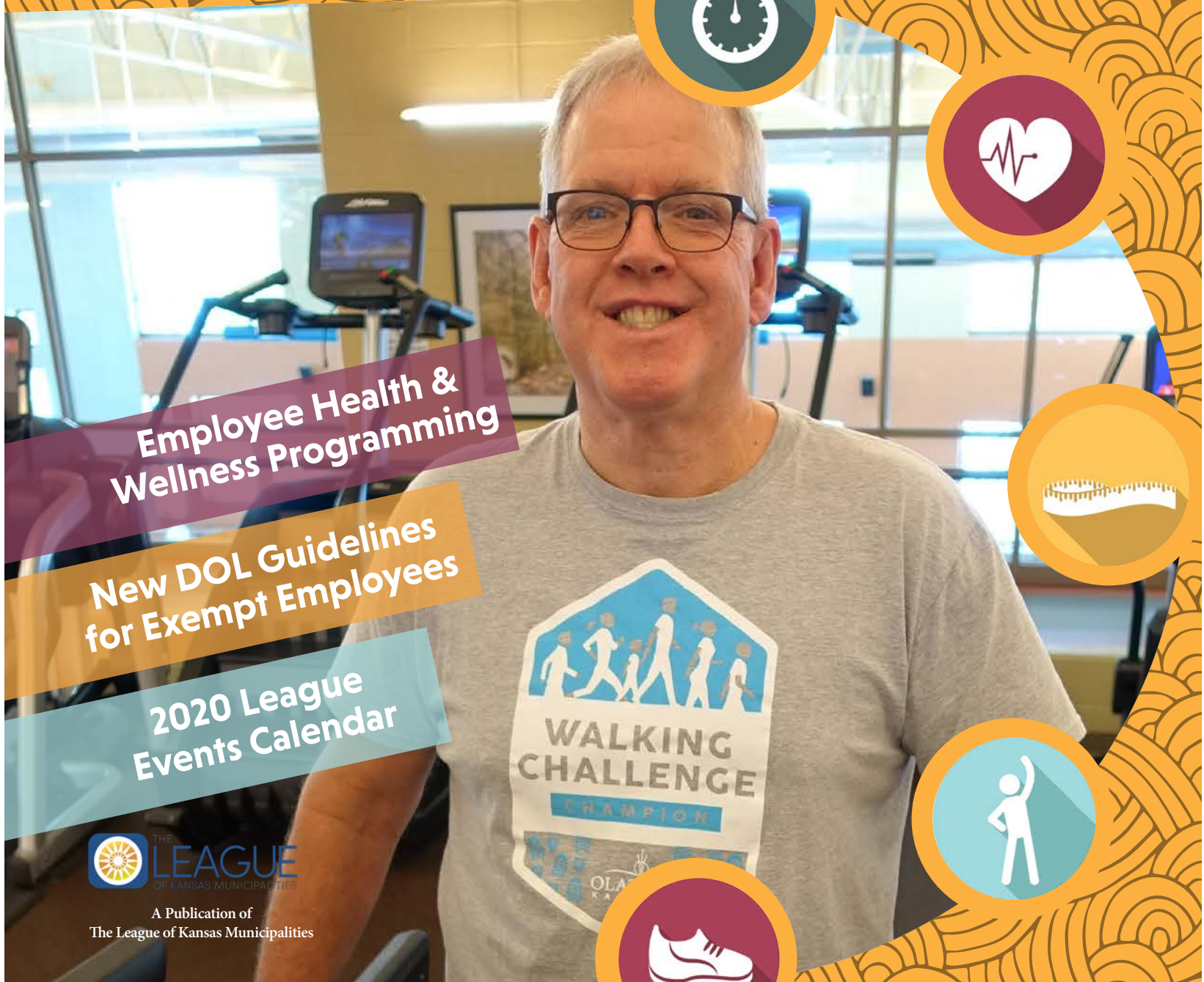


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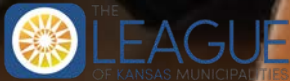
DECEMBER 2019



Employee Health & Wellness Programming

New DOL Guidelines for Exempt Employees

2020 League Events Calendar



A Publication of
The League of Kansas Municipalities



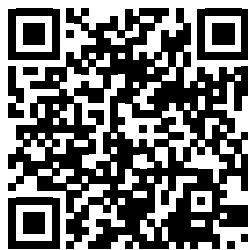
LOCAL GOVERNMENT DAY

JANUARY 22, 2020

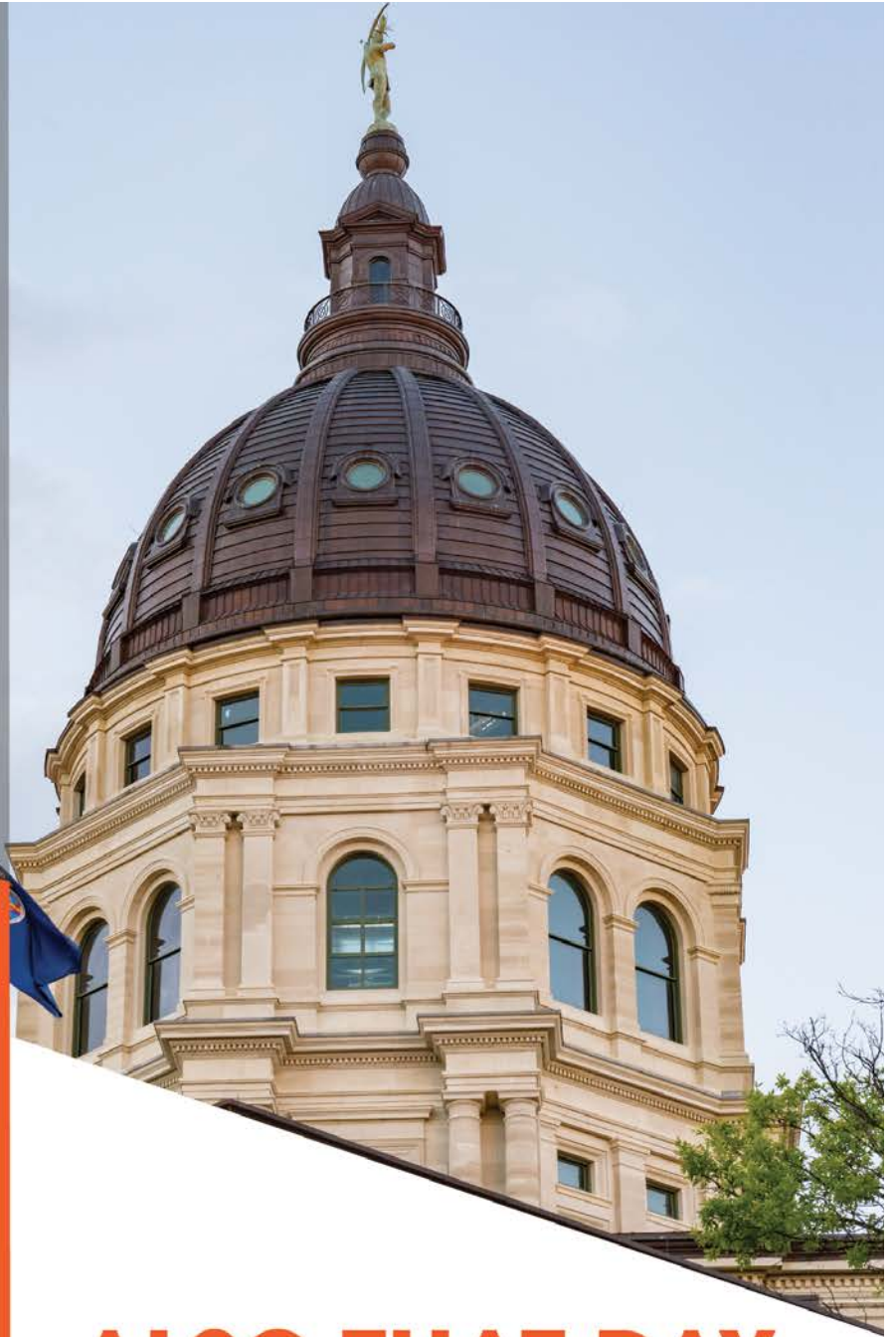
TOPEKA

Presented by
The League of Kansas Municipalities
&
Kansas Association of Counties

SEE OUR WEBSITE



REGISTER AT:
www.lkm.org/events/LocalGovernmentDay



ALSO THAT DAY:

The League will offer an MTI on Ethics & Civility in the morning. To register for the MTI visit www.lkm.org/events.

Announce the winners for the "If I Were Mayor" contest.

Discuss pending legislation & hear presentations from legislators.



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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.

Connect with the League on Social Media



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League Events Calendar

DECEMBER

December 13..... Governing Body Meeting (Topeka)

December 24..... League Office Closed (Half Day)

December 25..... Christmas (League Office Closed)

JANUARY

January 1..... New Year's Day (League Office Closed)

January 13..... 2020 Legislative Session Begins

January 20..... Martin Luther King, Jr. Day (League Office Closed)

January 22..... Local Government Day (Topeka)

January 22..... MTI: Ethics & Civility (Topeka)

Visit www.lkm.org/events for MTI and Webinar registration.

Obituaries

Lawrence M. "Larry" Purcell, 83, Atchison, a former longtime Atchison City Commissioner, died Saturday, November 2. Larry was born February 25, 1936, in Atchison, the son of Frank and Mary Wilburn Purcell. He and Bonnie A. Jones were united in marriage on June 19, 1954 in Atchison. Larry served in the United States Army from 1954 until his honorable discharge in 1956. He was a self-employed plumber and heating and cooling specialist for over 45 years in Atchison. In addition, he worked at the Atchison Hospital and owned and operated Purcell's Landing along the Missouri River in Atchison for over 20 years. Larry also served his fellow Atchison citizens as a City Commissioner for over 20 years. He was a member of St. Benedict Parish and in his spare time he enjoyed fishing and camping. He was a member of Project Concern, served on the board of the Community Corrections, was a member of the V.F.W., and Fleming-Jackson-Seever Post #6 of the American Legion. Survivors include his wife, Bonnie Purcell of the couple's home in Atchison and a large, extended family.

Reba Jean Barnett, 96, Reading, passed away November 13. She was born June 16, 1923 in Lebo. Jean was raised in the Lebo community and graduated from Lebo High School with the Class of 1941. She furthered her education at Strickler's Business College in Topeka. Jean worked for the League of Kansas Municipalities, initially on the KU Campus in Lawrence before transferring to the Topeka office. At the League, she developed her love for basketball while employed as secretary to attorney Albert B. Martin. Jean married Edwin W. Barnett on December 14, 1947 in Emporia. Together, they became lifelong members of the Reading community, farming south of town until Edwin's death on May 17, 2005. She will live on in the hearts and memories of her son, Dr. Jim Barnett and his wife Rosie Hansen of Topeka, and numerous extended family and a host of his dear friends.

DIRECTOR'S FOREWORD

By Erik Sartorius



I wish Santa would pre-deliver Christmas presents. I have asked for a December column for Christmas, and it looks like “deliver early” was a box I forgot to check.

As a result, my gift to you this year is going to be a short column! Because let's be honest, for all the “this is a slow time of the year, nothing really gets done” talk, the final weeks of the year seem to still wind up being jam-packed in cities. Celebrations, parades, end-of-year reports, and myriad other items quickly fill all the “quiet time” we think we will have in December at work. So, allow me to take just a few minutes of your day and touch on two items this month.

First, participate in our strategic plan – PLEASE!

We are leaving this survey open for a few more weeks so that we can garner as many responses as possible. We need your input to create the organization that delivers what you need. It will take 10-12 minutes and can be accessed here: <https://www.surveymonkey.com/r/55JMZJM> Remember there are prizes involved for participation. \$50 gift cards and a chance to be the cover story for a Kansas Government Journal issue in 2020!

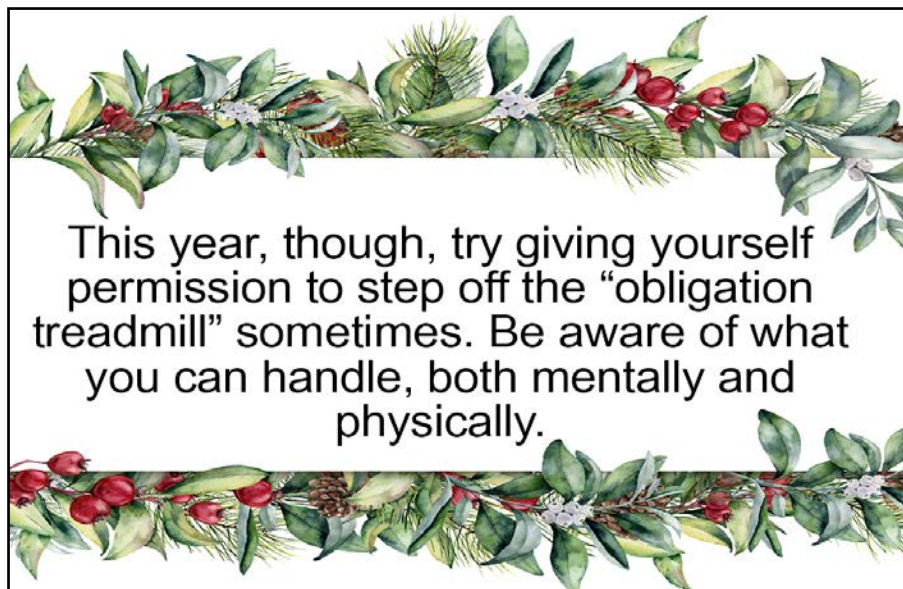
Second, grant yourself some self-care. The holiday season can be the worst for your body and peace of mind. Sleep, eating, and exercise norms get thrown out the window. Anxiety and depression visit many of us for a variety of reasons. Some of those reasons are very legitimate – holidays can resurface past traumas we do not think about the rest of the year.

However, many of our stressors are self-imposed as we attempt to live up to mythical images of the perfect Christmas and New Year. Did we get enough gifts? Did we get the right gifts? Should I wear my red blazer? (The answer to that is “yes.”) Is that the right centerpiece? Am I spending too much? Will I have to play peacemaker between my in-laws? Am I going to get the “helpful hints” again from my father-in-law about how to make better gravy? (I'm trying! Do you know how much Food Network I have watched in the past three weeks??) [By the way, that last example really is made up.]

Do these sources of anxiety matter? Probably, to some extent. They generate for many of us real feelings that impact how we function. This year, though, try giving yourself permission to step off the “obligation treadmill” sometimes. Be aware of what you can handle, both mentally and physically.

For instance, if you are worn down at the end of the day but have an event you truly must attend, do so – but plan how you will handle the event. Set a time limit for yourself, see the people you need to see, and leave. Might someone notice your short visit and feel slighted? Possibly. Will you be in better shape if you have some down time and a full night's sleep? Almost certainly. **AND THE WORLD WILL NOT END BECAUSE YOU MADE THAT CHOICE.**

My last two-cents on self-care this month is to do something for someone else. Not because you have to (obligation), but because you want to. For the past several years here at the League, we have participated in an “adopt a family” program. Staff gathers items on the family's wish list. Some of us take a break from the day to wrap. (I am not allowed to wrap; occasionally, my finger is used to hold a bow in place.) More of us take the presents to the family. Those moments are some of the greatest stress relievers I see every year. Give it a try.



On behalf of everyone here at the League, our best wishes for a happy and healthy holiday season. Our members are the gifts that keep on giving!

Please share with me any questions, concerns, or comments you have about the League. My contact information is esartorius@lkm.org or (785) 354-9565. 🌞



LIVE WELL

WELLNESS

PROGRAM

Olathe Takes a Holistic Approach to Employee Health Programming

By Elizabeth Silk,
Communications Specialist, City of Olathe

Make the most out of your breaks.

- **Mindful Meditation.** Take in everything that's going on around you.
- **Socialize.** Preferably with someone who makes you smile.
- **Stretch.** Your body will thank you later.
- **Walk.** 5 minutes or 20 minutes, you decide!
- **Appreciation Break.** Write a thank you note.

Spending time with those on the frontlines of local government is often an uplifting reminder of the good in the world. The sense of pride that accompanies working hard on behalf of others is humbling and contagious. Employees care for local families as their own and by prioritizing the wellbeing of employees, City leaders not only best serve them, but ultimately build a stronger and more productive City from the inside out.

Like many organizations, the City of Olathe saw a rise in healthcare costs over the last decade and took a proactive approach, renewing its commitment to setting the standard for excellence in public service by re-examining how they care for their employees – their most precious asset. The City looked to its insurance broker and at best practices around the country, as well as surveying City employees for feedback.

As a result of this feedback, the City of Olathe opened an onsite health center in 2009, free for employees, spouses and children over the age of six who are on the City's health plan. Offering a free onsite clinic has proven to be mutually beneficial—the convenience relieves stress for employees, all while being cost-effective and convenient for the City. For employees who are under the weather or injured, easy access to medical care can reduce the severity of an illness and the amount of time they are unable to work. Employees who visit the Wellbeing Clinic for routine physicals or other preventative measures are also more likely to detect and resolve a medical issue before it becomes more serious, costly and physically limiting. The City of Olathe has even boosted compliance with recommended preventative health care by an average of 4.4 percent.

Wellbeing Center Outcomes for 2018-2019

- Nearly 70% of employees utilized the onsite Wellbeing Center over the last 18 months
- 80% of employees completed a biometric health screening in the last 12 months
- 70% of employees identified with a high and/or chronic medical condition are utilizing the Wellbeing Center
- 70% of employees identified with a health risk are making progress to decrease their risk

As the City's efforts grew, it recognized that their definition of "wellness" needed to expand, better reflecting all that wellbeing entails. An Employee Wellbeing Committee was formed to continue driving employee involvement, increase communication efforts, and help the program have a grassroots component. Incorporating elements from the book *Well Being: The Five Essential Elements*, by Tom Rath and Jim Harter, the committee concluded that a truly holistic approach would address mental, physical, financial, career, and social wellness and safety. Once the criteria were determined, the Wellbeing Committee worked backwards to design tools that maximize how all six areas can be consistently cared for and strengthened.

The City's wellbeing program started slowly and included the completion of a health risk assessment as the first step, gradually adding programming and incentives to boost participation over time. By leveraging partnerships, the City can provide several critical resources, free of charge to the employee, such as annual onsite mammograms, flu shots, and skin cancer checks. Other valued programs include monthly financial wellbeing courses, free onsite fitness classes, chair massages, standing work stations,

and ergonomic environmental improvements. While the City has consistently offered many of these tools, the Wellbeing Committee recognized that without effective means for communicating with employees, such opportunities would be overlooked and underutilized.

The Wellness Committee partnered with City communications staff to begin an internal rebranding of all things wellness. They needed a way to package all that is offered by visually reminding staff how to actively care for themselves while at work. The City's graphic designer, Adam Tisdale, created an official brand, LiveWell, to capture all six wellness components.

Since the launch in December 2018, the new brand has been promoted on t-shirts, internal publications, and a LiveWell page on Workplace, the City's primary internal communications medium. "LiveWell has simply become a part of who we are. People know immediately when they see the logo that there is an opportunity to receive valuable information or care and they are eager to participate," said Human Resources Officer Kim Marshall.

The rebrand was critical in emphasizing the importance of wellbeing and refreshing the way resources are positioned to employees. "Our committee's mission is centered around a mindset, and that is, providing employees with the tools they need be their best selves, so they can go into the community and serve the public in the best possible way," shared Wellbeing Specialist Jana Goolsby.

The City of Olathe offers an annual event that reinforces this mindset. Every October the Wellbeing Committee hosts a Health and Safety Fair, highlighting what City resources are available and offering information on topics like vision screenings and colonoscopies. Not only is the Health and Safety Fair a low-cost event, but it presents information as something to celebrate, alongside healthy food and fellowship, normalizing the importance of wellness.

The Wellbeing Committee also weaves in supplemental opportunities for employees to organically develop their own healthy and enjoyable habits. Every April the City hosts an internal Walking Challenge, inviting employees to collectively walk one million steps. Those who register are invited to pick up a free Garmin wearable fitness tracker, with a step counting feature. Participants then compete through a team structure for the greatest number of collective steps, with the winning teams earning Team Champion t-shirts. By encouraging employees to engage in healthy habits, like walking, they are more likely to naturally discover the inherent benefits and continue this behavior on their own.

For Parks Supervisor John Harris, the Walking Challenge changed his life. Harris joined the challenge in 2017 after being encouraged by others in his department to help them win. He acknowledges that he initially brushed it off and signed up to merely pacify his team. Harris began incorporating extra steps in his day and within a few weeks noticed that he had already dropped a couple of pounds. Astounded by the quick results, he decided to give it his all. Two years and 62 pounds later, Harris feels incredible!

"I feel better all around. It has truly changed my outlook on everything," reflected Harris. Not only is he down a significant amount of weight, but his health has greatly improved. The doctor



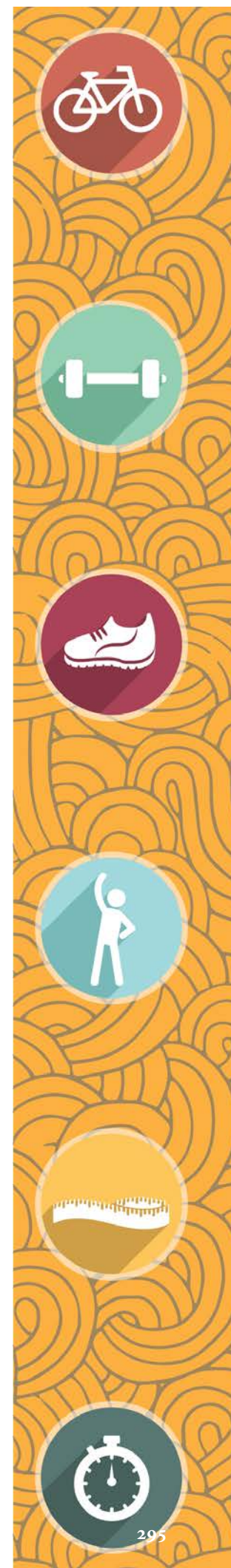
Parks Supervisor John Harris joined the walking challenge in 2017.

7 Benefits of Walking Daily.

- Helps in Weight Loss
- Improves Heart Health
- Reduces Chronic Disease
- Lowers Blood Pressure
- Improves Mood
- Stress Buster
- Improves Coordination



Olathe's Wellness Center provides acute care and chronic wellness support.





TIP: Set prompts to remind and help you achieve your health and wellness goals.

cut his blood pressure medicine dose in half and his knees no longer ache. “When I first started, walking 1.5 miles would wear me out, but now I walk three to five miles every night and it’s no big deal,” said Harris.

Much like the positive influence of his colleagues, Harris’ new love of walking has inspired his wife to join. They now walk together daily and at local races, creating quality time for them to share outside of work. “The Walking Challenge created an accountability that I have been able to sustain with technology the City provided. I track my steps and monitor them through my phone app every day. It’s a constant reminder of what I need to accomplish,” added Harris.

By fostering the wellbeing of employees with the same commitment given to residents, the City’s leaders have applied their values internally and truly touched countless lives. The LiveWell program has sparked a cultural change, empowering employees to utilize internal resources to support their unique needs and self-care. Whether that entails a life-saving mammogram or health coaching at the Wellbeing Clinic, the City of Olathe is prepared to walk with employees on every step of their wellbeing journey. After all, how better to recognize someone’s value than by investing in their most precious asset? 🌞

🌞 **Elizabeth Silk** is a Communications Specialist with the City of Olathe. She can be reached at ESilk@OLATHEKS.ORG.



Olathe’s annual Health & Safety Fair to highlights city wellness options.

Wellbeing Steps for Success

1. Ensure that leadership is committed
2. Build a committee of employee champions at all levels
3. Collect information about employees’ needs and interests
4. Cultivate supportive partnerships to offer critical resources
5. Choose initiatives that support the whole employee
6. Collect data to evaluate your success and CELEBRATE!



The Wellness Committee partnered with city communications staff to begin an internal rebranding of all things wellness. They needed a way to package all that is offered by visually reminding staff how to actively care for themselves while at work.

THREE KANSAS LOCAL GOVERNMENT PROFESSIONALS RECOGNIZED NATIONALLY

ICMA's Local Government Excellence Awards recognizes individual achievement & service

AWARD FOR CAREER DEVELOPMENT

Courtney Christensen's commitment to developing new talent in local government is unmatched, as evidenced by an outpouring of support from young professionals she has mentored and her continued passion and focus on attracting and developing those new to the profession.

Christensen has spent the last 32 years working for just two cities, Kansas City, Missouri, and Mission Hills, with a wide range of responsibilities in budget and finance, resource management, and emergency services coordination. In 2000, she became City Administrator in Mission Hills, where one of the hallmarks of her tenure has been a focus on resident satisfaction and community engagement.

Perhaps Christensen's greatest legacy is her continued support and guidance for those new to the profession, as evidenced by her mentoring of 19 interns in Mission Hills. Anyone who has ever been an intern or supervised one knows that to do it properly requires an investment from the mentor as well as from the intern. Christensen has given unselfishly of her time, hoping to benefit those who are still learning about public service and the profession they have chosen.



ASSISTANT EXCELLENCE IN LEADERSHIP

Jennifer Cunningham came to her position as Assistant City Manager in Garden City through a nontraditional route and has gone on to make significant contributions to the City. Starting as the city prosecutor, she soon demonstrated an acute sense of efficiency in operations and finance that led to a series of promotions in the court system.

As municipal court administrator, Cunningham took an underperforming department that was struggling with identifying and meeting performance goals and quickly turned it into arguably the highest performing department in the organization. She identified staff with talent and a willingness to commit to specific targets and to the values of the organization, she empowered them to work as a team, and she celebrated with them when all the targets were met in less than a year. In the process, she identified opportunities for substantial budget savings once the department was operating at an optimal level.

In 2015, her emerging interest in a more generalist position led to her appointment as assistant manager. She continued to oversee the municipal court, as well as information technology, legislative affairs, the regional airport, the golf course, and the zoo.

Cunningham demonstrated analytical skills that benefited cities throughout Kansas during the state legislative session in 2015. A strong and popular conservative movement, led by the Kansas Association of Realtors, was seeking to further restrict local government by imposing a property tax lid. The realtors were using a graph showing that property tax collected by cities statewide outpaced the consumer price index by a substantial margin, adding fuel to a growing "anti-city" sentiment. Cunningham created a contrasting graph that backed out growth in assessments due to new building permits and annexation. The resulting information countered the story promoted by the realtors, and she helped several dozen other cities create similar graphs to give to their legislative delegations. Her efforts served as the foundation for an erosion of the tax lid in subsequent legislative sessions.



50 YEARS OF PUBLIC SERVICE

Working in public service takes commitment and leadership. Congratulations to Paola City Manager Jay Wieland for being honored by ICMA for five decades in local government!

Jay began his career in public service in Emporia where he was born. At Emporia, he held positions in the Water Service Department, Human Resources Department, and as Acting Assistant City Manager. From 1987 to 1995, Jay served as the City Administrator for the City of Hesston. From 1995 to 1998, he moved to Charles City, Iowa where he also served as City Administrator. Then in 1998,

the City of Sterling, Illinois recruited Jay to serve as City Manager. He has served the City of Paola since 2007.

Jay holds a Bachelor of Science Degree in Public Affairs from Emporia State University and a Masters of Public Administration from the University of Kansas.



2020 League Calendar



January

- 1 New Year's Day, League Office Closed
- 13 2020 Legislative Session Begins
- 20 Martin Luther King, Jr. Day, League Office Closed
- 22 Local Government Day, Topeka
- 22 MTI: Ethics and Civility, 9 a.m. to Noon before Local Government Day at the League Office, Topeka
- 23 Governing Body Meeting, Topeka

February

- 6 KACM Winter Conference, Wichita
- TBA CAAK Board Meeting, Topeka

March

- 5 MTI: Municipal Finance, McPherson
- 6 MTI: Municipal Finance, Fort Scott
- 6 Governing Body Meeting, Topeka
- 11-13 CCMFOA: Spring Conference, Manhattan
- 27 MTI: Personnel Management, De Soto

April

- 23-24 KACM Spring Conference, Lawrence
- 24-25 Governing Body Institute and Kansas Mayors Conference, Manhattan
- 24-27 IMLA Mid-Year Seminar, Washington DC

May

- 1 MTI: The Power of Leadership, Baldwin City
- 25 Memorial Day, League Office Closed

June

- 5 CAAK Board Meeting, Overland Park
- 12 Governing Body Meeting, Topeka
- 18 MTI: Managing Municipal Services, Reading
- 19 MTI: Managing Municipal Services, Garden City
- 25 MTI: Social Media for Cities, Scott City
- 26 MTI: Social Media for Cities, Marysville

July

- 3 Independence Day, League Office Closed

August

- 6 MTI: KOMA/KORA, Goodland
- 7 MTI: KOMA/KORA, Salina
- 13 MTI: KOMA/KORA, Wyandotte County/KCK
- TBA League Policy Meetings, Topeka
- TBA CAAK Board Meeting, Topeka

September

- 7 Labor Day, League Office Closed
- 11 Governing Body Meeting
- 23-26 ICMA Conference, Ontario
- 23-27 IMLA Annual Conference, La Quinta, CA

October

- 9 CAAK Fall Meeting, Wichita
- 10-12 League Annual Conference, Wichita
- 13 League Holiday – Office Closed
- 13-15 KAC Annual Conference, Wichita
- TBA League Legislative Dinners – 8 locations

November

- 6 MTI: Economic Development, Andover
- 18-21 NLC City Summit, Tampa, FL
- 26-27 Thanksgiving, League Office Closed

December

- 2-4 KACM Annual Conference, Great Bend
- 11 Governing Body Meeting, Topeka
- 24 Christmas Eve, League Office Closes at Noon
- 25 Christmas Day, League Office Closed

Dates and Locations Subject to Change

I N D E X


- MTI: Municipal Training Institute
- KACM: Kansas Association of City-County Managers
- CAAK: City Attorneys Association of Kansas
- CCMFOA: City Clerks & Municipal Finance Officers Association

- IMLA: International Municipal Lawyers Association
- NLC: National League of Cities
- ICMA: International City-County Managers Association

Using Data to Uncover the Costs of Mental Health

High Utilizers in Sedgwick County

By Lisa Dodson, Research and Program Evaluation Manager, Public Policy and Management Center, Wichita State University



Kansas, like other states, is experiencing a mental health crisis. This crisis has forced local governments to grapple with how to provide services to meet the growing demand. According to the Substance Abuse and Mental Health Services Administration, Kansas has about 76,000 adults (3.7%) with a serious mental illness, but only 48.5% received treatment. Among adults served in Kansas' public mental health system in 2013, 60.5% were unemployed. In addition, Kansas reports a higher incidence of heavy alcohol use among adults at 8.1% compared to the national level of 6.8%.

A subset of the most seriously ill population become “super utilizers” or “high utilizers” of mental health services. Communities throughout Kansas are seeking better, cost-effective ways to help these most expensive high utilizers. While there is no universal definition of what constitutes a high utilizer, it is generally recognized that high utilizers get trapped in a cycle of emergency department use, inpatient admission, crisis services, detox and sobering, and back on the street without successfully managing their illnesses. Law enforcement and emergency services also encounter increased call outs and arrests with high utilizers. The Sedgwick County Sheriff's office reports that 25% of their inmate population is diagnosed with some form of mental illness and approximately 73% have a chemical dependency.

Many of these patients are uninsured or underinsured, utilizing significant community resources, while still not fully engaged in treatment for their illnesses. In addition, high utilizers consume a disproportionately large share of health care services. The Department of Health and Human Services (2013) reports that nationally these high utilizers represent 5% of all patients and comprise 50% of all costs paid by Medicaid.

High utilizers experience factors that reduce the likelihood of timely care including poverty, lack of education, lack of health insurance, homelessness, food insecurity, and interpersonal violence increase the risk of poor health (Michigan Department of Community Health, 2014). In addition, high utilizers are increasingly at risk from the impacts of the opioid crisis (Davis, Lin, Liu, & Sties, 2017).

NEED FOR RESEARCH

Community agencies are seeking to define the population of high utilizers and plan methods to efficiently and effectively meet the growing demand for services. In the summer of 2019, the Public Policy and Management Center at Wichita State University, received funding through a Kansas Health Foundation grant to study 519 high utilizers in Sedgwick County.

Three Sedgwick County providers of mental health services, including Ascension Via Christi (AVC), COMCARE of Sedgwick County (COMCARE) and The Substance Abuse Center of Kansas (SACK), participated in the study. Together, these agencies serve over 90% of behavioral health patients in the county.

This study describes the high utilizer behavioral health population in Wichita/Sedgwick County over the years 2015 through 2018. It examines the demographic characteristics of the client population and how they differ by agency. Patterns of services are reviewed over time to determine which patients are using multiple community services. In addition, costs of services for this high utilizer population are compared between agencies and across time.

HIGH UTILIZERS ARE VERY ILL PEOPLE

High utilizer patients are seriously mentally ill. The primary diagnosis for most of AVC patients (35.7%) was mood disorders (e.g. depression, bi-polar, mania). The majority of high utilizers for COMCARE are diagnosed with schizophrenia, and all of SACK's high utilizers are diagnosed with substance abuse, many with co-occurring mental illnesses.

Table 1.1: Mental Health Diagnosis Summary

Diagnosis	AVC	COMCARE	SACK*
Psychoactive substance use disorder	27.0%	0.00%	36.1%**
Schizophrenia	28.6%	47.3%	13.1%
Mood Disorders	35.7%	43.7%	41.8%
Anxiety Disorders	4.1%	6.5%	7.4%
Adult Personality Disorders	0.5%	2.5%	1.6%
Other	4.1%	0.0%	0.0%

* 100% of SACK clients have substance use disorder. Data is for secondary, self-reported mental health diagnoses.

** Multiple substances reported

The majority of high utilizer patients are white males, falling between the ages of 35 to 54. Of the 516 total high utilizer patients studied, 25% (127 patients) were also high utilizers of one of the other agencies in the study. Of this 25%, 85% (108) are high utilizers of two agencies, and 15% (19) are high utilizers of all three agencies. This percentage is estimated to be low because many patients may receive services at all agencies but did not make the cut into the high utilizer sample drawn for this study.

Places of residence for high utilizers are clustered in the downtown region or near Ascension St. Joseph campus. SACK was the only agency that reported homelessness data for this study. Analysis of SACK's data indicates that 66% (82 patients) of the 122 high utilizer patients are homeless.

COSTS OF HIGH UTILIZERS

Over the years 2015 to 2018, the 519 high utilizer patients received almost \$56 million of care from AVC, COMCARE and SACK. AVC had the largest share at \$46.8 million, COMCARE had \$8.7 million and SACK had \$319,000. The highest cost patient at AVC received \$765,211 in services between 2015 and 2018, COMCARE's highest cost patient received \$379,337, and SACK's highest cost patient received \$11,866 of services. In 2018, the median cost per high utilizer patient was approximately \$72,426 for AVC, \$20,328 for COMCARE, and \$1,008 for SACK.

Table 1: Costs of High Utilizer Services*

Year	AVC	COMCARE	SACK	TOTAL
2015	\$10,688,124	\$1,342,658	\$38,774	\$12,069,556
2016	\$12,469,614	\$2,403,376	\$99,866	\$14,972,856
2017	\$12,341,847	\$1,794,067	\$118,710	\$14,254,624
2018	\$11,362,043	\$3,201,895	\$61,752**	\$14,625,690
TOTAL	\$46,861,628	\$8,741,996	\$319,102	\$55,922,726

*AVC: includes all charges incurred. COMCARE: billed charges per payment agreements. Due to sliding scales, charges are less than cost for actual care given. SACK: charges are based on the Federal Block Grant approved rate.

** In 2018, some SACK high utilizers were not included in the study sample due to incarceration.

The majority of high utilizer patients are on Medicaid, Federal Block Grant, or uncompensated care for payment of services. AVC has slightly over 47%, COMCARE has 56% and SACK has 100% of high utilizers funded by Medicaid, Federal Block grants, or uncompensated care.

Over the past four years, almost \$17 million in high utilizer services (30%) was funded through public and uncompensated care assistance. AVC provided \$12.8 million, COMCARE \$3.8 million, and SACK \$319,103 in services.

Table 2: Public Assistance and Uncompensated Care for High Utilizer Patients

Year*	AVC	COMCARE	SACK	TOTAL
2015	\$3,447,339	\$642,775	\$38,774	\$4,128,888
2016	\$2,725,983	\$1,189,317	\$99,866	\$4,015,166
2017	\$3,553,473	\$863,748	\$118,710	\$4,535,931
2018	\$3,072,560	\$1,113,685	\$61,752	\$4,247,997
TOTAL	\$12,799,355	\$3,809,525	\$319,103	\$16,927,983

*Includes Medicaid, Federal Block Grants and uncompensated care.

These costs represent a fraction of the full costs to the individual and society because they do not include the costs due to reduced quality of life, lost employment, lost productivity, and social and emotional costs to the patient, families, and society. Despite the disproportionately large costs for a relatively small number of high utilizer patients, health care research shows that medical and social outcomes remain low for this population (Siekman & Hilger, 2018).


CREATING DATA DRIVEN AND SUSTAINABLE SOLUTIONS


Kansas' mental health crisis is linked to the larger national problems of unaddressed healthcare needs, a lack of access, the nationwide shortage of physicians, and a lack of coordinated services. However, community solutions are evolving from the efforts of leaders, service providers, businesses and citizens joining together to find new models, and strategies to produce more effective outcomes for high utilizers of behavioral health services. Several recommendations were identified to better serve high utilizers of behavioral health services.

The community's current delivery model for high utilizers of services is extremely expensive and not sustainable. Over the years 2015 to 2018, the 519 high utilizer patients received almost \$56 million in care from AVC, COMCARE, and SACK, with 30% of services funded through public and uncompensated care.

Despite this significant investment, these patients are still not fully engaged for treatment of their illnesses, and patient outcomes are not sufficient.

Data driven decision-making is critical as communities identify ways to maximize resources and best serve citizens. This report is a first step to understanding the needs of the community's high utilizer population. The study's recommendations provide some next steps to better serve high utilizers and promote an improved quality of life for these individuals and our community-at-large.

Read the full report online at https://www.wichita.edu/administration/diversity/ppmc/documents/HighUtilizersBHServicesFinalReport_07_22_19.pdf. 

 **Lisa Dodson** is a Research and Program Evaluation Manager with the Public Policy and Management Center at Wichita State University.

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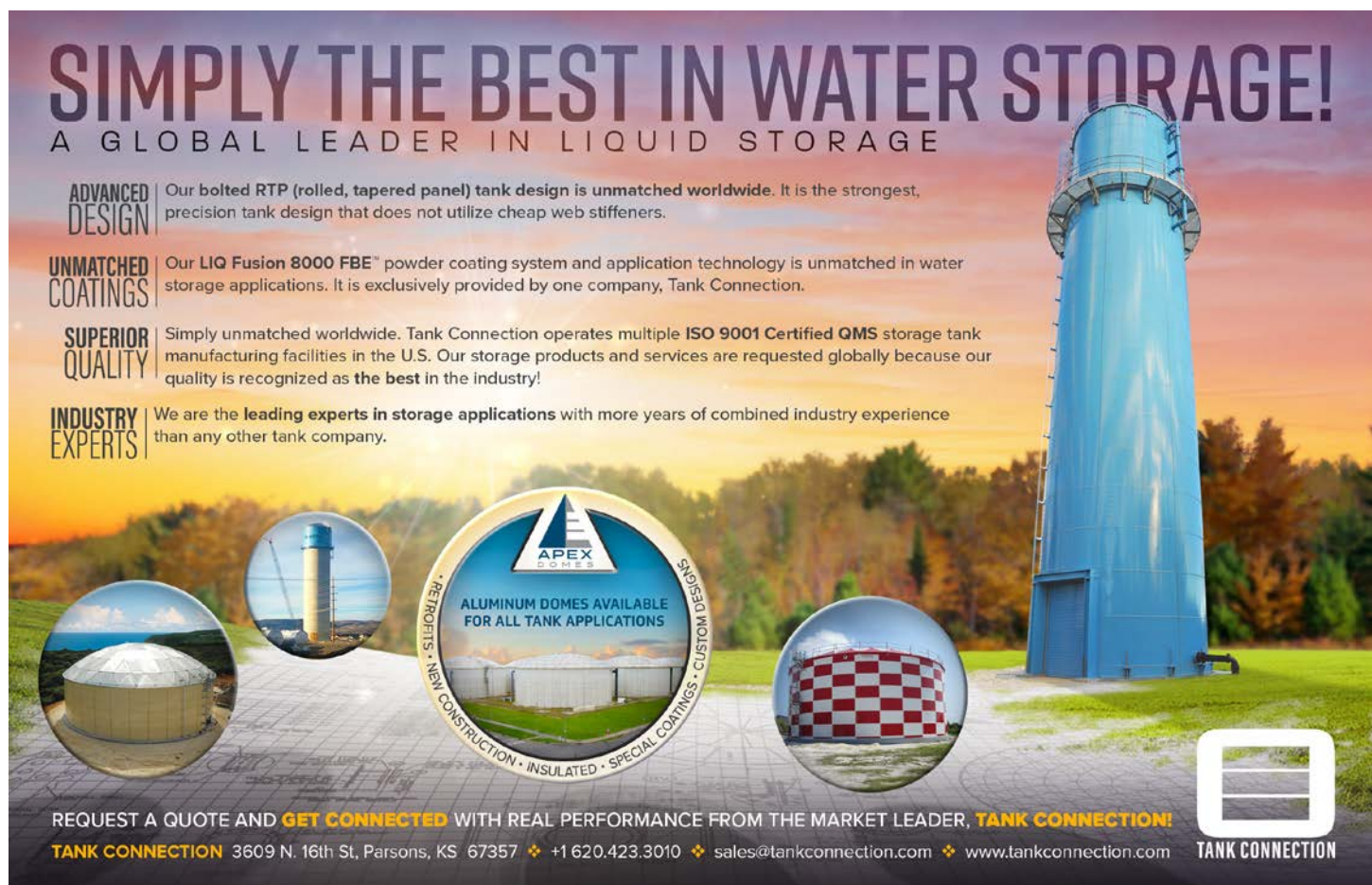
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Study Recommendations

- Explore and pilot test improved models and methods of service delivery
- Increase collaboration between agencies
- Create uniform indicators to define high utilizers
- Reform payment processes
- Create better processes for health information exchange
- Expand collaboration of community leadership to secure adequate funding
- Support the recommendations of the Wichita/Sedgwick County Mental Health and Substance Abuse Coalition

Read the full report online at https://www.wichita.edu/administration/diversity/ppmc/documents/HighUtilizersBHServicesFinalReport_07_22_19.pdf.



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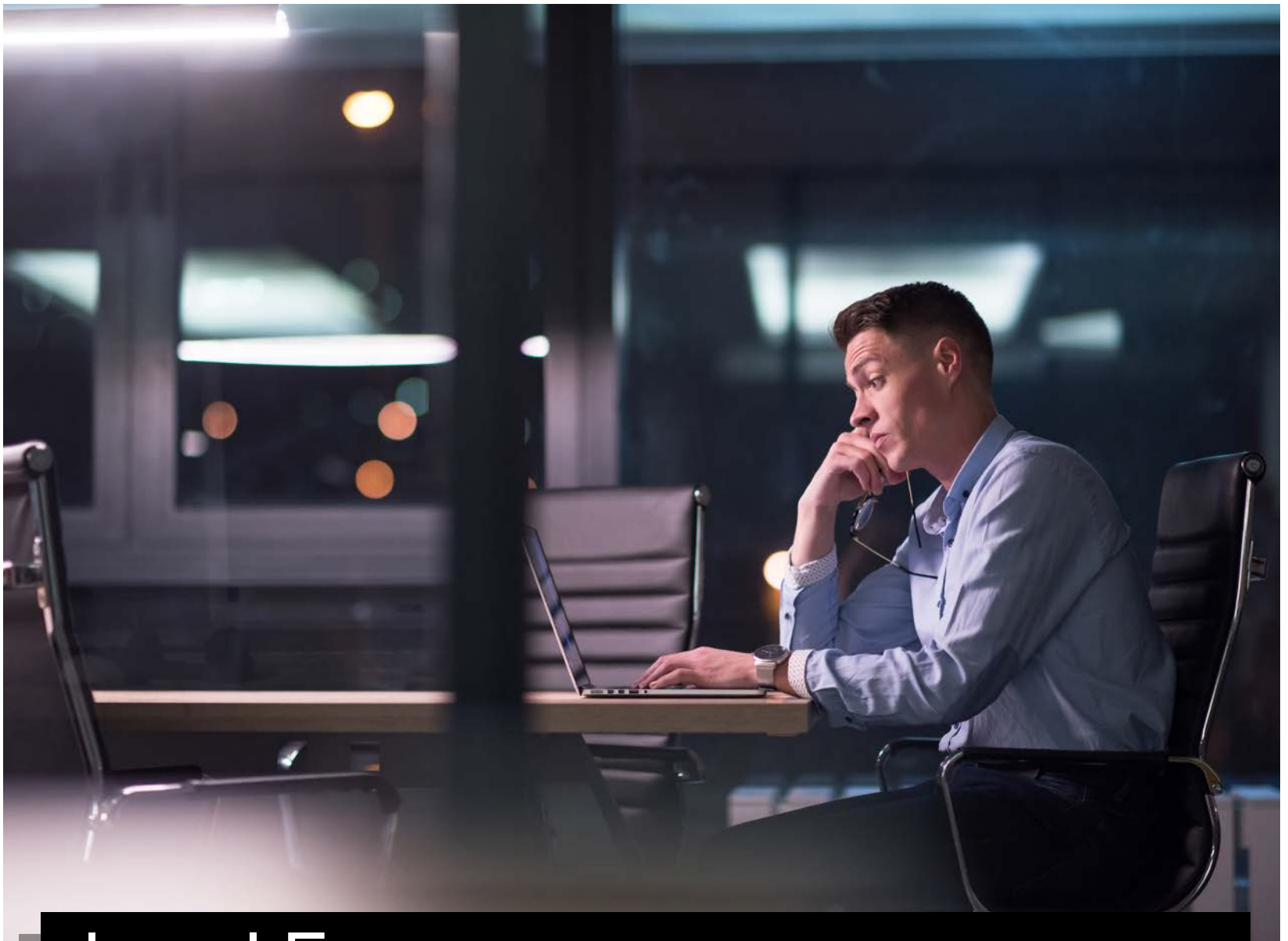
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Legal Forum

Income Threshold Set to Change for Exempt Employees

By John Goodyear, Staff Attorney, League of Kansas Municipalities

Under the Fair Labor Standards Act, employees are often split into two groups; exempt and nonexempt. Nonexempt employees are paid for overtime worked while exempt employees are compensated with a set salary without regard to the number of hours worked.¹ In order for an employee to be considered exempt, they must be paid a salary that reaches a certain threshold and perform tasks deemed to be executive, administrative, or professional.² Employees that meet the income requirement and fall within one of these three broad categories need not be compensated for time worked over forty hours a week, while those employees that do not meet these requirements must be compensated at one and a half times their hourly wage for each hour worked in excess of forty in a week.³ While this classification system remains unchanged by the Department of Labor, the income threshold will change on January 1, 2020.

History of the Income Requirement

The Fair Labor Standards Act delegates to the Secretary of Labor the authority to define the terms of the overtime exemption.⁴ Since 1940, the regulations in implementing the exemption have required income and duty tests to be met before an employee could lawfully be considered exempt. The Department of Labor has long used the income level test to help better frame the duty test as those employees being paid less than the required sum are unlikely to be bona fide executive, administrative, or professional employees. Otherwise stated, those holding these types of positions are rarely paid less than the established sum.⁵ The salary level test serves not only to provide efficiency for government agencies, but also certainty for all kinds of employers and employees. In 1949, the Department of Labor summarized the role of the salary test,

stating, “The salary tests, even though too low in the later years to serve their purpose fully, have amply proved their effectiveness in preventing the misclassification by employers of obviously nonexempt employees, thus tending to reduce litigation.”⁶ The Department of Labor recognized then that the test would only be effective so long as the salary required reflected market trends and changing incomes. The test’s usefulness has diminished over the years as the wages of those employees entitled to overtime pay has increased and inflation has effectively reduced the value of exempt positions.⁷

The income required for an employee to be exempt was set at \$455 per week (\$23,660 annually) in 2004 and has remained unchanged for over fifteen years.⁸ On September 24, 2019 the Department of Labor issued a final rule increasing the income requirement and changing the manner in which income is calculated when making the determination. Effective January 1, 2020, the standard salary level will rise to \$684 per week, a salary equal to \$35,568 annually.⁹ The Department believes this increase will serve to better reflect market changes that have taken place in the last fifteen years and will again serve its intended purpose as an appropriate dividing line between exempt and nonexempt employees.¹⁰ Additionally, the rule now states that when determining whether a particular employee makes enough to be considered exempt, employers are now allowed to use nondiscretionary bonuses and incentive payments paid at least annually to satisfy up to 10% of the income requirement.¹¹ This portion of the final rule was issued as a way to recognize and respond to evolving pay practices among American employers. A final important thing to note is that this new rule does not change the job duties test. In order for an individual to be considered an exempt employee, their job tasks must still be considered primarily executive, administrative, or professional in nature.


What Does this Mean for Cities?

As this change has been a long time coming, it has the potential to represent a significant change for all employers, including cities. The Department of Labor estimates that 1.3 million American workers will become newly entitled to overtime compensation when the final rule takes effect on January 1.¹² While many cities and their employees will not be affected by this new rule, almost inevitably, some of these workers will be employed by a municipality. If your city has exempt employees that currently earn less than \$684 a week, you will be faced with what could be a tough decision. In order to be compliant, your city will need to choose whether to increase the employee’s salary to the new threshold by January 1, 2020 or keep compensating the employee at a level less than \$684 a week and allow them to become a nonexempt employee. By letting the employee become nonexempt, the employee would be entitled to overtime compensation in the manner established by your city policy.

When weighing these two options, your city must consider what is going to be right for you. While this new salary level represents a significant jump in wages, increasing the compensation threshold by \$229 a week, or just under \$13,000 annually, your city should consider the costs of allowing the position to become nonexempt. Something to remember is that the Fair Labor Standards Act requires hours worked over forty in a week to be compensated at a rate 1.5 times the employee’s normal rate of compensation. Before making a decision, it would be best to look to the average number

of hours worked by the employee. If the individual regularly works more than forty hours a week, it may be more cost effective to increase the individual’s base salary and keep them qualified as exempt employees. This is also true if your city uses compensatory time off in lieu of overtime pay for nonexempt employees. Local governments are permitted to do this, but compensatory time off must also be issued at a rate of 1.5 hours for every hour worked. Where employees are working a significant number of hours overtime each week, these hours accrue quickly, making it perhaps more sustainable to raise the individual’s base salary to keep them in exempt status.

This new rule represents a change that was a long time coming. As market trends have shifted and the prices of goods, services, and housing have inflated, it became clear the salary threshold set in 2004 no longer reflected the distinction that it was intended to make. This change will affect a multitude of employers throughout the country and may affect several cities, so it is something of which you should be aware. If your city is affected by this change, you will need to decide before the new-year whether to increase the employee’s wage and keep them as an exempt employee or keep their wage below the threshold and start compensating them for overtime worked. 🌞

 **John Goodyear** is a Staff Attorney with the League of Kansas Municipalities. He can be reached at jgoodyear@lkm.org or (785) 354-9565.

Sources:

- ¹ *Difference Between an Exempt and Non-Exempt Employee*, The Balance Careers, (2019), <https://www.thebalancecareers.com/exempt-and-a-non-exempt-employee-2061988>.
- ² *Id.*
- ³ *Id.*
- ⁴ 84 FR 51230.
- ⁵ *See Id.*
- ⁶ Harry Weiss, “Report and Recommendations on Proposed Revisions of Regulations,” Part 541, Wage and Hour and Public Contracts Divisions, U.S. Department of Labor, (June 30, 1949).
- ⁷ *See* 84 FR 51230.
- ⁸ Salary Threshold Increase for Exempt Employees,” Wagenmaker & Oberly Blog, (March 21, 2019), <https://wagenmakerlaw.com/blog/salary-threshold-increase-exempt-employees>.
- ⁹ Final Rule: Overtime Update, U.S. Department of Labor, Wage and Hour Division,” (2019), <https://www.dol.gov/whd/overtime2019/>.
- ¹⁰ Highlights of the Final Rule on Overtime Eligibility for White Collar Employees,” U.S. Department of Labor, Wage and Hour Division, (2019), https://www.dol.gov/whd/overtime2019/overtime_FAQ.htm.
- ¹¹ Final Rule: Overtime Update” at para 1.
- ¹² Highlights of the Final Rule on Overtime Eligibility for White Collar Employees” at para 16.

THE IMPACT OF DEMAND TRANSFER LOSSES

By Chardae Caine, Research Associate, League of Kansas Municipalities

During the 2019 legislative session, state legislators discussed demand transfer funds that have not been distributed in several years. In preparation for a new transportation plan, the LAVTR and the CCRS funds (explained below) were introduced as bills with both funds being restructured and used only for transportation projects approved by the Kansas Department of Transportation. These bills were only discussed in committee, but could still be considered for the upcoming session. Discussion regarding the loss of these revenue sources have grown with the demand for a new transportation plan, the Governor’s Council on Tax Reform, and desire to see a decrease in property taxes.

Since 2001, cities and counties in Kansas have lost at least \$2,792,114,382 as a result of the State’s decision not to fund demand transfers. It is very important to note that while some of these monies are often referred to as “state aid” in budget documents, the history of these funds does not support that classification. The LATVRF and the CCRS funds (explained below) were part of an agreement between the State and local governments that involved the loss of revenue sources in exchange for the establishment of these funds.

The past 19 years are illustrated on data tables provided with this article.

Reduction in LAVTRF

Fiscal Year	Statute	Actual	Loss
2001	\$60,315,000	\$54,139,000	\$6,176,000
2002	\$61,980,000	\$54,680,000	\$7,300,000
2003	\$62,431,000	\$26,247,000	\$36,184,000
2004	\$64,636,000	\$0	\$64,636,000
2005	\$66,521,000	\$0	\$66,521,000
2006	\$66,682,000	\$0	\$66,682,000
2007	\$71,233,000	\$0	\$71,233,000
2008	\$71,063,598	\$0	\$71,063,598
2009	\$69,860,878	\$0	\$69,860,878
2010	\$67,430,000	\$0	\$67,430,000
2011	\$81,788,000	\$0	\$81,788,000
2012	\$87,665,000	\$0	\$87,665,000
2013	\$92,021,000	\$0	\$92,021,000
2014	\$88,644,600	\$0	\$88,644,600
2015	\$90,203,785	\$0	\$90,203,785
2016	\$96,519,286	\$0	\$96,519,286
2017	\$96,940,047	\$0	\$96,940,047
2018	\$99,759,907	\$0	\$99,759,907
2019	\$100,456,720	\$0	\$100,456,720
Total Through FY 2019	\$1,496,150,821	\$135,066,000	\$1,361,084,821

LAVTRF (LOCAL AD VALOREM PROPERTY TAX REDUCTION)

Established under K.S.A. 79-2959, LAVTRF is currently supposed to transfer 3.63% of state sales and use taxes to cities and counties. Revenue sharing in this manner dates to the 1930s with the current statutory framework being established in 1965. At that time, the local share of certain cigarette revenue stamp taxes and cereal malt beverage taxes were rolled into the state general fund and a direct transfer was made into the LAVTRF to replace the loss of these funds (Kansas Session Laws, Chapter 530, 1965). Since 2001, Kansas cities and counties have not received \$1,361,084,821 in LAVTRF funding.

CCRS (COUNTY CITY REVENUE SHARING)

Established under K.S.A. 79-2964, CCRS is supposed to transfer 2.823% of state sales and use taxes to cities and counties. CCRS was established in 1978 as part of an agreement between the State and local governments regarding several different taxes. In particular, the local share of cigarette and liquor enforcement tax revenues was traded for the establishment of the CCRS (Kansas Session Laws, Chapter 401, 1978). Since 2001, Kansas cities and counties have not received \$1,084,836,855 in CCRS revenue sharing.

Reduction in CCRS

Fiscal Year	Statute	Actual	Loss
2001	\$46,004,000	\$34,531,000	\$11,473,000
2002	\$46,901,000	\$34,876,000	\$12,025,000
2003	\$47,868,000	\$16,741,000	\$31,127,000
2004	\$51,564,063	\$0	\$51,564,063
2005	\$53,422,952	\$0	\$53,422,952
2006	\$56,609,567	\$0	\$56,609,567
2007	\$57,920,881	\$0	\$57,920,881
2008	\$55,206,431	\$0	\$55,206,431
2009	\$54,329,823	\$0	\$54,329,823
2010	\$52,570,000	\$0	\$52,570,000
2011	\$63,606,000	\$0	\$63,606,000
2012	\$68,175,000	\$0	\$68,175,000
2013	\$71,563,000	\$0	\$71,563,000
2014	\$68,937,660	\$0	\$68,937,660
2015	\$70,150,216	\$0	\$70,150,216
2016	\$75,061,693	\$0	\$75,061,693
2017	\$75,388,912	\$0	\$75,388,912
2018	\$77,581,878	\$0	\$77,581,878
2019	\$78,123,779	\$0	\$78,123,779
Total Through FY 2019	\$1,170,984,855	\$86,148,000	\$1,084,836,855

Reduction in SCCHF

Fiscal Year	Statute	Actual	Loss
2001	\$18,068,010	\$10,343,000	\$7,725,010
2002	\$15,729,000	\$10,447,000	\$5,282,000
2003	\$19,498,652	\$10,063,000	\$9,435,652
2004	\$20,454,000	\$5,032,000	\$15,422,000
2005	\$22,056,000	\$10,064,000	\$11,992,000
2006	\$25,811,513	\$10,064,000	\$15,747,513
2007	\$29,031,000	\$10,064,000	\$18,967,000
2008	\$29,685,531	\$10,064,000	\$19,621,531
2009	\$22,000,000*	\$0	\$22,000,000
2010	\$22,000,000*	\$0	\$22,000,000
2011	\$22,000,000*	\$0	\$22,000,000
2012	\$22,000,000*	\$0	\$22,000,000
2013	\$22,000,000*	\$0	\$22,000,000
2014	\$22,000,000*	\$0	\$22,000,000
2015	\$22,000,000*	\$0	\$22,000,000
2016	\$22,000,000*	\$0	\$22,000,000
2017	\$22,000,000*	\$0	\$22,000,000
2018	\$22,000,000*	\$0	\$22,000,000
2019	\$22,000,000*	\$0	\$22,000,000
Total Through FY 2019	\$400,333,706	\$76,141,000	\$346,192,706

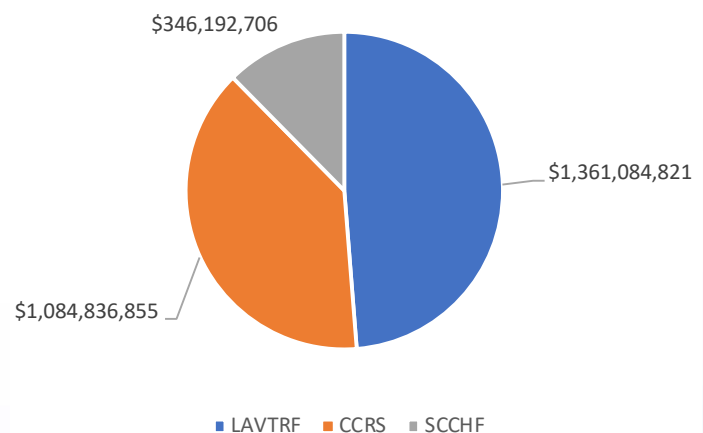
*The Kansas Department of Transportation has quit calculating this number. This represents a conservative estimate of the amount that should have been transferred.

SCCHF (SPECIAL CITY-COUNTY HIGHWAY FUND)

Established under K.S.A. 79-3425(I), this portion of the Special City-County Highway Fund is funded by the motor vehicle property tax. The other portion of SCCHF is funded by the motor fuels tax and transfers from that portion of the fund have not been reduced to date. Since 2001, Kansas cities and counties have not received \$346,192,706 in CCRS revenue sharing. 🌞

🌞 **Chardae Caine** is the Research Associate for the League of Kansas Municipalities. She can be reached at ccaine@lkm.org or (785) 354-9565.

TOTAL OF ALL DEMAND TRANSFER LOSSES SINCE 2001



TOTAL: \$2,792,114,382

Best Practices

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As we close 2019 and begin a new year, consider implementing some of these best practices to improve employee health and wellness in your organization.


Follow these tips to embark upon workplace well-being at your organization:

1. Build an action team – wellness champions, corporate leaders and employees from all areas. Visibility from leadership is critical for success. Meet regularly.
2. Designate a leader – not to do all the work but important to keep the ball rolling.
3. Determine your vision – what do you hope to achieve, and how does this fit with your organizational culture?
4. Build your wellness brand – communication will be key. Consider developing identifiable materials and a logo. Tap into a variety of ways to share wellness messages.
5. Collect some data – find out about your employees' concerns and interests. Assess the environment and culture of wellness.
6. Make a plan – how far, deep and fast does your program want to move?
7. Develop your program and determine funding availability.
8. Check in periodically to be sure you are on track.

Common strategies to consider:

- Motivate employees to have a primary care provider and get preventive wellness checkups. Plan an onsite biometric screening event and provide follow up activities to help employees better their health.
- Use incentive strategies to help employees reach wellness goals. These come in all sizes and complexity. Determine what fits your organization best.
- Build a culture of wellness.
- Provide opportunities for health and wellness education for all employees and in all areas of health and wellness.
- Inform employees about available health and wellness programs available through partners in the surrounding community, including health insurance carrier and/or Employee Assistance Program.
- Look for opportunities to enhance work spaces and equipment with standing desks, open workspaces, improved lighting and decor.

- Consider strategies for promoting healthy eating, physical activity and tobacco cessation at work. Check out resources provided by insurance carrier or community partners.
- Promote workplace policies that encourage work/life balance.
- Evaluate and revise behavior related policies – tobacco use, standards for foods served or sold onsite, time and space allowances for physical activity, designated lactation rooms, allowances for work-supported volunteer time, and more.

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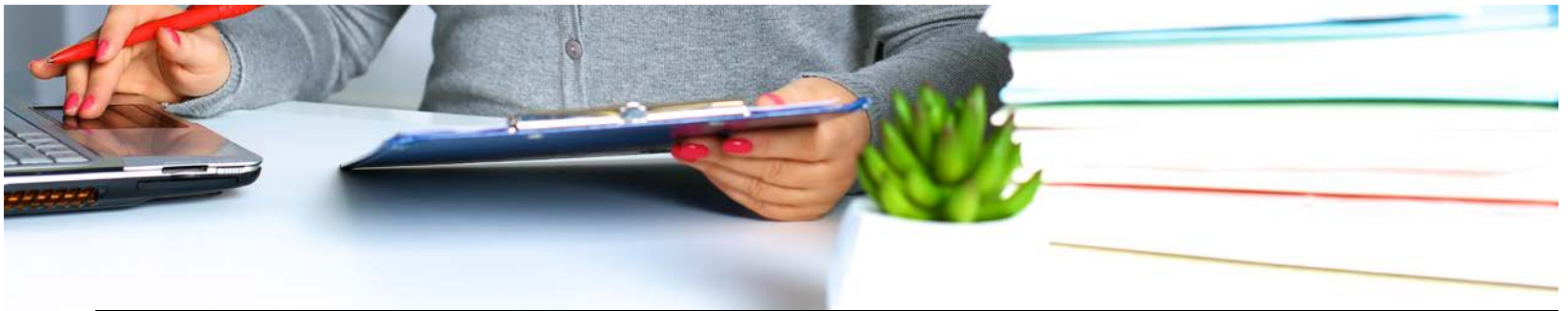


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CCMFOA: Helping Kansas' City Clerks Succeed

By Christy Pyatt, CMC, City Clerk, City of Greensburg and Morgan Barnes, Program Manager, Public Policy and Management Center, Wichita State University

Do you know how many cities there are in the State of Kansas? 625. Do you know how many City Clerks there are in the State of Kansas? 625.

For every city in the state, large or small, the common denominator is the City Clerk, which is the only statutorily required employee in all municipalities. (K.S.A. 13-518; 14-1501; 15-1601) Tracing back to biblical times, the city clerk is the oldest of public servants in local government (along with tax collectors). City clerks' statute-defined duties are extensive and vital to the functionality and existence of the community, and the city clerk has long been described as the "hub" of local government, directly linking inhabitants of a community with their government.

The city clerk profession is one of constant challenge and change. Educating and informing your clerk will increase the effectiveness of the mayor, governing body, and the city team through organized meetings, accurate records, effective communication skills, and a level of competency regarding municipal law.

The City Clerks and Municipal Finance Officers Association (CCMFOA) was developed decades ago as a training and networking mechanism to assist Kansas clerks in performing their duties with proficiency and professionalism. To date, CCMFOA is 453 members strong, representing 328 municipalities across the State.

The position of City Clerk is vital, but only half of Kansas' cities are currently represented within the only organization in the state dedicated to providing education and training specifically tailored to the City Clerk profession. We believe it is important to increase awareness of the value that CCMFOA can bring to your organizations.

The mission of CCMFOA is to promote responsive and responsible government. We do this through a comprehensive support network of professional development resources and education opportunities for the benefit of our members and the communities that we serve; encouraging competency, integrity, efficiency, and accountability in the delivery of local government services.

CCMFOA is Kansas' representation within a much larger family of clerks, the International Institute of Municipal Clerks (IIMC), which has approximately 15,000 members from municipalities of all sizes. IIMC provides resources and oversees certification standards, ensuring that education delivered meets the organization's requirements.

Both CCMFOA and IIMC recognize the need for training of new clerks, as well as for continuing professional development in the areas of public administration, social/interpersonal relations and technical skills. The CCMFOA Executive Committee and Board of Directors work to offer fully accredited programs through our partnerships with Wichita State University and IIMC. These consist of a spring conference in March and Institute/Academy in November.

Certification Institute is an incremental program providing Clerks with the necessary training to become a Certified Municipal Clerk (CMC). Clerks receive a total of 120 hours of instruction over the course of one week a year, for a four-year period. As of October 1, 2019, Kansas has 146 CMCs.

Over the years, many Clerks have testified to the confidence and sense of accomplishment that they have gained while completing Institute. Graduates of Institute may attend Advanced Academy, which provides continuing education and allows clerks to stay current on items such as state and federal laws. It also provides the tools necessary for those clerks to earn the designation of Master Municipal Clerk (MMC). As of October 1, 2019, Kansas has 37 MMCs.

Budgets are tight, and in many cities education funding is one of the first lines items cut. Many local government organizations are pleased to learn that the current cost to attend Institute is approximately \$14/credit hour. This is incredibly inexpensive, by today's standards, and that includes the cost of two meals/day. The CCMFOA Board and Institute Director actively work to keep costs low for member cities while maintaining excellence in their educational programming.

Each year, the Association offers a minimum of \$3,400 in scholarships for the stateside spring conference, Institute, Academy, and the Annual IIMC Conference. Scholarships are an opportunity for us to give back to our member cities, and we encourage your clerk to apply.

Being a public servant is challenging, regardless of what roll you fill. If we as an association can provide practical training for your city clerk or assist your governing body with succession planning, we will consider our mission accomplished. 🌟

🌟 For more information regarding membership to CCMFOA, please visit www.ccmfoa.org or contact the current CCMFOA President, Christy Pyatt, City of Greensburg at clerk@greensburgks.org.



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Insurance written through the Berkshire Hathaway Homestate Companies: Berkshire Hathaway Homestate Insurance Company (Omaha, NE) • Brookwood Insurance Company (Coralville, IA) Continental Divide Insurance Company (Englewood, CO) • Cypress Insurance Company (San Francisco, CA) Oak River Insurance Company (Omaha, NE) • Redwood Fire and Casualty Insurance Company (Omaha, NE). Not all coverages, products, or features of products are available in all states or through all companies.

CHANGESTO FEDERAL MOTOR CARRIER REGISTRATION & CLEARINGHOUSE


The Federal Motor Carrier Safety Administration (FMCSA) has issued new requirements that affect any municipality with employees that hold Commercial Drivers Licenses (CDL).

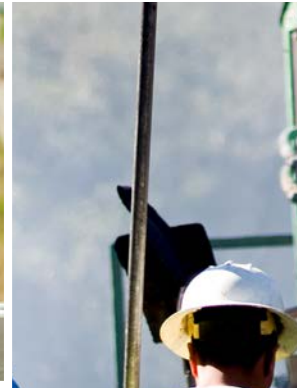
The FMCSA has developed an information clearinghouse to better ensure that drivers cannot conceal drug and alcohol violations by moving on to the next job, perhaps in a different state. Violation records maintained in the clearinghouse will “follow” the driver. Employers, or prospective employers, will be required to “query” the clearinghouse.

This requirement applies to all drivers who hold a CDL and use it for your job or may be required to use it on the job. In short, it applies to anyone in your CDL drug and alcohol testing program.

Effective January 6, 2020, you are required to be registered and participating in the FMCSA Drug and Alcohol Clearinghouse. There are no exemptions for municipalities because you are required to comply under 40 CFR 382 and Part 40 of the Drug and Alcohol Testing Rules.

For more information or to register in the clearinghouse, go to: <https://clearinghouse.fmcsa.dot.gov>, and there are FAQs listed on the site.





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Contact: Don Osenbaugh, KMIT Pool Administrator

dosenbaugh@cox.net or 316-259-3847

Goodland Creates Little Free LIBRARIES in Parks

By Megan Gilliland, Communications and Education Manager, League of Kansas Municipalities

The City of Goodland, Carnegie Arts Center, and Goodland Public Library partnered to put up three Little Free Libraries in parks around town. The little libraries are standing enclosures holding books people can take and share. The city bought three unfinished libraries from www.LittleFreeLibraries.org, a nonprofit organization, and the Carnegie Arts Center sold three sponsorships for the right to paint each of them, allowing the public to participate and doubling as a fundraiser for the center.

The libraries were painted by both children and adults. The completed libraries were installed by the City Parks Department at three parks: Chambers, Gulick and Phillips. The libraries were then stocked by the Goodland Public Library. The library will continue to keep them stocked and is accepting book donations for the little public libraries.

“The library goes out every two weeks to re-stock the books,” said Andrew Finzen, City Manager of Goodland. “As a reader myself, I like to frequent the libraries and I always see different stuff in there. It’s pretty cool!”

The Little Free Libraries were paid for by a grant for \$4,000 from the Sherman County Community Foundation. 🌻

🌻 **Megan Gilliland** is the Communications and Education Manager for the League of Kansas Municipalities. She can be reached at mgilliland@lkm.org or (785) 354-9565.



LEAGUE OF KANSAS MUNICIPALITIES 2020 Adopted Budget

REVENUES	Budget 2019	Budget 2020	PERSONNEL SERVICES	
GENERAL OPERATIONS			Staff Salaries	900,000 933,000
Dues and Research	1,091,000	1,122,000	Staff Benefits	277,000 289,000
Rent Receipts	155,000	136,500	Professional Memberships	21,500 22,250
Kansas Government Journal	84,000	92,000	Registrations, Travel and Training	45,500 48,000
Publications and Advertising	131,500	137,000	Sub-total: Personnel Services	1,244,000 1,292,250
Conference and Service Awards	290,000	280,000	CONTRACTUAL SERVICES	
Interest Earned and Other Revenue	23,000	37,000	Building Maintenance	67,250 70,500
Sub-Total: General Operations	1,774,500	1,804,500	Equipment Related	57,000 60,000
SPECIAL PROGRAMS			Publications and Printing	33,500 33,250
Ordinance Codification	1,000	1,500	Kansas Government Journal	60,000 64,000
Personnel Programs	25,000	30,000	General Overhead	36,250 33,094
Workshops and Seminars	41,200	68,250	Conference and Service Awards	240,000 230,000
Affiliate Services and Other Programs	46,000	46,000	Meeting Expense	33,000 31,200
Miscellaneous	-	25,994	Sub-total: Contractual Services	527,000 522,044
Sub-Total: Special Programs	113,200	171,744	COMMODITIES	
OTHER REVENUE			Office Supplies and Paper	13,000 14,000
KMIT	32,500	32,500	Books, Software and Subscriptions	28,000 29,000
Commissions	-	-	Utilities, Telephone and Postage	55,500 56,750
Sponsorships	15,000	17,000	Sub-total: Commodities	96,500 99,750
Sub-total: Other Revenue	47,500	49,500	CAPITAL OUTLAY	
TOTAL REVENUE	1,935,200	2,025,744	Equipment Purchases	13,000 21,000
EXPENSES	Budget 2019	Budget 2020	Building Improvements	15,000 35,000
			Sub-total: Capital Outlay	28,000 56,000
			SPECIAL PROGRAMS	
			Personnel Programs	2,200 2,700
			Workshops and Seminars	27,500 43,000
			Affiliate services and other programs	- -
			Sub-total: Special Programs	29,700 45,700
			Transfer to MPIF	10,000 10,000
			TOTAL EXPENSES	1,935,200 2,025,744
			NET INCOME	- -



MTI



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2020 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 for all listed classes excluding October.

JANUARY

22 Ethics and Civility, Topeka

MARCH

5 Municipal Finance, McPherson

6 Municipal Finance, Fort Scott

27 Personnel Management, De Soto

APRIL

24-25 Governing Body Institute
& Mayors Conference, Manhattan

MAY

1 The Power of Leadership, Baldwin City

JUNE

18 Managing Municipal Services, Reading

19 Managing Municipal Services, Garden City

25 Social Media for Cities, Scott City

26 Social Media for Cities, Marysville

AUGUST

6 KOMA/KORA, Goodland

7 KOMA/KORA, Salina

13 KOMA/KORA, Wyandotte County/KCK

OCTOBER

League Annual Conference, Wichita

- Capital Improvement & Equipment Planning
- Code Enforcement & Nuisance Abatement
- KOMA for Elected Officials
- Municipal Procedures for Staff*

*Formerly City Clerk Fundamentals

NOVEMBER

6 Economic Development, Andover

*Schedule as of December 1: tentative and subject to change. Visit the League website for the most current information.

www.lkm.org/MTI

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KANSAS GOVERNMENT

Cheyenne ★



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.

KDOT Announces...

Gov. Laura Kelly and Transportation Secretary Julie Lorenz announced that 22 projects were selected across the state as part of the Kansas Department of Transportation's new Cost Share Program. These projects total nearly \$74 million in state, local, federal, and private investment in transportation improvements statewide.

"These projects demonstrate communities' commitments to improve the quality of life for their citizens and to do so in a practical manner," said Gov. Kelly. "This program also demonstrates the great things that happen when communities and the state work together."

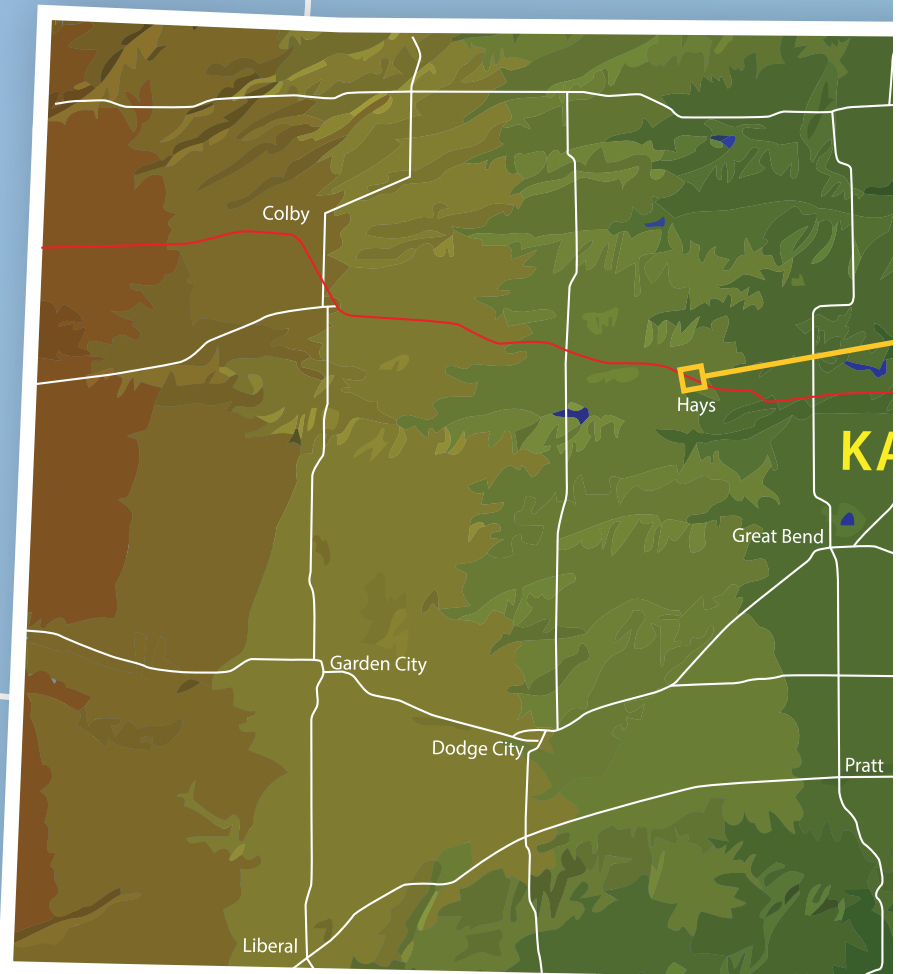
Nearly 100 applications were submitted in the first round of the program from across Kansas.

The program will provide funding to local entities for transportation projects that improve safety, support job retention and growth, improve access or mobility, relieve congestion, and help areas across the state improve the transportation system.

Funding for the \$39 million in grant awards is part of the \$216 million authorized by the legislature and Gov. Laura Kelly to remain in the State Highway Fund in fiscal year 2020. In addition to the Cost Share Program, those funds are being used to increase highway preservation, help complete delayed T-WORKS projects, improve safety, and provide new funding opportunities for cities and counties.

The next call for applications for the second round of projects will be announced next year.

Read full details: <https://kansastransportation.blogspot.com/2019/11/cost-share-program-projects-selected.html>

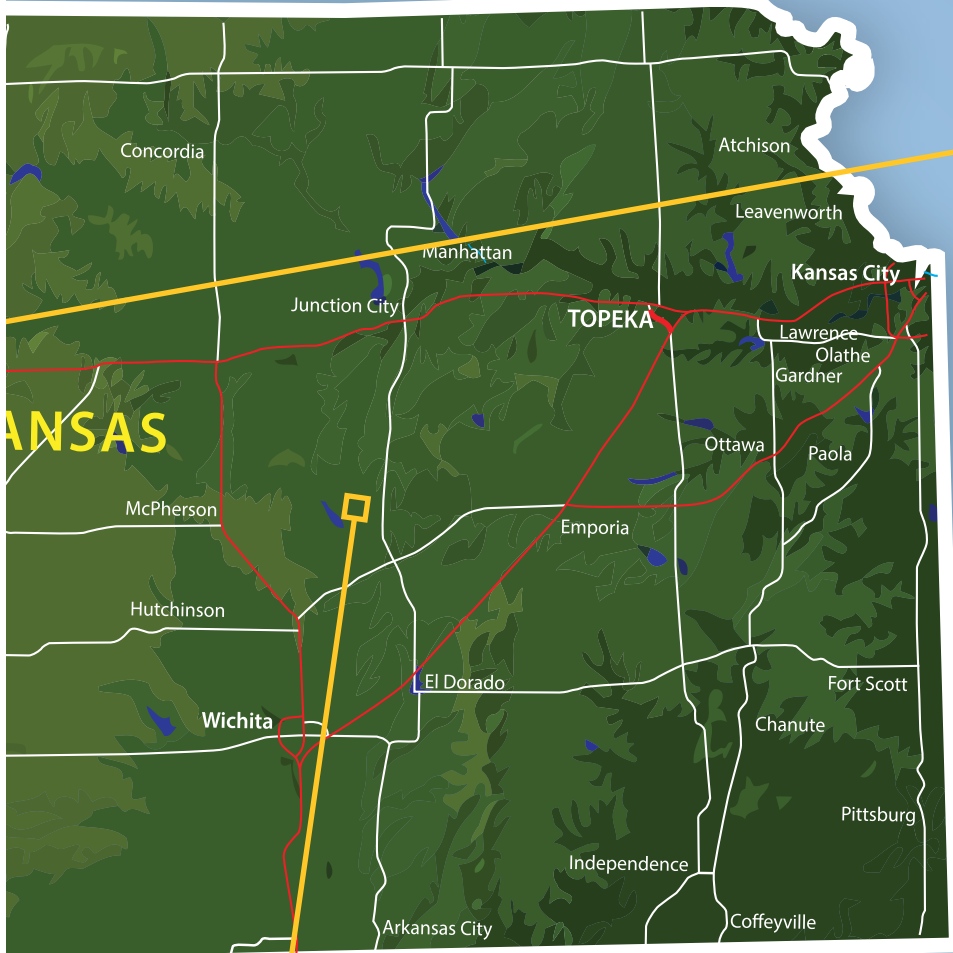


Okl

GOVERNMENT NEWS

Des Moines ★

Lincoln ★



Hays

Grow Hays Project Aims to Build Starter Homes

Grow Hays, the nonprofit economic development agency for Ellis County, is working on a project to build 18 affordably priced houses in town over the next 24-to-36 months.

The homes would ease what Grow Hays Executive Director Doug Williams says is a serious shortage of starter homes in Hays.

If all the parts of the project come together, the houses, on the east side of town, would be priced from \$175,000 to \$225,000, Williams said, using a program launched by the state of Kansas in 2014 called Rural Housing Incentive Districts.

Source: *Hays News*

Marion

Girl Scouts Get Approval to Develop Dog Park

Marion City Council members gave the official nod to a dog park to be developed by Marion Girl Scouts. The park, which the scouts have been planning to build for months, needed a vote to approve its changed location to Ann's Park. Since January, the troop has planned and raised money for the project. Last month troop leader Brenda Soyez told the Council that the original proposed site would have to be sprayed for trees and mowed. She also said installing fence around the property would be a problem because of the way water flows over that property. Parks and Recreation Director Margo Yates said the City Recreation Board approved the Ann's Park location. Troop members will talk to neighbors with property around the park to make sure they are OK with having a dog park there, put up signs, and get underground utilities located before installing fence.

Source: *Marion County Record*

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Classified Advertising

Director of Computer Technology, Salina

Description & Details

Due to a retirement, the City of Salina, Kansas is looking for a professional to lead its Computer Technology Department. As a member of the City Manager's executive management team, the next Director of Computer Technology will:

Plan, develop, organize, direct and evaluate staff;

Provide technical assistance to staff, users and administration about computer processing and implementation and maintenance of the software system;

Analyze needs and resources to select and plan effective computer applications and related equipment;

Evaluate system and application performance;

Provide planning for future requirements, either software or hardware and the resources needed to meet plan objectives and goals; and

Manage and maintain financial records for cost allocation, budgeting, and user billing; and prepare fiscal departmental budget.

Minimum requirements: Five years' experience and/or knowledge of IBM AS/400 systems and personal computer networks; direct supervisory experience; bachelor's degree preferred. Must live within the corporate city limits.

Salary: DOQ, \$74,618-119,129/yr. EOE

For the full position description and to learn more about our organization, visit www.salina-ks.gov

How to Apply / Contact

Apply: www.jobs.salina-ks.gov

Online applications required; resumes/cover letters may be uploaded within the application. Position is open until filled, with the first review of applications to occur Dec. 2, 2019. Contact David Kahle at (785) 258-4221 for additional information.

Wastewater Treatment Plant Manager, Concordia

Description & Details

Interested applicants must meet the following minimum requirements.

Equivalent of a high school diploma; Possess, or be able to obtain a valid Class C Kansas

Drivers License; Possess or be able to obtain a valid Commercial Drivers License; and an established personal driving history that is acceptable for coverage by the City's insurance carrier. KDHE Wastewater Treatment Facility Operator Certification at the Class III Level required. Two years experience as a WWTF operator or equivalent. Physical examination and drug screening tests will follow all conditional offers of employment.

This position is responsible for the proper operation and maintenance of the Wastewater Treatment Facility and is responsible for preparing reports for the KDHE, USEPA and any other regulatory agency as necessary. Must collect wastewater and biosolids samples at different stages of processing and conduct analyses.

Starting pay is \$17.18 and will depend upon qualifications.

How to Apply / Contact

City of Concordia will accept applications until filled. Resume may be included with completed city application form.

Apply at: The City of Concordia City Clerk's Office, 701 Washington, P.O. Box 603, Concordia, Kansas 66901, (785) 243-2670. Reasonable accommodations are available for persons needing assistance. Requests for accommodations should be made at the time of application.

Director of Planning, Kansas City, Kansas

Description & Details

The Unified Government of WyCo/KCK is seeking a Director of Planning for its Urban Planning and Land Use Department. The Director of Planning provides exemplary leadership to current planning, long range planning, and permit review ensuring cohesive strategic alignment among Unified Government departments, Unified Government leadership, the City Planning Commission, Landmarks Commission, Board of Zoning Appeals and the community. Additionally, the Director of Planning coordinates development in the unincorporated area of the County in conjunction with the City of Bonner Springs, KS. The Department of Urban Planning and Land Use services new development engineering, current planning, long range planning, historic preservation, signs, subdivisions, zoning appeals, zoning interpretation, and other typical planning functions. Salary: \$5,591.74 - \$7,876.27/mo. For a complete job description, minimum qualifications and application instructions please visit www.wycokck.org/jobs. Deadline: December 24, 2019.

How to Apply / Contact

Please visit www.wycokck.org/jobs for application instructions.

Finance Manager, North Kansas City, Missouri

Summary of Duties

Manages City's finances, budget, and banking. Supervises customer service, accounts payable, utility billing, tax collection, business licensing, cashing, and accounting functions. Serves on the City's Executive Management Team.

Essential Duties and Responsibilities

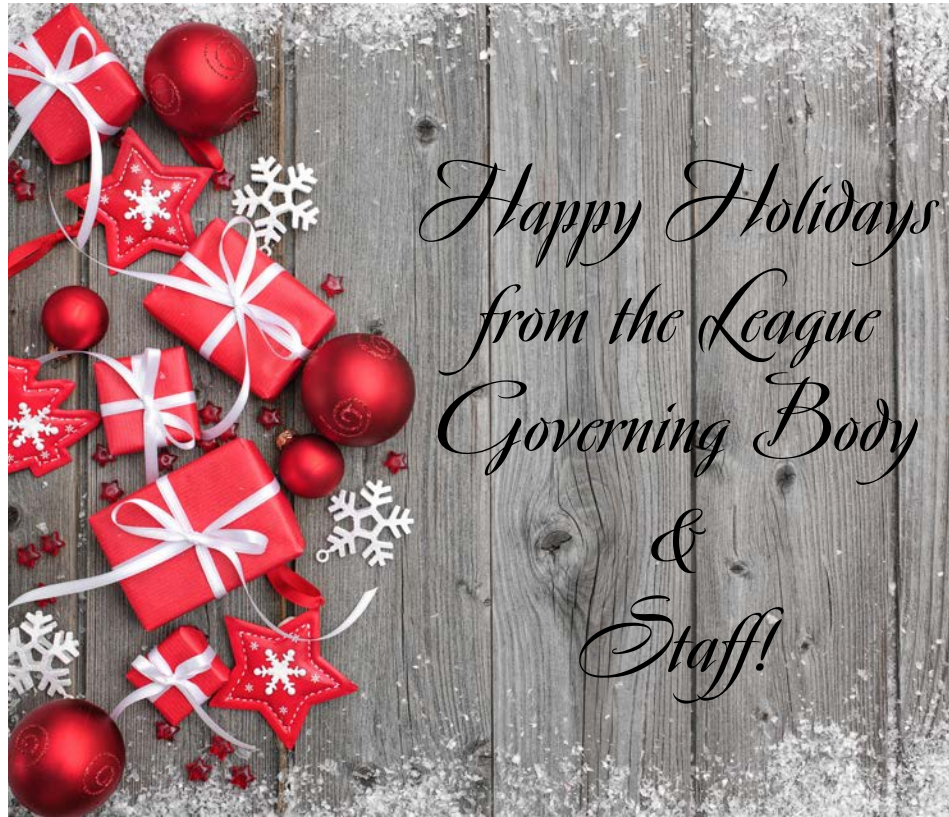
Supervises customer service, accounts payable, utility billing/collection, tax collection, business licensing, cashing and accounting functions;

- Supervises staff, including training, overseeing work, participating in disciplinary decisions and actions, and establishing and evaluating appropriate performance standards in accordance with department goals and objectives;
- Serves as liaison to banks, on-line payment providers and procurement card vendor;
- Monitors bank balances, reviews and completes bank reconciliations, and records adjusting and correcting entries;
- Records electronic drafts, month end, year end and payroll journal entries;
- Maintains and projects cash flow requirements;
- Administers the City's procurement and fleet card processes including card access and purchasing limits;
- Issues General Ordinance Summons to businesses not licensed with the City and represents the City in Court for those summons;
- Manages investments of idle funds to obtain maximum return and tracks pooled investments and interest earnings;
- Facilitates budget preparation and approval process and assists Directors with budget resolutions, adjustments, correcting entries and year-end encumbrances;
- Works with County and State to calculate property tax levies in accordance with State Laws and deadline;

Classified Advertising

- Administers accounting software security and staff training;
- Monitors accounts including general ledger, receivables sub-ledger, journal entries, travel expense audits and internal controls;
- Serves as liaison to outside audit firm to facilitate annual audits and the preparation of the Comprehensive Annual Financial Report;
- Prepares reports and analyses for City Administrator, Department Directors and City Council;
- Serves on the Executive Management Team to provide expertise and advice regarding finance and budget issues;
- Maintains cash vault; and
- Assists with special projects and performs other similar duties as assigned.

Resume review will begin on December 13, 2019. The City's aim is to have the selected candidate on board by March 2, 2020, in time for a three-week training period with the outgoing Finance Manager, who is retiring March 20, 2020. Please apply via the following link: <https://bit.ly/37PAWnE>.



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