Kansas GOVERNMENT JOURNAL

Volume 105 - Number 4

May 2019

Legal Forum: Assistance Animals

The Value of Parks & Recreation

What You Need to Do for the 2020 Census

THE LEAGUE OF KANSAS MUNICIPALITIES

A Publication of The League of Kansas Municipalities

League Policy Committees Are Now Forming

What is a Policy Committee?

League Policy Committees help to establish the policies that guide the organization's legislative efforts. See below for a detailed description of each committee.

When do Policy Committees Meet?

Policy Committees meet three times annually; August, September in conjunction with the Annual Conference, and January as part of Local Government Day.

Who Can Join?

Any current city official is eligible to serve on policy committees.

Need More Information

Contact Trey Cocking, Deputy Director
Email : tcocking@lkm.org

Utilities & Environment : Tuesday, August 20

This committee reviews and recommends League positions on water supply, water quality, water planning, solid waste, air quality, other environmental quality issues, franchise authority, and infrastructure.

Public Officers & Employees : Thursday, August 22

This committee reviews and recommends League positions dealing with a range of employment matters, including KPERS, wage and hour laws, unions, workers' compensation, unemployment insurance, etc. This committee also handles League positions relating to public officials, including ethics, elections, and other requirements of holding public office.

Finance & Taxation : Tuesday, August 27

This committee reviews and recommends League positions on finance & taxation issues, including local option taxes, property tax lid, tax exemptions, motor vehicle tax, franchise fees, etc.

Legislative Policy : Thursday, August 29

This committee reviews and recommends League positions in all other policy areas and provides general oversight of the policy statement.

Sign up Today!
https://www.lkm.org/page/polcommittees

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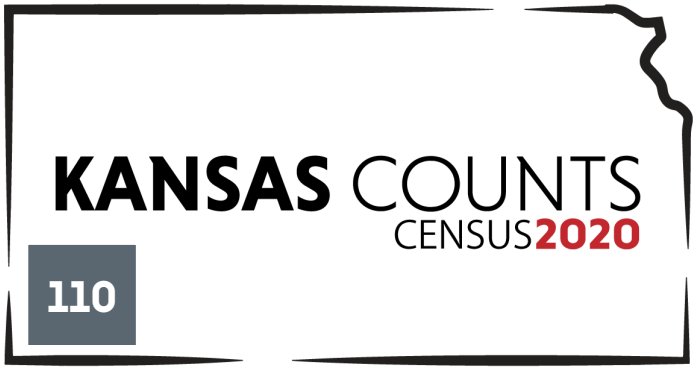

This month's edition focuses on how vibrant parks and recreation programs in Kansas communities contribute to the overall quality of life and liveability in cities. Cover Photo: Long Branch Lagoon, Dodge City. Courtesy of Josh Roesener Photography.

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Kansas GOVERNMENT JOURNAL

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Nothing herein shall be construed to have the endorsement of the publisher unless expressly stated.

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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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@LeagueofKansasMunicipalities

2019 League Events Calendar

JUNE

June 7 .....Governing Body Meeting (Topeka)
June 13 .....MTI: Valuing Diversity (Kingman)
June 14 .....City Attorneys Spring CLE (Wichita)
June 21 .....MTI: Advanced Municipal Finance (Garden City)

AUGUST

August 2 .....MTI: KOMA/KORA (Lyons)
August 9 .....MTI: KOMA/KORA (Liberal)
August 16 .....MTI: KOMA/KORA (Burlington)
August 20 .....Policy Cmte: Public Officers & Employees (Topeka)
August 22 .....Policy Cmte: Utilities and Environment (Topeka)
August 27 .....Policy Cmte: Finance & Taxation (Topeka)
August 29 .....Policy Cmte: Legislative Policy (Topeka)

Visit *www.lkm.org/events* for event registration.

Obituaries

Opal Lois Oathout White, 93, of Caldwell, passed away on April 8. She was the seventh of eight children born to Minnie and J.L. Oathout. During her senior year of high school, Opal married her high school sweetheart Harold White on March 2, 1943; three days later he left for the Army. When Harold returned from World War II, they began their family. In 1966, her dream job came along and she became the Caldwell Deputy City Clerk under Carolyn Glover. In 1969, she became the City Clerk and held that position for 19 years. She retired in 1988. She always said that she had to be City Clerk to keep her eyes on her cousin and Police Chief, Max Scribner. The city commissioners needed to fill the term of Mayor and it was a "no brainer" to them that Opal should be appointed. So in 1993, she became the first woman Mayor of Caldwell. She then went on and was elected to that office until 1998. She is survived by four children.

Raymond F. Wetter, 84, of Hanover, died April 11. He was born on the family farm on July 3, 1934, to Joseph and Victoria (Smetana) Wetter. He served in the U.S. Army for four years. After returning home he started working for Bruna Implement and then as a janitor at Hanover High School. He later retired from the Union Pacific Railroad. On Dec. 30, 1961, he was united in marriage to Verena Hidy at St. John's Catholic Church, Hanover. They had five children, Bill, Steve, Theresa, Ron, and Donald.

He was a lifelong member of St. John's Catholic Church. He was a member of the Hanover American Legion for 65 years, served on the Hanover City Council, on the board of the Kloppenberg Center, member of Knights of Columbus, and was a volunteer fireman for the Hanover Fire Department.

Director's Foreword

by Erik Sartorius

"Signed, sealed, delivered…I'm yours!" I frequently have Pandora playing when writing my column for the *Kansas Government Journal*. I listen to just about everything, though my Motown, Cannonball Adderley, or George Winston stations tend to lend themselves to writing better than my Jerry Reed, Turnpike Troubadours, or Ramones stations do.

This refrain from Stevie Wonder for some reason made me think about the fact I'm celebrating five years with the League this month. The pace with which these years have gone by is stunning! They say time flies when you're having fun, and I have to say that there have not been many days where there wasn't at least some fun to be found here in Topeka.

I am so proud of our staff; those currently with us as well as those who have left to carry the local government banner in other settings. We believe wholeheartedly in supporting cities across Kansas and making sure legislators and other Kansas leaders know what a vital role cities play in Kansas' success stories. You all, our members, inspire our work as we witness your efforts to keep your cities strong. Thank you!

Our work at times is basic and repetitive, but also critical to build the organization's strength. League employees are self-starters, but also collaborative. Scores are not kept, and credit not demanded for work – though there is plenty of credit to be given! I've not always gotten to operate in such an environment, and it is difficult to put a value on such positive surroundings.

> We believe wholeheartedly in supporting cities across Kansas and making sure legislators and other Kansas leaders know what a vital role cities play in Kansas' success stories.

Part of me could spend this entire column describing all the super things that have happened in the past five years. Instead, maybe I can hold myself to fleeting blurbs and then get on with the rest of my column. Ready? Resurgent relevance at the capitol…an attractive, content-driven *Kansas Government Journal*…reestablishment of a KU intern position in the office…establishing a legal extern program, helping drive the next generation of municipal legal expertise…growing non-dues resources…creating our research associate position…infographics for cities to individualize with their own data…developing a much-needed member management system to better track calls and registrations…collaborating with other associations and interest groups, reinforcing we are not the "League of 'No'." I feel this just scratches the surface!

And, we have a lot more to do! We will continue providing classes, manuals, legal guidance, and accessible content that is relevant to what you are working to accomplish in your cities. The League is not a static product, any more than the 625 cities in Kansas are monolithic, never-changing entities.

Our biggest, new initiative is working with cities to facilitate participation in the 2020 Census. Via a grant from the Kansas Health Foundation, we have brought on board a Census Outreach Manager, Wendi Stark. She will be spearheading our efforts to ensure every person in Kansas is counted next April 1.

How will we be doing that? Through an incredible variety of programming, support, and publications. Early on, we will be encouraging cities to stand up a Complete Count Committee to be the "go to" people in the community for all things Census. We will be sharing useful resources for cities, conducting webinars, attending conferences and other events – basically anything we can do to encourage Census participation. Wendi is going to be busy, for sure!

Later this year, we will also be rolling out a grant opportunity to cities for promotion of the Census. With social media becoming ubiquitous, grants will focus on assisting cities in messaging across those platforms. Participation is much more likely if the encouragement of residents comes from your city, rather than the League. We are working now on the application process for these grants, with our desire to make this an accessible program with minimal hoops.

How important is the 2020 Census? The latest figures estimate that each person not counted is equal to $2,082 in lost federal funding annually. Roll that into the average Kansas household, over a period of the next 10 years, and you are looking at almost $52,466 that won't come to a city for each household not counted. We are currently working on capabilities to optimize these figures for individual cities, but you can see that there is a real lost opportunity when individuals are missed in the count.

Please look through articles in this month's magazine to begin getting ideas of how your city will be able to work toward a complete count. It matters so much to your city!

We were pleased to join with Governor Kelly and other officials in late April for the state's kickoff of Census efforts. The state will have its own Complete Count Committee to assist efforts across the state. We are excited that one of the co-chairs of that committee, Joyce Warshaw, is a Dodge City Commissioner and a member of the League's Governing Body!

Please share with me any questions, concerns or comments with me at *esartorius@lkm.org* or (785) 354-9565. Again, let me express my gratefulness to you and the League Governing Body for the opportunity to continue leading our great organization!

Parks & Recreation

The vitality of a community is measured by the quality of its parks and recreation services.

By Kansas Recreation and Park Association Staff

Playgrounds, sports teams, and pools are the first summer activities that come to mind when many people think about parks and recreation, but these services have evolved into far more. The vitality of a community is measured by the quality of its parks and recreation system, providing four essential components to the community: connection, economic development, health, and nature. When community leaders do not place a priority on parks and recreation services, the health of residents, the natural environment, community pride, and long-term health of the local economy suffer.

Parks and recreation programs and events give people a chance to connect with each other and their community. By creating a community's identity, parks and recreation establishes a sense of place for all residents. Gathering places such as community centers, outdoor plazas, farmers markets, and playgrounds increase social interaction among residents. The more people interact the more they feel safe, happy, and a sense of belonging. Public art programs, hiking trails, neighborhood parks, and aquatic facilities are parks and recreation services that connect residents to their community.

Parks and recreation agencies across Kansas continue to demonstrate their commitment to creating vibrant communities. In 2018, Johnson County Park and Recreation District (JCPRD) launched a Culture Division that oversees Theatre in the Park, the Johnson County Museum, Fine and Performing Arts Programming, and Facility Rental Management.

"Arts and culture are key drivers for strong community engagement. Studies show that engagement in arts and cultural events and programming increases educational outcomes for youth including increased socio-emotional learning. It is also shown to increase community volunteerism and voting in communities where these offerings are robust. We are proud to expand what is offered to our residents and keep access and affordability top of mind so that it is truly accessible to all our citizens," said Susan Mong, JCPRD Superintendent of Culture.

The Johnson County Parks and Recreation District offers multiple camps for aspiring thespians and those interested in performing arts. In 2018, local youth performed "Shrek the Musical" at their Theatre in the Park venue.

Parks and recreation services also drive economic development. Over the past 25 years developers and homebuilders have prioritized the value of green space, neighborhood parks,

and multi-use trails in new developments. When businesses are looking to relocate, they strongly consider the quality of life provided to community residents, including youth programs, athletic facilities, and vibrant outdoor spaces.

The seven economic benefits of parks and recreation services are:

- 5% increase in property values for houses within 500 feet of a park;
- Increased sales tax revenue from tourist spending;
- Free and low cost recreation (compared to the cost of private market);
- Medical savings, as parks help maintain and improve mental and physical health;
- Stronger relationships with community members, leading to social capital;
- Lower storm water treatment costs with improved management run-off; and
- Reduction in health care costs by absorbing air pollutants.

A recent study conducted by the Trust for Public Land for Johnson County Park and Recreation District found these telling statistics on the economic benefits of parks and recreation.

In Johnson County alone:

- Parks raise the value of nearby residential properties by $24.1 million.
- Parks reduce stormwater by capturing precipitation, slowing its runoff, and reducing the volume of water that enters the stormwater system. Parks in Johnson County provide stormwater management valued at $8.94 million annually. Trees and shrubs in parks remove air pollutants that endanger human health and damage structures. Parks in Johnson County provide health benefits and reduce pollution control costs by $1.33 million per year.
- The Trust for Public Land estimates that approximately 37% of visitors to Johnson County come for the purpose of visiting parks, trails, and recreational facilities. These visitors spend $524 million annually in the local economy and generate $18.4 million in state and $12.9 million in local tax revenues, respectively, for a total of $31.3 million.
- A portion of these visitors, approximately 22,200, recreate at JCPRD parks and facilities each year. In 2013, these visitors spent $7.37 million

While all Johnson County residents who visit JCPRD parks improve their health by visiting, approximately 16,900 adult residents use JCPRD parks, trails, and recreational facilities exclusively to engage in physical activity at a level sufficient to generate measurable health benefits, yielding annual medical cost savings of $21.2 million.

The above numbers are only an example from one community. Each and every community in Kansas has the opportunity to invest in their park and recreation services to capitalize on the economic benefits they provide. Many across the state already are and have seen a great return.

The Blue Valley Recreation Commission enriches lives of the community through hundreds of youth and adult programs, classes, activities, and sport leagues.

Julie Steiner with the Lenexa Chamber of Commerce said, "We use parks as one of the tools to bring businesses to our community by highlighting all the events, festivals, and opportunities that our park system provides."

The health of residents across Kansas is directly linked to economic development and quality of life. As chronic disease increases due to sedentary behavior and other factors, parks and recreation services provide opportunities for residents to live a healthy life.

The National Recreation and Park Association states, "The nation's public parks and recreation agencies are leaders in improving the overall health and wellness of the nation. They are essential partners in combating some of the most complicated challenges our country faces – poor nutrition, hunger, obesity, and physical inactivity."[1]

In the United States, an evaluation of the largest 85 cities in the country (population of 57.2 million) found that health savings from parks was an estimated $3.08 billion.

Parks and recreation provides a low-cost way to improve the natural environment. Benefits of parks include air purification, adequate water supplies, habitat for animals, fish and birds, and they provide green space to reduce stress levels and improve mental health. Trees and vegetation in urban parks offer natural solutions for addressing storm water runoff and air pollution, adding to the environmental savings.[2]

Shawnee County Park + Recreation Department offers many green spaces and natural areas for recreation and enjoyment.

Wichita Park and Recreation hosted Snow Day January 2, 2019, working with a local vendor to manufacture snow, since it hadn't snowed all winter in Wichita. Sledding, fun, and hot cocoa!

Parks and recreation services are essential in communities across the state. Kansas Recreation and Park Association (KRPA) members continue to work day in and day out to improve the vitality of their communities. The few benefits mentioned above only scratch the surface on the benefits of parks and recreation to a community. There are several other benefits not mentioned such as preschool programs, before and after school care, camps, dog parks, cemeteries, museums and nature centers.

KRPA encourages community leaders to consider how they are prioritizing the parks and recreation services in their communities.

Sources:

[1] National Recreation and Park Association, https://www.nrpa.org/our-work/Three-Pillars/role-of-parks-and-recreation-on-health-and-wellness/.

[2] "Measuring the Economic Value of a City Park System," The Trust for Public Land, 2009, *https://www.tpl.org/sites/default/files/cloud.tpl.org/pubs/ccpe-econvalueparks-rpt.pdf* and *https://www.tpl.org/sites/default/files/cloud.tpl.org/pubs/ccpe-health-promoting-parks-rpt.pdf*

Contact the staff of the Kansas Recreation and Park Association at www.krpa.wildapricot.org.

SPLASH across KANSAS

We all know that cities across Kansas have a lot to offer. The Kansas Recreation and Park Association (KRPA) decided it was time to showcase our state and encourage Kansans to "staycation." Several fun attractions are provided by local park and recreation departments; however, KRPA decided to focus on the aquatic parks across the state. They have teamed up with 17 parks and recreation agencies across Kansas to highlight their aquatic parks and promote tourism to their city through the Splash Across Kansas program. Purchase a card to get two admissions to all 17 aquatic parks for a low fee of $40. KRPA is working closely with many Convention and Visitor's Bureaus to highlight community events and encourage Splash Across Kansas participants to plan their aquatic center trip on a day when they can enjoy more of what that community has to offer. For instance, enjoy Shawnee County Park + Recreation's Midwest Health Aquatic Center on July 4 and stick around for their amazing fireworks display at Lake Shawnee that evening.

For a full listing of participating aquatic facilities, visit *https://krpa.wildapricot.org/SPLASH.*

NRPA National Recreation and Park Association

Because everyone deserves a great park

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GAME ON

NRPA'S PARK AND RECREATION MONTH – JULY 2019

Need some ideas for National Park and Recreation Month?
Here's an Idea for each day!

Download a blank calendar to use for your community at *www.nrpa.org/events/july/toolkit*

SUN	MON	TUE	WED	THU	FRI	SAT
	1 Listen to a History Talk at a Park	2 Walk A Park Trail	3 Play a Game of Pick-Up Basketball	4 Watch Fireworks for the 4th of July	5 Go Fly a Kite!	6 Take a Swim at the Aquatic Center
7 Read a Book in a Park	8 Take a Bike Ride in Your Local Park	9 Host a Poetry Reading in a Local Park	10 Be a Kid at Heart: Swings, Jungle Gyms & Monkey Bars	11 Play Sand Volleyball	12 Get Your 10,000 Steps with a Walk in the Park	13 Plan a Picnic in a Park
14 Birdwatching in the Park	15 Play a Game of Tennis	16 Disc Golf in the Park	17 Watch a City Band Concert	18 Paint a Picture in the Park	19 Take a Jog in the Park	20 Do a Photography Session in the Park
21 Host a Family Reunion in the Park	22 Play Frisbie in the Park	23 Jump Rope or Hopscotch in the Park	24 Host a Movie in the Park	25 Kids Bubble Party in the Park	26 Fishing Derby	27 Water Balloon Fight in the Park
28 Run a Race in the Park	29 Yoga in the Park	30 Volunteer to Clean a Park	31 Eat Ice Cream in the Park	JULY 2019		

MUNICIPAL TRAINING INSTITUTE

A Program of The League

2019 Municipal Training Institute Graduates

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

Earlier this month, several local government leaders were honored for their efforts and successful completion of various levels of the Municipal Training Institute (MTI), a program of the League of Kansas Municipalities. Created in 1999 to provide educational opportunities for elected officials and appointed officials, the goal of the institute is to provide an interactive curriculum of specialized instruction that will develop the knowledge and enhance the leadership abilities of those who serve the cities of Kansas. This year alone, over 170 local government officials have attended training through the MTI program. These trainings offer officials valuable information on planning and zoning, municipal finance, personnel management, KOMA/KORA regulations, civility, and ethics. There are three levels of achievement in the Institute.

The Municipal Training Institute is a continuing education program designed for, and open to both, elected and appointed city officials. Appointed officials must be employed by a city in Kansas to participate in the Institute. The program offers courses located in cities across the state. The purpose of the Institute is to provide an interactive curriculum of specialized instruction that will develop the knowledge and enhance the leadership abilities of those who serve the cities of Kansas.

There are three levels of achievement in the Institute. Level 1 is the Education level and focuses on attendance at various training events offered by the League and others. Level 2 is the Achievement level and focuses on continuing education as well as participation in various government-related activities. Level 3 is the Leadership level focusing on leadership activities and leadership positions held in various organizations.

Interestingly, Lou Leone, City of Kiowa City Administrator completed both Level 1 and Level 2 in 2018 and then finished Level 3 in 2019. He may hold the record for quickest completion of the MTI program. In total, 160 local government officials have completed Level 1. Less than 20 individuals in Kansas have completed the necessary steps to complete Level 3 for the Municipal Training Institute.

For more information about the Municipal Training Institute, please contact Megan Gilliland or *visit www.lkm.org/mti.*

Level 1 graduate Audree Aguilera, City of Lyons Community Development Coordinator, is pictured with Lyons City Administrator Chad Buckley and Mayor Garlan Old.

Level 1 graduate Sandy Taverner, City of Lyons Human Resources Director, is pictured with Lyons City Administrator Chad Buckley and Mayor Garlan Old.

Level 1 Graduates (L-R): Ron Marsh, City Administrator, City of Clearwater; Carla Grund, Mayor, City of Marysville; Brian Cramer, City Council, City of Baldwin City; Dave Jones, Mayor, City of Herington; and Rhonda Dunn, Finance Director/Codes Director, City of Fort Scott.

Level 3 Graduate Lou Leone, City Administrator for the City of Kiowa.

LEADERSHIP SUMMIT
& Mayors Conference
2019

Leadership Summit and Kansas Mayors Conference Held

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

Last month, the League held the biennial Leadership Summit in Salina. The Kansas Mayors Association (KMA) met in conjunction with the event and selected their 2019-2020 leadership. The KMA named Mike Smith, City of Lansing Mayor, as their new President for 2019-2020.

"The KMA is an excellent resource for mayors in Kansas," said City of Lansing Mayor Mike Smith, and current KMA President. Approximately 350 of the 625 mayors in the state are members of the KMA. As with my predecessor before me, we are constantly working to get more mayors involved in the organization. The opportunity to learn from your peers and share similar experiences and ideas for leading cities, managing policy discussions, and creating dynamic communities in Kansas is something we can all benefit from."

Immediate Past President, Mayor Dave McDaniel, City of Ellis, was also honored for his work to create a stronger network of mayors in Kansas.

"Over the past year, I worked to regionally connect mayors to get them involved and active with their counterparts in other communities," said McDaniel. "I am proud of the work we do as mayors and I look forward to continuing to support this organization in the future."

The 2019-2020 KMA Board of Directors are:

- President: Mike Smith, City of Lansing
- 1st Vice President: Jeff Longwell, City of Wichita
- 2nd Vice President: Rex Satterthwaite, City of Bentley
- Commission Mayor: Dave Jones, City of Herington
- Past President: Dave McDaniel, City of Ellis
- Northwest Representative: Gary Adrian, City of Colby
- North Central Representative: Dave McDaniel, City of Ellis
- Northeast Representative: Carla Grund, City of Marysville
- Southwest Representative: Everett Green, City of Scott City
- South Central Representative: Julie Lyon, City of Stafford
- Southeast Representative: Grant Spieth, City of Columbus

Attendees at the Leadership Summit heard from Lt. Governor Lynn Rogers about the Kelly Administration's work on rural prosperity initiatives, the Kansas Department of Transportation presented a session on transportation program planning, and the keynote speaker, Dan Oblinger, provided insight into intentional listening and real-world examples to build trust and consensus.

Megan Gilliland *is the League's Communications and Education Manager. She can be reached at mgilliland@lkm.org or (785) 354-9565.*

Diane Linver

September 28, 1967 — March 2, 2019

Councilwoman Leaves a Legacy of Public Service in Lenexa

Councilmember Diane Linver, who passed away on March 2, 2019, was one of the longest-serving members of the Lenexa City Council. Elected to represent Ward 2 in 1989, she served on Lenexa City Council for 28 years.

During her nearly three decades of service, Diane made remarkable contributions to the community. She advocated for a number of projects and had a particular interest in the arts and nature. She enthusiastically supported Lenexa Arts Council programs and events, including the rotating art shows at City Hall. Her love of the outdoors was evident when discussing parks and landscaping.

She helped facilitate Lenexa's growth west of I-435, and supported the annexation of new areas in the early-and mid-1990s, while being sensitive to and protective of retaining much of the rural character of existing development. During her tenure on City Council, the Vision 2020 and Vision 2030 strategic plans were conceptualized and the groundwork was laid for Lenexa City Center. As a councilmember, she was key to many of these discussions and was a strong supporter of high-quality, well-planned growth.

She served on the National League of Cities Human Development Committee from 1998 to 2013 and twice served as this committee's vice chair. She was honored in 2009 with the E.A. Mosher Excellence in Local Government Award by the League of Kansas Municipalities for her dedication to public service.

Diane was active in a number of other local organizations including the Lenexa Chamber of Commerce, Lenexa Historical Society, Lenexa Optimist Club, Olathe School District Youth Friends, Safehome, Arts and Humanities Association of Johnson County, Juvenile Justice Advisory Board of Johnson County, Monticello Community Historical Society, The Nelson-Atkins Museum of Art, Kemper Museum of Contemporary Art, Kansas City Public Television, Johnson County Community Corrections Advisory Board, and Court Appointed Special Advocate for Abused Children.

Make 2019 Your Best Year Ever!

Sign Up Now for League Trainings to Boost Your Professional Knowledge

The League's Municipal Training Institute (MTI) is a great way to expand your knowledge of local government processes, procedures, and best practices. Cost for trainings are reasonable and we try to place classes across the state. See full class descriptions and register online at *www.lkm.org/MTI*.

MTI

MUNICIPAL TRAINING INSTITUTE

A Program of The League

June

Valuing Diversity (Elective)
June 13 (Kingman)

Advanced Municipal Finance (Elective)
June 21 (Garden City)

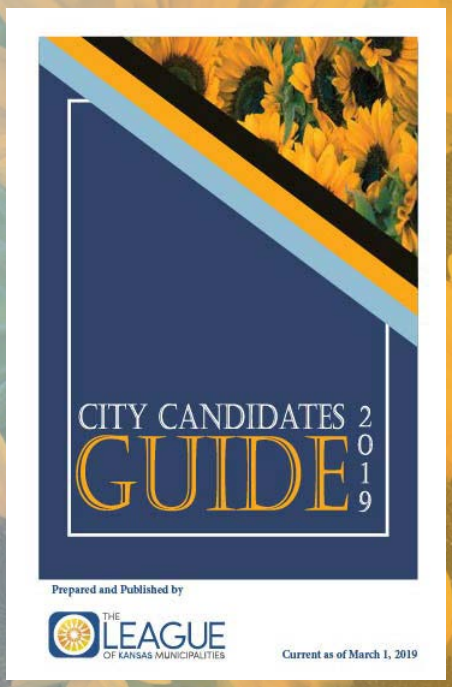
August

KOMA/KORA (Core)
August 2 (Lyons)
August 9 (Liberal)
August 16 (Burlington)

September

Harassment in the Workplace (Elective)
September 6 (Russell)

Planning & Zoning (Elective)
September 13 (Winfield)



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Counting Everyone Once, Only Once, and in the Right Place

United States Census 2020

KANSAS COUNTS CENSUS2020

By Wendi Stark, Census Outreach Manager, League of Kansas Municipalities

It's not too early to start planning for the 2020 Census and the League of Kansas Municipalities is already working to support local governments' efforts to prepare for the decennial census, occurring on April 1, 2020.

The Kansas Health Foundation (KHF) recently awarded the League a grant for a statewide educational campaign on the importance of participating in the 2020 Census and highlighting the connection between population data and federal funding for Kansas community resources. Through grant funding, the League hired a Census Outreach Manager to implement research, education, campaign creation and implementation, campaign management, and mini-grants to cities for localized campaign promotion, and training of city/county government officials.

About the Census

The census is required by the U.S. Constitution and has occurred every 10 years since 1790 in the U.S. It is used to determine the number of seats each state has in the U.S. House of Representatives; how federal, state, and local districts are redrawn; and for the appropriation of federally funded programs. A study published in January 2019 by George Washington Institute of Public Policy shows that in 2016 Kansas received $6,054,507,586 from 55 large federal spending programs, approximately $2,082 for each person in the state. For an average household of 2.52 residents in Kansas, this equates to approximately $52,466, over 10 years, lost for every household in your city that is undercounted in the 2020 Census.

Barriers to a Complete and Accurate Count

There are many reasons residents do not participate in the census. Studies show barriers that most frequently prevent involvement in the census which include: language barriers, mistrust in government, privacy/cybersecurity concerns, physical barriers such as inaccessible multifamily units and gated communities, nontraditional living arrangements, and lack of reliable broadband or internet access. Local governments are the key to overcoming some of these obstacles and can help reassure local residents that their participation truly matters and that not being counted can mean their community will have less resources to provide the many services already provided through federal and state funding formulas, which are based on population data.

Based on 2010 Census response rates, certain communities have been designated "hard-to-count" (HTC). Approximately 10% of Kansas' current population lives in HTC neighborhoods. A large percentage of under-represented populations reside in such communities, including more than 80,000 Kansas Latinos, 54,000 Kansas African Americans, and 26,000 Kansas children under age five.

Additional HTC groups include non-English speakers; immigrants; renters and residents who move often; alternative or overcrowded housing units; gated communities and publicly inaccessible multifamily units; persons displaced by natural disasters; persons experiencing homelessness; young mobile adults; and single-parent headed households.

Why Local Governments Must Get Involved

Census data directly impacts the funding your city will receive over the next decade. Additionally, the census provides the most reliable and complete data for research, decision-making, and planning for both the public and private sectors.

All levels of government use census data to understand the demographic composition of a community and constituency. School districts use data for education planning; local governments use the collected data to plan for infrastructure and transportation projects; and state and federal governments allocate resources using population data as a way to provide financial assistance where

needed. Population data is used for emergency preparedness, disaster relief, and resiliency planning; local governments use the data collected on structures for zoning and permitting processes; and data is also used for the measurement of the success and outcomes of local programs and initiatives.

For community stakeholders such as universities, medical facilities, non-profit organizations, and utilities, census data is used for the distribution of medical research and planning (public health tracking, vaccinations, disease control, etc.); reporting on socioeconomic research on communities; design of educational curricula; and for statistics and metrics used in journalism and news reporting.

In the business community, companies use population data for supply chain and logistics management; analysis when determining new markets and where to expand; forecasting sales and growth projections; and for placement and siting of retail outlets and logistics facilities; and workforce development.

What the League is Doing to Support Census Efforts

Since March, the League has been working to connect with other groups who are working on census participation efforts. We will be conducting webinars the remainder of this year to educate and inform local government leaders about census issues and how to get your community involved and engaged.

Together, with State Partnership Specialists from the U.S. Census, we will offer training for city/county government officials and provide informational support to cities about the 2020 Census. As part of our grant funding, the League will provide cities with both personalized and general graphics, messaging, videos, and other communication tools to use in city publications, social media, and other outlets. We encourage you to use these tools to promote participation in the census in your local community.

It is important that cities participate in the 2020 Census, you are the trusted voices in your community! Let's prepare together for Census Day 2020 – April 1, 2020.

Contact Wendi Stark to share your census point of contact, obtain information on how to form a census Complete Count Committee, provide ideas or suggestions on how to reach HTC residents, increase community engagement, or any questions you may have about the 2020 Census.

Sources:

[1] The George Washington Institute of Public Policy, "George Washington University, Counting for Dollars 2020: Kansas, Allocation of Funds from 55 Large Federal Spending Programs," *https://gwipp.gwu.edu/sites/g/files/zaxdzs2181/f/downloads/IPP-1819-3%20CountingforDollars_KS.pdf*

[2] "The National League of Cities, Municipal Action Guide: Preparing for the 2020 Census," *https://www.nlc.org/sites/default/files/2018-11/CS_CENSUS_MAG_FINAL_1116.pdf*

3 Ibid.

4 Ibid.

Wendi Stark *is the League's Census Outreach Manager. She can be reached at census@lkm.org or (785) 409-9868.*

NEED CENSUS HELP? CONTACT US FOR ASSISTANCE.

United States Census 2020

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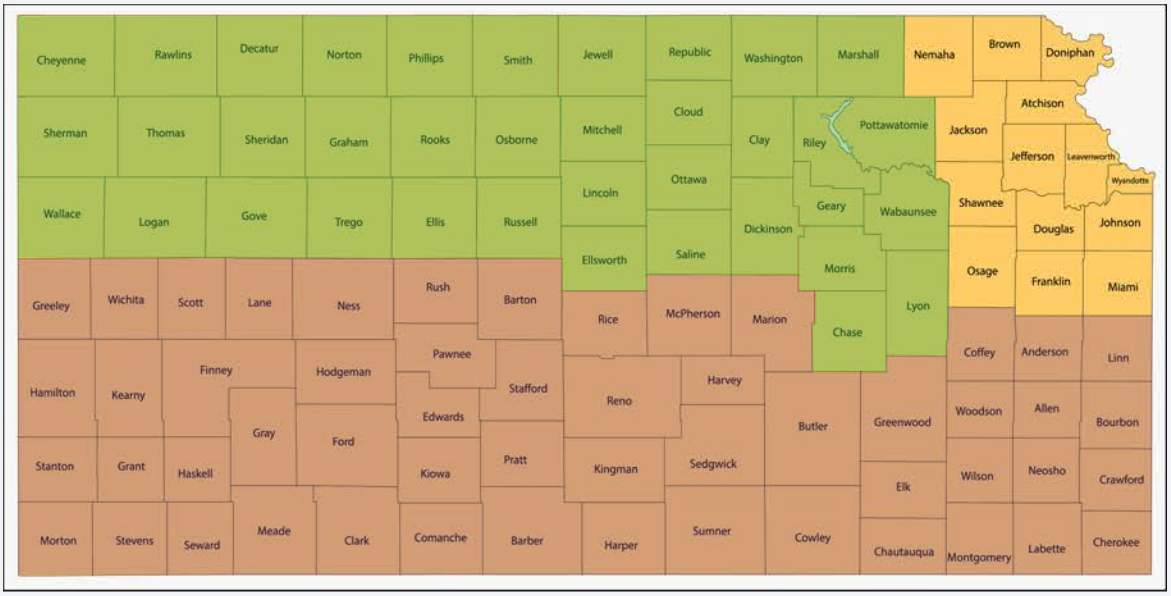


THE LEAGUE OF KANSAS MUNICIPALITIES

WENDI STARK
League Census Outreach Coordinator
census@lkm.org

www.KansasCounts.org

CENSUS 101: WHAT YOU NEED TO KNOW

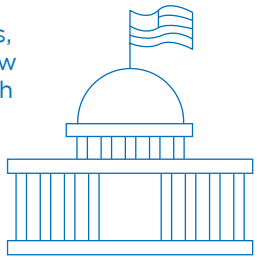
The 2020 Census is closer than you think!
Here's a quick refresher of what it is and why it's essential that everyone is counted.

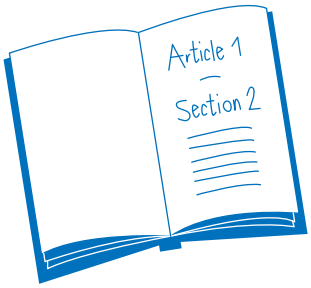
Everyone counts.

The census counts every person living in the U.S. once, only once, and in the right place.

It's about fair representation.

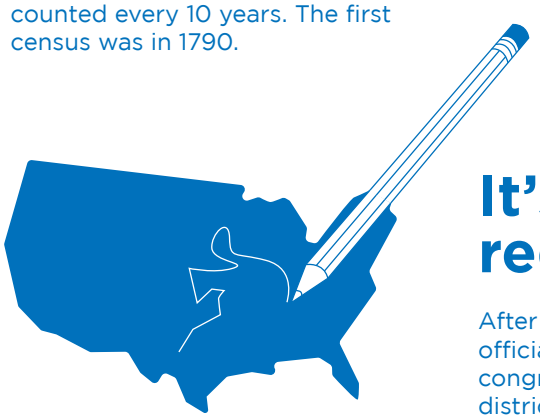
Every 10 years, the results of the census are used to reapportion the House of Representatives, determining how many seats each state gets.





It's in the constitution.

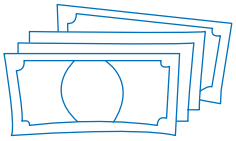
The U.S. Constitution mandates that everyone in the country be counted every 10 years. The first census was in 1790.

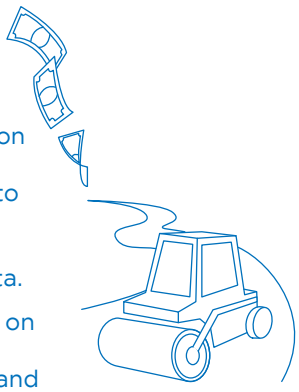


It's about redistricting.

After each decade's census, state officials redraw the boundaries of the congressional and state legislative districts in their states to account for population shifts.

It's about $675 billion.



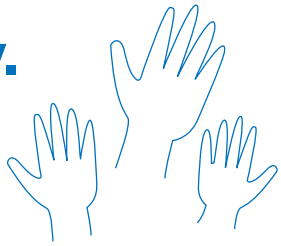


The distribution of more than $675 billion in federal funds, grants and support to states, counties and communities are based on census data.

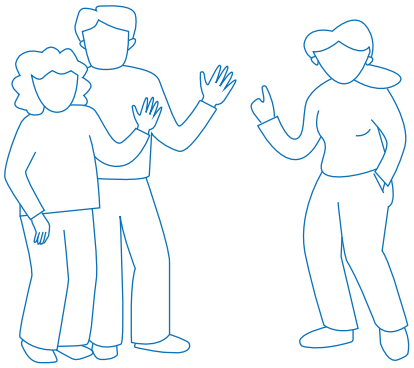
That money is spent on schools, hospitals, roads, public works and other vital programs.

Taking part is your civic duty.

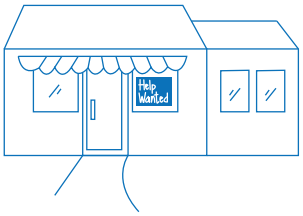
Completing the census is mandatory: it's a way to participate in our democracy and say "I COUNT!"



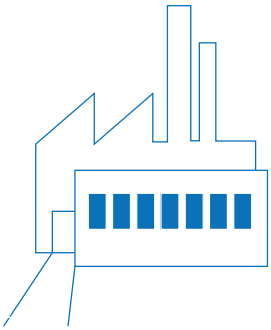
Census data are being used all around you.

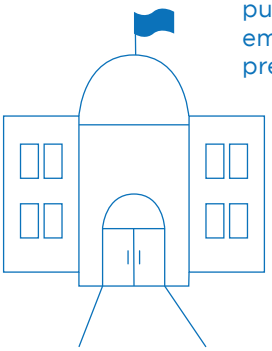


Residents use the census to support community initiatives involving legislation, quality-of-life and consumer advocacy.



Businesses use census data to decide where to build factories, offices and stores, which create jobs.





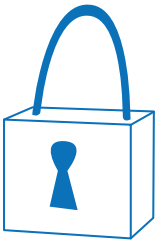
Local governments use the census for public safety and emergency preparedness.

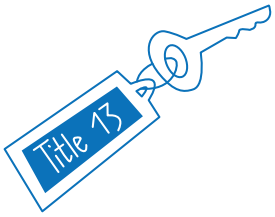
Real estate developers use the census to build new homes and revitalize old neighborhoods.

Your privacy is protected.

It's against the law for the Census Bureau to publicly release your responses in any way that could identify you or your household.

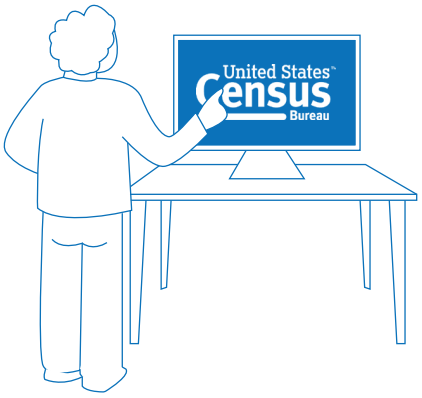
By law, the Census Bureau cannot share your answers with any other government agency.





2020 will be easier than ever.

In 2020, you will be able to respond to the census online.



You can help.

You are the expert—we need your ideas on the best way to make sure everyone in your community gets counted.

United States Census Bureau

KANSAS COUNTS CENSUS2020

United States Census 2020

Best Practices

Forming Your Local Complete Count Committee

Portions Reprinted from the Census Guide for Complete Count Committees

Right now, all local governments in Kansas should have, or be forming, a Complete Count Committee (CCC) for the 2020 Census. The expertise and local knowledge of the community are essential to ensuring an accurate count for your city. As stated previously in the article about the 2020 Census on page 110, population data plays a very important role in determining the allocation of hundreds of billions of federal dollars over a decade. There is a significant cost to your community if your city is undercounted. That's where Complete Count Committees fit into the picture.

CCC's are volunteer committees established by tribal, state, and local governments and community leaders or organizations to increase awareness and motivate residents to respond to the 2020 Census. CCC's serve as state and local "census ambassador" groups that play an integral part in ensuring a complete and accurate count of the community in the 2020 Census. Success of the census depends on community involvement at every level. The U.S. Census Bureau cannot conduct the 2020 Census alone.

United States Census 2020

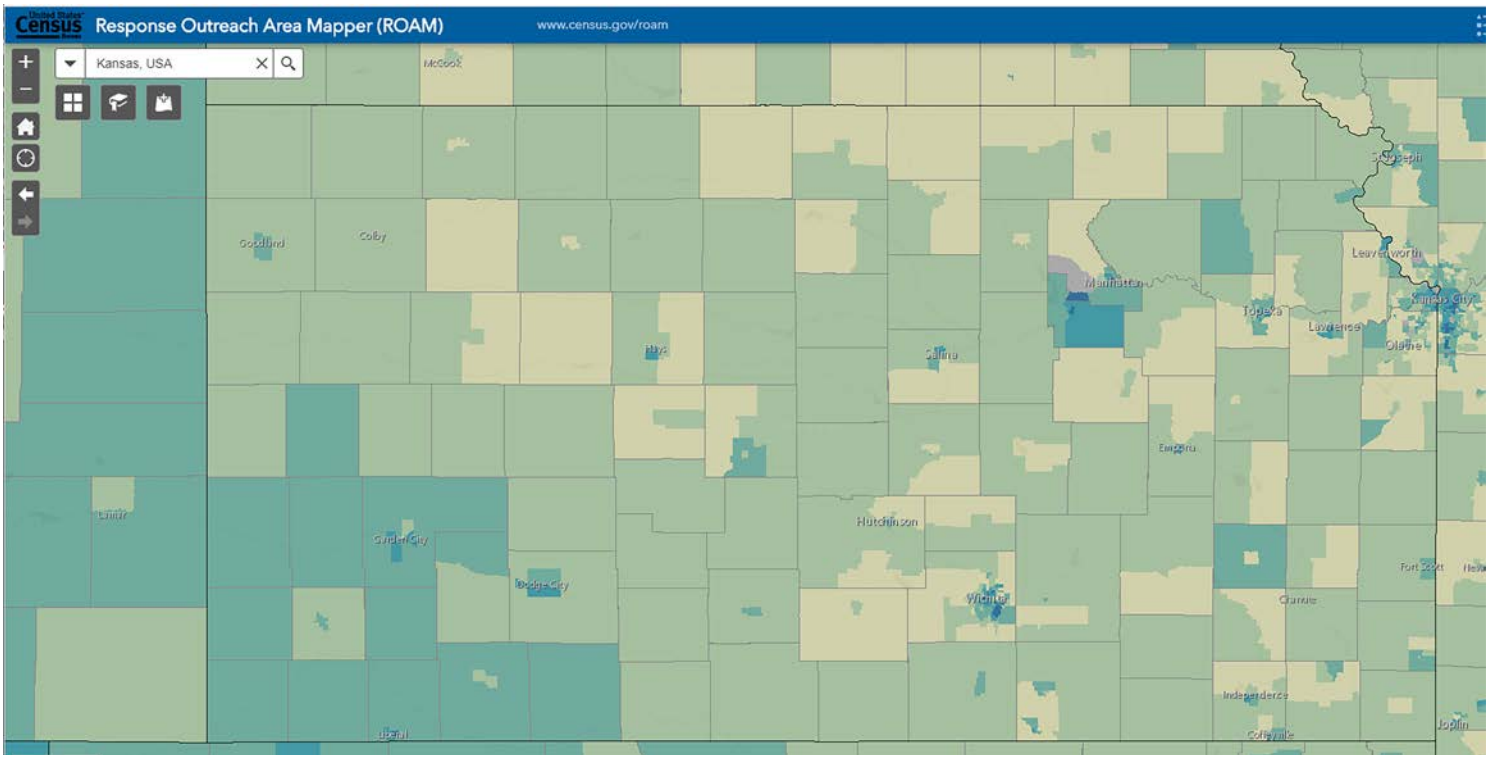
The volunteers on the CCC know your community; they have local knowledge, expertise, and influence among the community and the hard-to-count populations which are unique to your geographic area. CCC members should set clear, achievable goals and objectives that are reasonable for your community. The committee should identify areas of the community that may need extra efforts, either a geographical area or a population group that might be hard to count. CCC can use a "grassroots" approach working with community-based organizations and groups who have direct contact with households who may be hard to count.

Some CCC's create promotional materials and products customized for the local area (Note: The League will provide your CCC with materials to use for your community). CCC's may consider holding special events or partnering with other community stakeholders to increase awareness of the census and its benefits and motivate response through social media, newsletters, and other communications.

CCC's speak the language of and know the pulse of its community, therefore establishing an information highway that even the internet cannot rival — neighbor informing neighbor. Involving local media sources on the CCC is a great way to generate news articles and keep census efforts in the news.

Your local CCC will help ensure an accurate 2020 Census count, gain valuable knowledge about the census process at the local level, and develop a plan to impart that knowledge to each and every household as only neighbors and fellow stakeholders can. Make sure you are involving a local CCC to maximize participation and response rates by increasing awareness throughout the 2020 Census.

If you need assistance in setting up a Complete Count Committee, contact your Census Partnership Specialist (see page 111 or contact the League's Census Outreach Manager, Wendi Stark, at *census@lkm.org)*. Coming this summer, visit *www.KansasCounts.org* for downloadable materials for your CCC to use in utility bills, on social media, and other ideas for awareness. Please let Wendi know who your CCC point of contact is for communication purposes.

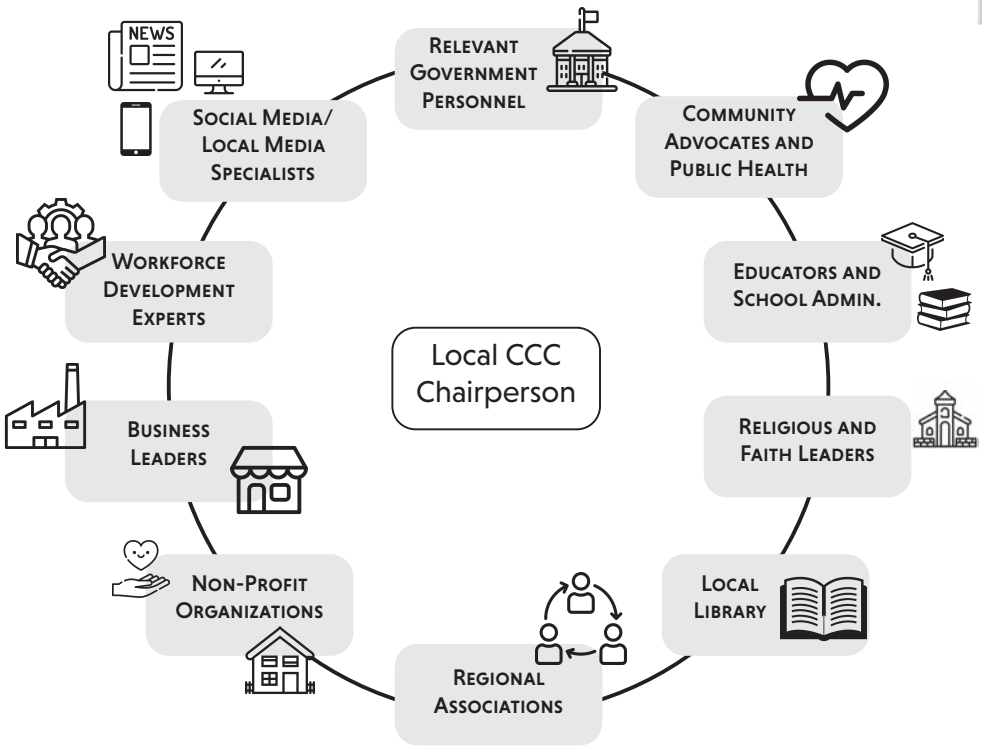


This map shows the State of Kansas projected mail-in response rate for the 2020 Census. Areas shaded darker are projected to have lower mail-in response rates. This map will be updated in real-time for the 2020 Census efforts. Complete Count Committees can use this data to see an area's mail-in response rate. This is helpful because local committees can identify areas that need more communication and follow-up to complete the census. This web-based tool is available at https://www.census.gov/roam.

Predicted Mail Non-Response Rate (%)
Low Response Score by 2016 Census Tract (2018 Planning Database)

- 30.0 to 49.1
- 25.0 to 29.9
- 20.0 to 24.9
- 16.0 to 19.9
- 0.0 to 15.9
- Not Calculated

Who Should Participate in Your Local Complete Count Committee?



KANSAS COUNTS CENSUS2020

Find free, downloadable messaging and graphics for your use at www.KansasCounts.org.

Help Kansas Count!

There are many resources available to local governments to gather census data and ideas for outreach and awareness. We've pared down the abundant resources available to a few we think are most helpful and usable for Kansas.

KANSAS COUNTS CENSUS2020

Find free, downloadable messaging and graphics for your use at *www.KansasCounts.org.* Resources include social media posts, pre-scripted messages for local government publications and websites, videos, and other materials. Also follow Kansas Counts on Facebook, Twitter, and Instagram to easily share content with your local community. This page will be co-managed by the Department of Commerce and the League.

Find downloadable information to share with your community on the U.S. Census Bureau website for partners. The Census Bureau offers materials for both english and non-english speaking populations that can be downloaded for your use. There are multiple resources for promotional materials, web-enabled content, and fact sheets that explain different aspects of the census. Visit *https://www.census.gov/partners/2020-materials.html* to view materials.

United States Census 2020

SDC
The U.S. Census Bureau's Premier Local Partner

Want to dive deep into data for your community? Visit these webpages for data. Also, use the Census' Response Outreach Area Manager (ROAM) tool online which was developed to help identify hard-to-count areas. ROAM can be searched by state, county, city (place), or census tract. *https://www.census.gov/roam*

State Data Center Clearinghouse: Provides great examples of census materials, created by states across the country, to promote the 2020 Census. *https://sdcclearinghouse.com/ready-for-2020-census/*

Kansas State Data Center: Provides specific data for Kansas and is the official resource for Kansas census data. *http://www.ipsr.ku.edu/ksdata/census/2020/*

Census participation and ensuring a complete count comes down to dollars and cents for your community. As directed by Congress, several hundred federal financial assistance programs rely on data derived from the Decennial Census to guide the geographic distribution of funds to states, counties, cities, and households. To better understand the fiscal impacts of the upcoming 2020 Census on states and local areas, the Counting for Dollars Project at The George Washington Institute of Public Policy identifies federal programs that are distributed by the decennial census. View the reports online at *https://gwipp.gwu.edu/counting-dollars-2020-role-decennial-census-geographic-distribution-federal-funds.*

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NLC NATIONAL LEAGUE OF CITIES
CITIES STRONG TOGETHER

The National League of Cities offers a downloadable guide for cities to prepare for the count. Download the guide at *https://www.nlc.org/resource/cities-count-preparing-for-the-2020-census.*

Social Media Grants to Cities!

As part of our Kansas Health Foundation funding, The League of Kansas Municipalities will be providing direct grants to Kansas cities to purchase social media advertising for the census outreach/education efforts through your city social media platforms.

Why? Your city is a known, trusted, and local source of information. A local voice is the best source to encourage census participation and we hope you'll use all the tools we are offering to share the message that your community depends on everyone being counted in the census once, only once, and in the right place!

Grants will be awarded in January 2020. Look for the announcement of the social media program and your opportunity to apply this summer!

More info: *www.lkm.org/page/census-grants*

TO DO:

Has your city and county completed the Census Boundary and Annexation (BAS) survey? You have until May 31, 2019 to complete it! The BAS is the primary way that local, county, and tribal governments ensure that their legal boundaries — and consequently, their official population counts — are correctly recorded with the federal government. Every year, governments use the BAS to update their legal boundaries and official names. Remember for every household missed in your city, you could miss out on approximately $52,466 in federal funding over the next 10 years.

If you need access to see if your city/county has submitted the BAS, contact the Census Bureau at (800) 972-5651. If you need assistance completing the survey, your city can contact Xan Wedel at the Kansas State Data Center at *KansasSDC@ku.edu.*

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Contact: Don Osenbaugh, KMIT Pool Administrator

dosenbaugh@cox.net or 316-259-3847

Emotional Support Kangaroo?

Assistance Animals under Federal Housing Law

By Matt Bingesser, Legal Extern, League of Kansas Municipalities

In 2015, a Wisconsin woman was removed from a McDonald's after she brought her emotional support baby kangaroo in for a meal. The woman claimed she obtained the animal to help her cope with emotional distress after consulting her doctor.[1] Although dogs are the most common type of emotional support animal in the United States, it is not unheard of for some of these more unusual animals to come up in the news every so often.[2]

Under federal law, there are two definitions of a service animal that will need to be considered. To avoid confusion, while discussing animals qualifying under the Americans with Disabilities Act (ADA) the term "service animal" will be used.[3] While discussing animals qualifying under the Fair Housing Act (FHA) the term "assistance animal" will be utilized.[4]

The ADA defines a service animal as a dog that has been trained to perform specific tasks for individuals that have a disability.[5] In select cases, miniature horses are considered service animals under the ADA.[6] The federal statute lays out several assessment factors for determining whether a miniature horse is reasonable in a given situation. These include the size of the horse, weight of the horse, the ability of the facility to accommodate the horse, the housebroken status of the horse, and whether the horse's presence would compromise legitimate safety requirements that are necessary for safe operation.[7] Service animals do not include emotional support, therapy, comfort, or companion animals.[8]

An emotional support kangaroo does not meet the definition of a service animal under the ADA. This means that an emotional support kangaroo would not be exempt from rules and policies that prohibit non-service animals from being brought into public facilities and accommodations.[9]

The FHA defines a disability as a physical or mental impairment which limits a person's major life activities.[10] Landlords are required to make reasonable accommodations for tenants with disabilities to ensure they have an equal opportunity to use and enjoy a dwelling.[11] The United States Department of Housing and Urban Development has identified the following conditions as potential justifications for requiring a landlord to make a reasonable accommodation: the person is deaf, blind, has seizures, or has a mental disability.[12] This is not an exhaustive list of conditions, as several other conditions could warrant a reasonable exception.

A common request made by a person with a disability, under the FHA, is a waiver of a "no pet" or "no animal" policy.[13] An assistance animal under the FHA is not limited to dogs or miniature horses, which is an important divergence from the ADA.[14] In addition, an assistance animal does not need to be a pet and does not need to have specialized training.[15] The FHA does include emotional support, therapy, comfort, or companion animals.

Landlords are required to make a reasonable accommodation for tenants who require assistance animals, even if the terms of the lease expressly limit or prohibit pets.[16] Under the FHA, a reasonable accommodation is a change, exception, or adjustment to a rule, policy, practice, or service.[17] It is unlawful for a landlord to refuse to make a reasonable accommodation when the accommodation is necessary for the person with a disability to have an equal opportunity to use and enjoy the dwelling.[18] A reasonable accommodation is required when there is an identifiable relationship, or nexus, between the requested accommodation and the individual's disability.[19] The test provided

by the U.S. Department of Housing and Urban Development for assessing whether a reasonable accommodation is necessary for an assistance animal comes down to two questions.[20] First, does the person seeking the waiver have a disability and does the person have a disability-related need for an assistance animal?[21] A landlord could still find justification in denying a request even if the test is satisfied when the specific assistance animal poses a direct threat to the health, safety, or property of others and a supplementary accommodation cannot remedy this threat.[22]

The second question that comes up is whether a request for a reasonable accommodation that conflicts with a city ordinance should be honored. As an example, what if a city has passed an ordinance that restricts their residents from owning a pit bull? The United States Department of Justice has determined that municipalities that prohibit specific breeds of dogs must make an exception for assistance animals covered under the FHA.[23] This would allow a person with a disability to have a pit bull even though the ownership of the animal conflicts with the city's ordinance. A disabled tenant with a pit bull would still need to comply with other city requirements such as tagging and vaccinations.

A landlord must also permit a person with a disability to use their own financial resources to make reasonable modifications to an existing premise if such modifications are necessary to afford such person full enjoyment of the premises.[24] In relation to the necessity of a having an assistance animal, this could mean the landlord would need to allow the installation of a dog door if such installation is reasonably necessary.

The FHA gives people with disabilities more leeway than the ADA when it comes to keeping animals in a dwelling. Landlords are required to make reasonable accommodations to ensure people who have disabilities can have an equal opportunity to enjoy the dwelling. This includes waiving policies that prohibit pets and animals when the person with a disability can reasonably connect the animal's presence to helping them cope with this disability. Under federal law, the Wisconsin woman mentioned at the beginning of this article cannot justify taking her baby kangaroo into a restaurant for a double cheeseburger and fries. However, if her residence qualified for protection under the FHA she would likely find validation in keeping the animal in her own home, if the presence of the animal can be reasonably perceived to help alleviate her emotional distress and not pose a threat to the health, safety, or property of others.

Matt Bingesser *is a third-year law student at Washburn University and legal extern.*

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[1] Debbi Baker, "McDonald's Not Lovin' it When Woman Shows up With Her Therapy Kangaroo Named Jimmy," *San Diego Union Tribune*, (Feb. 4, 2015), *https://www.sandiegouniontribune.com/opinion/the-conversation/sdut-therapy-kangaroo-wisconsin-mcdonalds-2015feb04-htmlstory.html.*

[2] Rebecca F. Wisch, "FAQs on Emotional Support Animals," Michigan State University College of Law - Animal Legal and Historical Center, (2015), *https://www.animallaw.info/article/faqs-emotional-support-animals.*

[3] "Assistance Animals and Service Animals Under the FHA and the ADA," Iowa Civil Rights Commission, (April 2017), *https://icrc.iowa.gov/sites/default/files/publications/2017/Assistance%20Animals%20%26%20Service%20Animals%20Presentations.pdf.*

[4] Id.

[5] "Frequently Asked Questions about Service Animals and the ADA," U.S. Department of Justice - Civil Rights Division, (July 2015), *https://www.ada.gov/regs2010/service_animal_qa.html.*

[6] 28 CFR § 35.136(i).

[7] 28 CFR § 35.136(i)(2)(i)-(iv).

[8] "Frequently Asked Questions about Service Animals and the ADA," U.S. Department of Justice - Civil Rights Division, (July 2015), *https://www.ada.gov/regs2010/service_animal_qa.html.*

[9] Jacquie Brennan and Vinh Nguyen, "Service Animals and Emotional Support Animals" ADA National Network, (2014), *https://adata.org/publication/service-animals-booklet.*

[10] "The Fair Housing Act and Assistance Animals," The Humane Society of the United States, *https://www.humanesociety.org/resources/fair-housing-act-and-assistance-animals,* (Last visited Apr. 19, 2019).

[11] "Reasonable Accommodations and Modifications," U.S. Department of Housing and Urban Development - Fair Housing and Equal Opportunity, *https://www.hud.gov/program_offices/fair_housing_equal_opp/reasonable_accommodations_and_modifications,* (Last visited Apr. 19, 2019).

[12] Id.

[13] Assistance Animals and Service Animals Under the FHA and the ADA, IOWA CIVIL RIGHTS COMMISSION (April 2017), https://icrc.iowa.gov/sites/default/files/publications/2017/Assistance%20Animals%20%26%20Service%20Animals%20Presentations.pdf.

[14] Id.

[15] Id.

[16] "The Fair Housing Act and Assistance Animals," The Humane Society of the United States, *https://www.humanesociety.org/resources/fair-housing-act-and-assistance-animals,* (Last visited Apr. 19, 2019).

[17] "Reasonable Accommodations and Modifications," U.S. Department of Housing and Urban Development - Fair Housing and Equal Opportunity, *https://www.hud.gov/program_offices/fair_housing_equal_opp/reasonable_accommodations_and_modifications,* (Last visited Apr. 19, 2019).

[18] Id.

[19] Id.

[20] Rebecca F. Wisch, "FAQs on Emotional Support Animals," Michigan State University College of Law - Animal Legal and Historical Center, (2015), *https://www.animallaw.info/article/faqs-emotional-support-animals.*

[21] Id.

[22] Id.

[23] A. J. Johnson, "Local Ordinances and Assistance Animals," A.J. Johnson Counsulting Services, Inc., (Nov. 15, 2015), *https://ajjcs.net/paper/main/2015/11/15/local-ordinances-and-assistance-animals/.*

[24] "Reasonable Accommodations and Modifications," U.S. Department of Housing and Urban Development - Fair Housing and Equal Opportunity, *https://www.hud.gov/program_offices/fair_housing_equal_opp/reasonable_accommodations_and_modifications,* (Last visited Apr. 19, 2019).

KANSAS GOVER

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*.

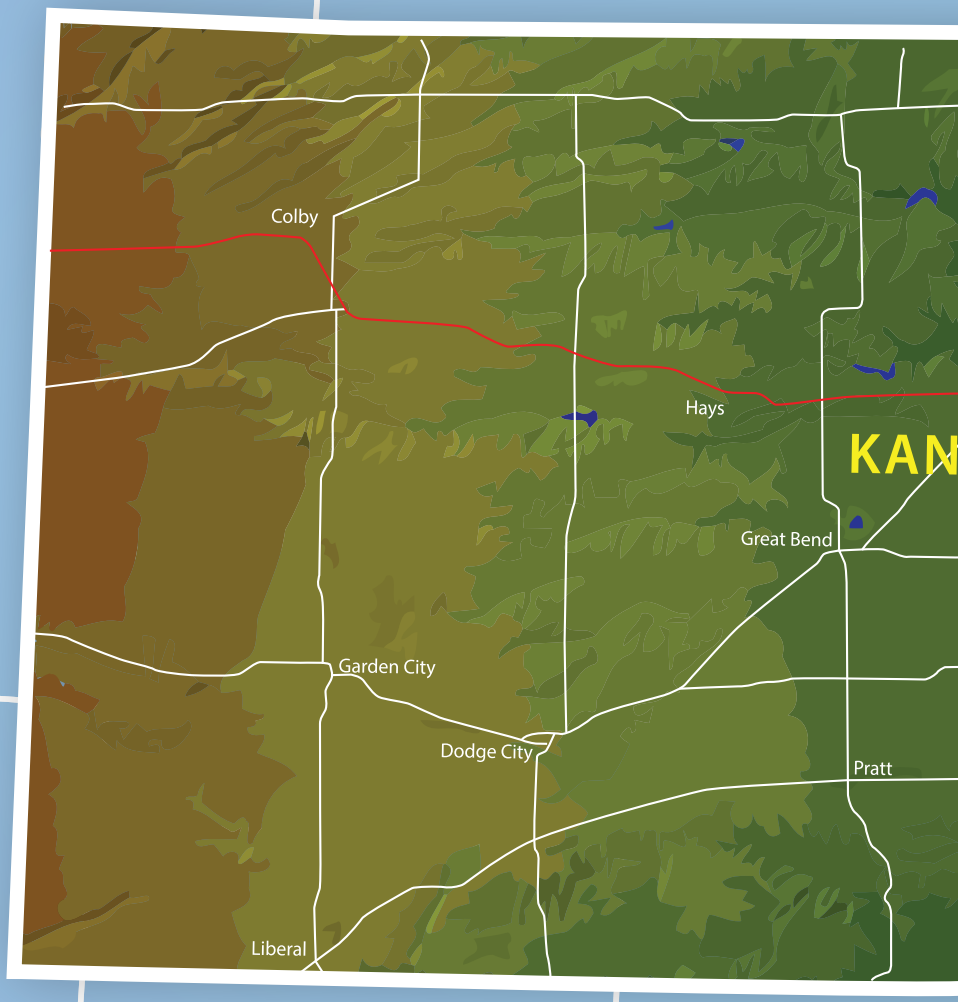
Denver

Broadband Expansion in Kansas

USDA Rural Development Funding for Broadband Expansion

The USDA Rural Development program will begin accepting the first round of applications for the Rural eConnectivity Pilot Program (ReConnect Program). Apply at *https://www.usda.gov/reconnect*. In March 2018, Congress provided $600 million to USDA to expand broadband infrastructure and services in rural America. On December 13, Agriculture Secretary Sonny Perdue announced the rules of the program, called "ReConnect," including how the loans and grants will be awarded to help build broadband infrastructure in rural America.

USDA is making available up to $200 million in grants, $200 million in loan and grant combinations, and $200 million in low-interest loans. Applicants can request technical assistance from USDA by filling out the contact form at *https://www.usda.gov/reconnect/contact-us*.



Oklahom

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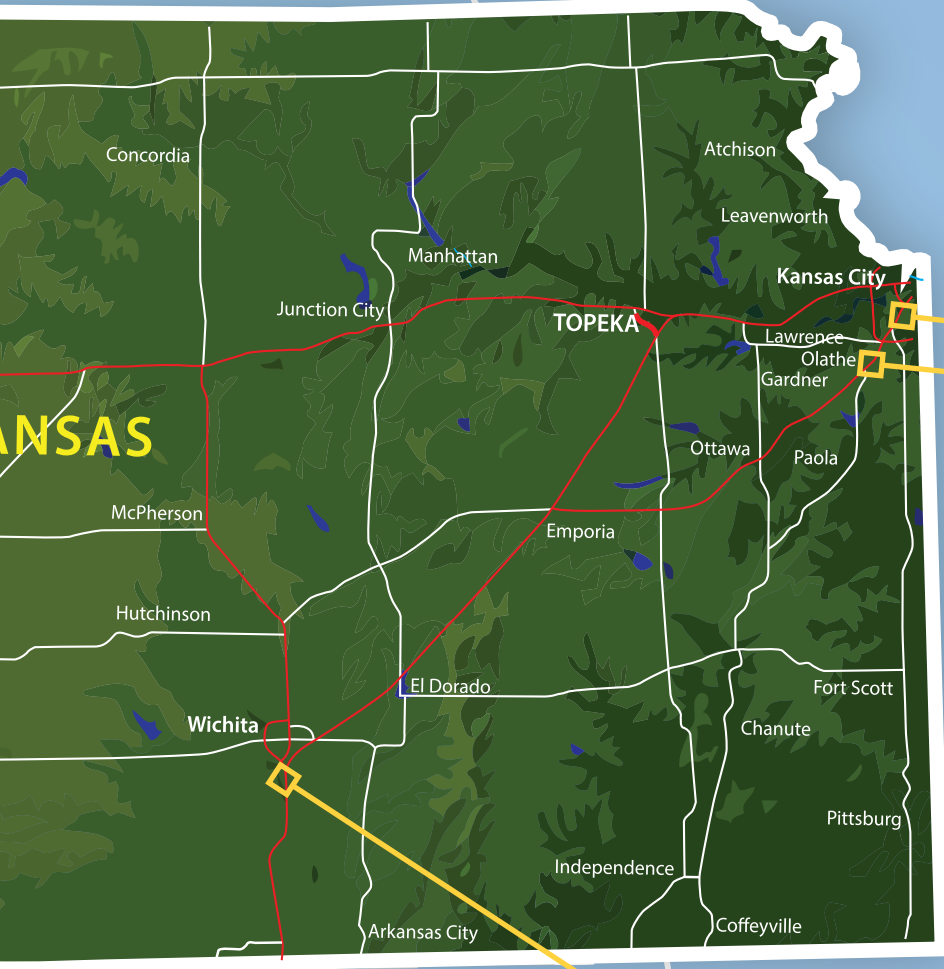

Roeland Park & Olathe

Cities Recognized for Accessible Parks Infrastructure

Roeland Park's plans to improve R Park with features for residents of all ages and abilities has earned it the highest level of recognition through the First Suburbs Coalition's Communities for All Ages program. Both Roeland Park, which earned the program's gold level designation, and Olathe, which earned bronze, were honored at a Coalition meeting. Roeland Park earned the gold level award for its work on the R Park phased-improvement plan, which will bring new permanent restrooms, art, greenspace, shade structures and accessible infrastructure to the park.

Source: Prairie Village Post

Haysville

Haysville to Launch Bus Service

After recently receiving a grant, the City of Haysville plans to start a paratransit bus service. The grant of $125,800 will be used to purchase a bus, as well as pay for operating costs. The city plans to connect the service with Wichita's bus system, so residents can travel from Haysville to Wichita. The service will be wheelchair accessible and will primarily focus on the elderly and disabled but will be available to all residents.

Source: Haysville Sun-Times

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INSPIRE • CREATE • INNOVATE
COMMUNITY AWARDS

The League is excited to announce the *Inspire - Create - Innovate - Community Awards* are back for 2019!

Entries must cover new projects or programs completed between January 1, 2018 and May 1, 2019.

Award Categories:

- **Community Health**
- **Infrastructure**
- **Economic Development**
- **Public Safety**
- **Youth Engagement**
- **Communications**

More Information and Application:

www.lkm.org/CommunityAwards

Classified Advertising

Human Resources Manager, Spring Hill

The City of Spring Hill, Kansas, is accepting applications for a full-time, exempt Human Resources Manager position in the Administration department under the supervision of the City Administrator.

Essential Duties Include:

- Delivering all facets of recruiting success and development of strategic recruiting plans;
- Representing the City in various resolution processes and other relationships with employees;
- Providing technical advice to department managers and employees regarding the interpretation and implementation of various laws and agreements;
- Working with leadership to develop a compensation philosophy and administration guidelines to fairly compensate employees;
- Managing, administering and promoting benefits and wellness policies and programs to employees;
- Developing and implementing the City's risk management plan and strategy in collaboration with senior leadership;
- Identifying and protecting potential threats to the City's reputation, financial sustainability, operational efficiency, workforce investments and safety;
- Delivering regular risk analysis reports and recommendations to the City Administrator.

Requirements include a bachelor's degree in Human Resource Management, Business, Business Administration or closely-related degree; an SPHR, CBP or CCP is preferred; five years' experience in at least three of the following specialties: Recruitment, Organizational Development, Classification, Compensation, Employee Relations, Benefits Management, Wellness Management or Risk Management. Experience may substitute for degree at a one-to-one ratio.

A full list of duties and requirements is available at *www.springhillks.gov*. Pay range begins at $70,491 per year and is an exempt position. First review of applications is Friday, May 17. Position open until filled.

How to Apply / Contact

Complete our online application and upload your cover letter and resume at *www.springhillks.gov* or send complete application, cover letter and resume to: Human Resources, City of Spring Hill, 401 N. Madison St., P.O. Box 424, Spring Hill, KS 66083 or *hr@springhillks.gov*.

Director of Parks and Recreation, Eudora

The City of Eudora, Kansas is seeking qualified applicants for the position of Director of Parks and Recreation.

Eudora, a city of the second class, is located approximately 10 minutes east of Lawrence, Kansas and 15 minutes west of the Kansas City metropolitan area. While conveniently located near the many amenities of a university community and a metropolitan area, the City of Eudora retains a distinct small-town atmosphere and remains an attractive place to raise a family. The population is approximately 6,500.

The Director of Parks and Recreation is a member of the City's management team. The position reports directly to the Assistant City Manager. The Parks and Recreation Department has four full-time positions and a variable number of both seasonal and part-time employees. The department strives to provide parks and recreational amenities and opportunities for the community that will enhance and promote a healthy lifestyle for residents of all ages. The City of Eudora is a full-service city.

Required qualifications and experience include:

- Bachelor's degree and a minimum of seven years of progressive management and supervisory experience in parks and recreation or a related field.
- Minimum seven (7) years of progressive management and supervision experience in a related field is required.
- Experience working for a municipality or a Recreational Commission is a plus.

The ideal candidate will have a participative and collaborative management style and be an active communicator to both internal and external stakeholders. To succeed at this position, the candidate should have strong interpersonal skills, excellent administration skills, and a keen sense of community development.

The ideal candidate will have exceptional aptitude to anticipate and solve problems, identify alternative courses of action, prepare proactive recommendations and present, defend and support those recommendations before the City Manager, City Commission, and the public.

The ideal candidate will be a proactive, logical, thoughtful leader with exceptional strategic planning skills who will help the City identify opportunities to move the community forward.

The ideal candidate should be approachable, friendly, have an open and collaborative management style that encourages cooperation, communication and productivity within the department while maintaining appropriate levels of accountability and discipline. The candidate must set high standards and achieve high performance and results from and within the department.

The ideal candidate will have initiative to stay current on industry trends and develop best practices.

The new Director of Parks and Recreation will dedicate attention to achieving the City Commission's strategic plan objectives, building staff cohesiveness and morale, and maintaining continual dedication to providing exemplary municipal services to residents, businesses and visitors.

Special Requirements

- Residency within the Eudora School District, USD #491 is required.
- Aquatic Facility Operations certification.
- Applicable position, department, organization and professional training will be provided and must be completed upon hire and on an ongoing basis.
- Valid driver's license in the State of Kansas.

How to Apply / Contact

Interested candidates should submit a cover letter and resume. Three (3) professional references, including email addresses and phone numbers for all organizations and persons referenced, are also required. The detailed job description and ideal qualities can be found on the City of Eudora website. Email all materials in PDF format to Pam Schmeck at *pschmeck@cityofeudoraks.gov* by 5:00 PM, CST, Friday, May 31, 2019. Questions should be directed to Pam Schmeck.

Public Works Crew Leader, Osawatomie

The City of Osawatomie is looking to fill a Public Works Crew Leader position. This position will serve multiple duties that include supervising a water/sewer crew.

How to Apply / Contact

Please visit *www.osawatomieks.org* for a full position description. Submit applications to 439 Main Street, Osawatomie KS 66064 or *ozcity@osawatomieks.org*. Position is open until filled. EOE.

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