

NEBRASKA MUNICIPAL REVIEW

■ **Legislative session recap: Bills** —
enacted during 2023 session of
interest to municipalities

■ **Municipal Accounting & Finance** —
Conference recap

■ **LeAnn Brown and Jo Leyland** —
honored by the League & LARM

Official Publication of the League of Nebraska Municipalities

JULY 2023



Contents

JULY 2023

No. 1,179
ISSN 0028-1906

About the Cover:

A springtime view of the dome at the Nebraska State Capitol. Photo by Bess Ghormley, shared courtesy of the Unicameral Information Office.

4	The Director's Message by L. Lynn Rex, LNM Executive Director - League Legislative Committees to consider important requests for legislative action, including additional incentives for desperately needed workforce housing and affordable housing!
5	LIGHT Board of Directors passed motion authorizing LIGHT to offer member municipalities a retirement option
6	Legislative session recap: Bills enacted during 2023 session of interest to municipalities
8	Municipal Accounting & Finance conference recap
	LeAnn Brown and Jo Leyland honored by the League & LARM for decades of service
11	Speaker Arch thanks Senators in his closing remarks
12	Realizing a dream - Village of Bertrand utilizes creativity & teamwork to address community need for affordable housing
14	LARM - Insuring community events
16	The Legal Corner by Tara A. Stingley, Cline Williams Wright Johnson & Oldfather, L.L.P. - Timing is everything: Best practices to avoid suspicious timing causation in retaliation claims
20	Let's team-up to not leave any \$\$\$ on the table: FEMA mitigation grant programs
25	Classifieds
26	Professional Directory



Looking for the recent Directory updates?

Good news! A list of changes can now be found on the League website! Visit: LONM.org/news

Larger Cities Legislative Committee

Seth Sorensen, City Manager, Alliance
Tobias Tempelmeyer, City Administrator/General Manager, Beatrice
Rusty Hiike, Mayor, Bellevue
Jim Ristow, City Administrator, Bellevue
Mindy Rump, Mayor, Blair
Phil Green, City Administrator, Blair
Desirae Solomon, City Attorney, Blair
Tom Menke, City Manager, Chadron
Miles Bannon, Council Member, Chadron
Jim Bulkley, Mayor, Columbus
Tara Vasicek, City Administrator, Columbus
Dave Bauer, Mayor, Crete
Tom Ourada, City Administrator, Crete
Jerry Wilcox, Clerk/Treasurer, Crete
Joey Spellerberg, Mayor, Fremont
Jody Sanders, City Administrator, Fremont
Laura McAloon, City Administrator, Grand Island
Kent Ewing, Mayor, Gering
Mike Evans, Mayor, Gretna
Paula Dennison, City Administrator, Gretna
Corey Stutte, Mayor, Hastings
Shawn Metcalf, City Administrator, Hastings

James Liffing, Mayor, Holdrege
Chris Rector, City Administrator, Holdrege
Stan Clouse, Mayor, Kearney
Brenda Jensen, Assistant City Manager, Kearney
Doug Kindig, Mayor, La Vista
Pam Buethe, Clerk, La Vista
John Fagot, Mayor, Lexington
Joe Peplitsch, City Manager, Lexington
Margaret Blatchford, Assistant City Attorney, Lincoln
Amanda Barker, Advisor to the Mayor, Lincoln
Linda Taylor, Mayor, McCook
Nate Schneider, City Manager, McCook
Bryan Bequette, Mayor, Nebraska City
Perry Mader, City Administrator, Nebraska City
Andrew Colvin, City Administrator, Norfolk
Josh Moenning, Mayor, Norfolk
Dani Myers-Noelle, City Attorney, Norfolk
Brandon Kelliher, Mayor, North Platte
Layne Groseth, City Admin./Utilities Manager, North Platte
Steve Krajewski, Mayor, Ogallala
Kevin Wilkins, City Manager, Ogallala
Jack Cheloha, Deputy City Attorney/City Lobbyist, Omaha
Thomas Warren, Chief of Staff, Omaha

David Black, Mayor, Papillion
Amber Powers, City Administrator, Papillion
R. Paul Lambert, Mayor, Plattsmouth
Emily Bausch, City Administrator, Plattsmouth
Don Groesser, Mayor, Ralston
Brian Kavanaugh, Council Member, Ralston
Rick Hoppe, City Administrator, Ralston
William De Roos, City Administrator, Schuyler
Jeanne McKerrigan, Mayor, Scottsbluff
Kevin Spencer, City Manager/Police Chief, Scottsbluff
Joshua Eickmeier, Mayor, Seward
Greg Butcher, City Administrator, Seward
Roger Gallaway, Mayor, Sidney
David Scott, City Manager, Sidney
Carol Schuldt, Council Member, South Sioux City
Lance Hedquist, City Administrator, South Sioux City
Cale Giese, Mayor, Wayne
Jill Brodersen, Council President, Wayne
Wes Blecke, City Administrator, Wayne
Barry Redfern, Mayor, York
Dr. Sue Crawford, City Administrator, York

Smaller Cities Legislative Committee

Lanette Doane, Clerk/Treasurer, Ansley
Jessica Quady, City Administrator, Ashland
Marlin Seeman, Mayor, Aurora
Eric Melcher, City Administrator, Aurora
Chris Anderson, City Administrator, Central City
Nikki Schwanz, City Administrator, Cozad
Andrew Lee, Admin./Clerk/Treasurer, Curtis
Alan Michl, Chairperson, Exeter
Becky Erdkamp, Clerk/Treasurer, Exeter
Kyle Svec, City Administrator, Geneva
Deb VanMatre, Mayor, Gibbon
Gary Greer, City Administrator, Gothenburg

Douglas Huber, Mayor, Hebron
Jana Tietjen, Clerk, Hebron
Kelly Oelke, City Administrator, Hickman
Janine K. Schmidt, CMC/Treasurer, Morrill
Sandra Schendt, Clerk/Treasurer, Nelson
Chris Dibbern, General Counsel, NMPP Energy
Robin Spady, Director of Legislative Affairs & Natural Gas Counsel, NMPP Energy
Sandy Kruml, Clerk/Treasurer, Ord
Mike Feeken, Council Member, St. Paul
Nancy Bryan, Clerk/Treasurer, Stromsburg
Sandra Foote, Council Member, Superior

Jeff Hofaker, City Administrator, Sutton
Jessica Meyer, City Administrator, Syracuse
Kyle Arganbright, Mayor, Valentine
Melissa Harrell, City Administrator, Wahoo
Desiree Soloman, City Attorney, Waterloo
Stephanie Fisher, City Administrator, Waverly
Tom Goulette, City Administrator/Utility Superintendent, West Point
Randy Woldt, Utilities Superintendent, Wisner
CJ Heaton, City Administrator, Yutan

Executive Board 2022-2023

President	Deb VanMatre Mayor, Gibbon
President-Elect	Marlin Seeman Mayor, Aurora
Vice President	Bryan Bequette Mayor, Nebraska City
Past President	Paul Lambert Mayor, Plattsmouth
Directors	
Jean Stothert	Mayor, Omaha
Leirion Gaylor	
Baird	Mayor, Lincoln
David Black	Mayor, Papillion
Julie A. Deepe	Mayor, Deshler
Catherine-Jo Mills	Village Chair, Ansley
Joey Spellerberg	Mayor, Fremont
Joel Bergman	Mayor, St. Paul
Jordon Colwell	Council Vice President, Scottsbluff
Jeff Hofaker	City Administrator, Sutton
Janine K. Schmidt	CMC/Treasurer, Morrill
Layne Groseth	City Administrator/Utilities Manager, North Platte

Affiliated Sections

City Managers	Phil Green Blair
Clerks	Elizabeth Butler Omaha
Municipal Accounting & Finance	Brandi Kloepping Cozad
Fire Chiefs	Dennis Thompson North Platte
Utilities	Al Schoemaker Blair

League Staff

L. Lynn Rex	Executive Director
Christy Abraham	Legal Counsel
Lash Chaffin	Utilities Section Director
Cherie DeFreece	Administrative Assistant/ Membership Services Assistant
Brenda Henning	Membership Services Assistant
Ethan Nguyen	LNM/LARM Information Technology Manager
Rob Pierce	Utilities Field Representative/ Training Coordinator
Shirley Riley	Membership Services Director
Ashley Wolfe	Marketing/Communications Director

LARM Staff

Dave Bos	Executive Director
Tracy Juranek	Assistant Executive Director, Customer Service Specialist
Diane Becker	Communications/Marketing Director
Kyla Brockevolt	Executive Administrative Assistant
Drew Cook	Customer Service Specialist
James Kelley	Loss Control Specialist
Fred Wiebelhaus	Loss Control/Claims Manager

— Municipal Legal Calendar —

(All statute citations to Revised Statutes of Nebraska)

SEPTEMBER 2023

CITIES OF THE FIRST CLASS

Within 10 days following meeting or before next meeting (whichever is sooner)	Clerk to have minutes available for public inspection. (84-1413)
Within 15 days of Passage	Clerk publishes ordinances passed. (16-405)
Within 30 days of Council meeting	Clerk publishes official proceedings of meeting, including claims. (19-1102)
On or before September 1	City Council determines final allocation of levy authority for its subdivisions (77-3443)
On or before September 30	File adopted annual or biennial budget statement with County Clerk and State Auditor's Office. (13-508)
	File information on tradenames and interlocal agreements with State Auditor's Office (13-513)
Within 20 days after end of month	Treasurer files monthly financial report. (16-318)
Last Day	End of Fiscal Year (16-701)
* *	Clerk must prepare agenda prior to next Council meeting. (84-1411)
No later than 90 days after end of fiscal year	Report on collection and use of occupation taxes (18-1208)

CITIES OF THE SECOND CLASS

Within 10 days following meeting or before next meeting (whichever is sooner)	Clerk to have minutes available for public inspection. (84-1413)
Within 15 days of Passage	Clerk publishes ordinances passed. (17-613)
Within 30 days following Council meeting	Clerk publishes official proceedings of meeting, including claims. (19-1102)
On or before September 1	City Council determines final allocation of levy authority for its subdivisions (77-3443)
On or before September 30	File adopted annual or biennial budget statement with County Clerk and State Auditor's Office. (13-508)
	File information on tradenames and interlocal agreements with State Auditor's Office (13-513)
Within 20 days after end of month	Treasurer files monthly financial report. (17-606)
Last Day	End of Fiscal Year (17-701)
* *	Clerk must prepare agenda prior to next Council meeting. (84-1411)
No later than 90 days after end of fiscal year	Report on collection and use of occupation taxes (18-1208)

VILLAGES

Within 10 days following meeting or before next meeting (whichever is sooner)	Clerk to have minutes available for public inspection. (84-1413)
Within 15 days of Passage	Clerk publishes ordinances passed. (17-613)
Within 30 days following Trustees' meeting	Clerk publishes official proceedings of meeting, including claims. (19-1102)
On or before September 1	Village Board determines final allocation of levy authority for its subdivisions (77-3443)
On or before September 30	File adopted annual or biennial budget statement with County Clerk and State Auditor's Office. (13-508)
	File information on tradenames and interlocal agreements with State Auditor's Office (13-513)
Within 20 days after end of month	Treasurer files monthly financial report. (17-606)
Last Day	End of Fiscal Year (17-701)
* *	Clerk must prepare agenda prior to next Council meeting. (84-1411)
No later than 90 days after end of fiscal year	Report on collection and use of occupation taxes (18-1208)

Nebraska Municipal Review Editor and Advertising Sales: Ashley Wolfe, 402-476-2829 or ashleyw@ionm.org

The **NEBRASKA MUNICIPAL REVIEW** is the official publication of the League of Nebraska Municipalities, an association of the cities and villages of Nebraska, published at 1335 L St., Lincoln, Nebraska 68508 — Telephone 402-476-2829; FAX 402-476-7052; Website: www.ionm.org. Periodicals postage paid at Lincoln, Nebraska. Views of contributors, solicited or unsolicited, are their own and not to be construed as having the endorsement of the League unless specifically and explicitly stated by the publisher.

The **NEBRASKA MUNICIPAL REVIEW** is a nonprofit publication administered and supervised by the League of Nebraska Municipalities. All revenue derived from the publication is used by the association to defray publication costs.

The **NEBRASKA MUNICIPAL REVIEW** is published monthly. Subscription rates are \$5 per single copy — \$50 plus tax for 12 issues.

POSTMASTER: Send address changes to **NEBRASKA MUNICIPAL REVIEW**, 1335 L Street, Lincoln, Nebraska 68508.



League Legislative Committees to consider important requests for legislative action, including additional incentives for desperately needed workforce housing and affordable housing!

BY L. LYNN REX, EXECUTIVE DIRECTOR, LNM

The League's work representing cities and villages before the Nebraska Legislature is ongoing throughout the year, not just during the legislative session and interim study hearings. The 2023 session was the most difficult and contentious session that anyone involved with the Nebraska Legislature can recall in the last 40 years. Christy Abraham, Lash Chaffin, and I continue informing municipal officials about key provisions in the 52 bills which passed and the 239 bills amended into these 52 bills, for a total of 291 bills passed. (It should be noted that substantive amendments and parts of other bills also were incorporated into the 52 bills which passed but were not included in the "official" total.) In addition to the bills introduced, Speaker John Arch of La Vista reported at the end of the session that "2,000 amendments were introduced, 900 fiscal notes were prepared, and 1,158 motions – most associated with extending debate in a filibuster – were filed."

Gov. Jim Pillen line-item vetoed two of the 52 bills which passed (LBs 814E and 818E relating to appropriations); most provisions in LBs 814E and 818E were not line-item vetoed. Senators successfully overrode the line-item veto to provide more funding for the Auditor of Public Accounts. Unfortunately, the motion supported by the League, Nebraska Economic Development Association

(NEDA), and other organizations to override the Governor's line-item veto of \$40 million for Workforce Housing Projects in rural and urban Nebraska was not successful. Thanks to the 25 Senators who voted in support of the motion, falling short of the 30 Senators voting in the affirmative to override a Governor's veto.

Fortunately, **LB 213**, introduced by Sterling **Sen. Julie Slama**, was incorporated, in part, into **LB 727** amending the **Rural Workforce Housing Investment Act** to reduce the required match from 50 percent to 25 percent! Notwithstanding, much more needs to be done to provide incentives for workforce housing and affordable housing to attract a talented workforce essential for Nebraska's economy.

At the request of **Tara Vasicek**, **City Administrator of Columbus**, and the League staff, the first issue on the agenda for consideration by the Larger Cities Legislative Committee (LCLC) and Smaller Cities Legislative Committee (SCLC) on Aug. 24 will be introduction of legislation for additional funding and incentives for desperately needed workforce housing and affordable housing! Nebraska's housing crisis has been identified as one of the key issues that needs to be addressed for Nebraska to continue competing and thriving economically. Thanks to **Husch Blackwell** for allowing the League to publish an excellent chart (see page 10) demonstrating the need for Nebraska to

invest more in workforce housing.

Bills that did not pass or were not indefinitely postponed in the 2023 90-day session will "carry-over" to the 60-day session in 2024, including several important League bills. Thanks to the many officials serving on the LCLC and SCLC, listed on page 2. These committees will undoubtedly recommend to the League Executive Board the introduction of many other requests for legislative action in 2024. A SPECIAL THANKS to **Ralston Mayor Don Groesser**, longtime chair of the LCLC, and **West Point City Administrator Tom Goulette**, new chair of the SCLC, for their leadership! The entire League staff participates in our lobbying effort on behalf of member cities and villages; we look forward to working with municipal officials across the state to prepare our 2024 legislative package.

If you have any suggestions for legislative action, please email them to brendah@lonm.org by Sept. 13, 2023.

To avoid any confusion resulting from ambiguous requests, please work with your municipal attorney to ensure that your request for legislative action includes the statute number(s) you wish to amend as well as the recommended new language. This will ensure that the League staff and members of the Legislative Committees fully understand the request and proposed changes.

Continued on page 10 / Housing

LIGHT Board of Directors passed motion authorizing LIGHT to offer member municipalities a retirement option

Plattsburgh Mayor **Paul Lambert**, Chair of the **League Insurance Government Health Team (LIGHT)** Board of Directors, was authorized to appoint a subcommittee to discuss and make recommendations to the LIGHT Board of Directors and the League Executive Board regarding a request from several LIGHT members to explore the issues and feasibility of whether LIGHT or the League should offer pension plans/retirement savings plans for member municipalities, especially those which cannot find a company to assist them.

Thanks to the following municipal officials for serving on the subcommittee which met by Zoom on June 8: Deshler Mayor **Julie Deepe** (League Executive Board Member); Mayor **Paul Lambert** (Chair of LIGHT and Immediate Past President of the League); Ansley Village Board Chair **CathieJo Mills** (League Executive Board Member); and **Jessica Quady**, Ashland City Administrator (LIGHT Board Member). The subcommittee appreciated the municipal officials who took time to complete a League/LIGHT survey of villages and cities of the second class; the results were provided to the LIGHT Board of Directors and the League Executive Board. On June 16, the League Executive Board voted unanimously to support whatever decision the LIGHT Board of Directors would make regarding the offering of retirement plans to LIGHT members.

Although **70.49 percent** of those municipalities responding indicated their city or village already has a pension plan/retirement savings plan (like a 457) for full-time employees, **88.68 percent** of those responding also requested the LIGHT Board of Directors or League Executive Board to explore options for pension plans/retirement savings plans for member municipalities of LIGHT.

The LIGHT Board of Directors held an in-person meeting on June 21, 2023, in conjunction with the League Municipal



*Paul Lambert
Mayor, Plattsburgh*



*Tom Goulette
City Administrator/
Utility Superintendent,
West Point*



*Jessica Quady
City Administrator,
Ashland*



*Joel Bergman
Mayor, St. Paul*



*Brenda Wheeler
Clerk, Blair*

Accounting & Finance Conference. **St. Paul Mayor Joel Bergman** moved, seconded by **Jessica Quady**, Ashland City Administrator, to authorize LIGHT to offer member municipalities of LIGHT a retirement option in a defined contribution plan, 457 plan, SEP, or other plans. The motion passed unanimously on a roll call vote. (Brenda Wheeler, Blair Clerk, was unable to attend the meeting.)

Continued on page 23 / LIGHT



Building a better future in NEBRASKA with a strong Public Finance Partner

D.A. Davidson & Co. is committed to strengthening the infrastructure and enriching the lives of people in our communities throughout Nebraska and across the nation.

Our bankers specialize in:

- Bond Anticipation Notes
- Paving Bonds
- Water and Sewer Bonds
- General Obligation Bonds
- Utility System Revenue Bonds
- Lease-Purchase Financing

Call:

(800) 528-5145 | **Paul Grieger**

(866) 809-5596 | **Cody Wickham**

(866) 809-5443 | **Andy Forney**

(866) 466-9368 | **Jerry Spethman**



D|A|DAVIDSON

450 Regency Parkway, Suite 400
Omaha, NE 68114 | (800) 206-7523

D.A. Davidson & Co. member FINRA and SIPC
dadavidson.com

Bills enacted during 2023 session of interest to municipalities

■ BY CHRISTY ABRAHAM, LEGAL COUNSEL, LNM ■

The Nebraska Legislature adjourned sine die June 1, 2023. The 2024 session is scheduled to begin Jan. 3, 2024. During the 2023 session, 820 bills were introduced. An additional 39 “A” bills (appropriations bills) were introduced. Fifty bills were approved by the Governor in 2023, and 52 bills were ultimately passed. The Governor line-item vetoed two budget bills and the Legislature overrode the line item veto on one item relating to additional funds for the Auditor of Public Accounts. Many of the bills passed by the Legislature included the provisions of other bills so the total number of bills actually passed is closer to 291.

This article lists some of the bills enacted by the Legislature that may be of interest to municipal officials.

Hundreds of bills were introduced in the 2023 legislative session that the League of Nebraska Municipalities supported, opposed, or monitored according to prior directives or policies of the League Executive Board. The bills that the League Executive Board directed to be introduced on behalf of the League and the bills that the Board voted to support are marked with a [League]. The Executive Board met before the 2023 legislative session to review recommendations of the League Larger and Smaller Cities Legislative Committees and met during the legislative session.



Thanks to Senator Mike Jacobson of North Platte who introduced LB 33 on behalf of the League; Senator Jacobson testified before the Urban Affairs Committee in support of LB 33 and LB 98. LB 33 and LB 98 were amended into LB 531E which passed and was approved by the Governor on June 6.

Legislation enacted in 2023 becomes effective three calendar months after the end of the legislative session unless the bill has an emergency clause or a different operative date. **Unless otherwise noted, bills enacted in the 2023 legislative session take effect Sept. 2, 2023.**

Copies of the bills can be found on the Legislature’s website at <http://nebraskalegislature.gov/>.

LB 77

Introduced by Sen. Brewer

Allows a person to carry a concealed weapon without a permit in Nebraska. Minors and prohibited persons, defined as persons who are prohibited from possessing a firearm by state or federal law, are not allowed to carry concealed weapons. The bill outlines places or premises where a person is not allowed to carry a concealed handgun when the owner or employer of the place or premises prohibits it. LB 77 states “the regulation of the ownership, possession, storage, transportation, sale and transfer of firearms and other weapons is a matter of statewide concern.” The bill states that municipalities do not have the power to regulate firearms except as expressly provided by state law. Any city or village ordinance in violation of these provisions is declared null and void.

LB 157

Introduced by Sen. DeBoer

Contains the provisions of **LB 480** (Sen. Holdcroft) that adds emergency medical service providers to the list of medical agencies that can file a lien on settlement monies received by injured parties. **Operative date: Sept. 2, 2023**

LB 531

Introduced by Sen. McKinney

Allocates over \$300 million to entities in North and South Omaha to respond to the negative impact of the COVID-19 public health emergency and to “build resilient and innovative communities.” LB 531 also contains provisions of the following bills: **LB 33** (Sen. Jacobson) expands and clarifies when a mayor in a city of the first class or a city of the second class can vote on matters before the city council [League]; **LB 45** (Sen. Dorn) establishes the Revitalize Rural Nebraska Grant Program to provide funds for cities of the first class, second class, and villages to demolish dilapidated commercial property [League]; **LB 98** (Sen. Jacobson) changes provisions relating to micro-TIF including allowing municipalities



(Left to right): Tom Ourada, Crete City Administrator; Mark Stursma, Papillion's Deputy City Administrator; and Rick Hoppe, Ralston City Administrator, stopped by the League Office on Feb. 21 before heading to the Capitol to testify before the Urban Affairs Committee in support of LB 224 to adopt the "Aid to Municipalities Act". LB 224 was advanced to General File following the hearing.



Thanks to Tom Goulette, City Administrator of West Point, for testifying at the Urban Affairs Committee Hearing in support of LB 346. LB 346 was amended into LB 531E which passed and was approved by the Governor on June 6.

to establish an annual limit on the number of micro-TIF plans approved and to determine whether to approve the micro-TIF application, outlining reasons to deny an application, and allowing a city to revoke the resolution approving micro-TIF [**League**]; **LB 223** (Sen. McKinney) requires each city that adopts an affordable housing action plan under the Municipal Density and Missing Middle Housing Act to submit it electronically to the Urban Affairs Committee; **LB 346** (Sen. Brandt) amends the Local Option Municipal Economic Development Act (LB840 plans) to change the definition of qualifying business from 2,500 or less inhabitants to 5,000 or less inhabitants [**League**]; **LB 532** (Sen. McKinney) changes the Community Development Law including provisions allowing designation of an extremely blighted area to be valid for no less than 25 years; allowing cities or authorities to develop guidelines for the consideration of redevelopment projects; adding to the report to the governing body information on the estimated amount of outstanding indebtedness for each redevelopment project and the estimated date it will be paid in full; providing that TIF funds in Omaha used for new construction of housing for households below the median income within 600 yards of a streetcar or for single-family housing or condominiums are deemed related to the redevelopment project; outlining the process for "de-blighting" an area that has been declared substandard and blighted or extremely blighted; and **beginning January 1, 2026**, prohibiting new redevelopment plans in an area declared substandard and blighted for more than 30 years unless the city conducts a new study or analysis; and providing that for cities other than Omaha, the housing study required to use TIF to construct workforce housing must be current within 60 months [**League**]. **Effective Date: June 7, 2023**

LB 562

Introduced by Sen. Dorn

Contains the provisions of **LB 740** (Sen. Vargas) requiring cities of the first and second class to participate in the Mobile Food Establishment Ordinance Registry. Each city is required to provide the Department of Agriculture certain information regarding mobile food establishments (food trucks). The bill also allows cities acting as a regulatory authority to enter into an agreement with other public agencies to provide reciprocity for local licensing of mobile food establishments and requires a report to be submitted electronically to the Legislature.

LB 683

Introduced by Transportation and Telecommunications Committee

Creates the Broadband Office within the Department of Transportation. The goals of the office include engaging in outreach and developing a strategic plan. [**League**]. LB 683 also includes the provisions of the following bills: **LB 122** (Sen. Bostelman) creates violations for excavators in certain situations, and creates the Underground Excavation Safety Committee to review investigations, determine if violations have occurred, and set fines and penalties; **LB 63** (Sen. Bostar) prohibits a telecommunication company from receiving support from the Nebraska Universal Service Fund if the company is using equipment deemed to pose a threat to national security. The company does not need to obtain additional permits from municipalities when removing, discontinuing, or replacing the identified security threat communications equipment; **LB 722** (Sen. Bostelman) clarifies that the Public Service Commission has authority to oversee the smooth transition of services to telecommunications ratepayers and broadband customers when a telecommunications carrier that wants to provide service in the territory of another provider purchases the infrastructure to serve those customers. **Effective Date: May 27, 2023**

Continued on page 11 / See Bills

Municipal Accounting & Finance

Conference recap

180 delegates and 25 sponsors were among the attendees

Municipal officials from across Nebraska attended the 2023 Municipal Accounting and Finance Conference June 21-23 at the Cornhusker Marriott Hotel in Lincoln. Delegates attended sessions

on a wide range of topics including a budget update; a review of the uses and reporting requirements of the American Rescue Plan (ARP) Act; an overview of the updates in labor relations and personnel management; legislative update, and more.

The MAFC Planning Committee membership changed with **Brandi Kloepping**, Clerk/Treasurer, Cozad, becoming the Chairperson, taking over for **Dawn Miller**, Director of Finance, North Platte, who becomes the Past Chairperson. **Becky Erdkamp**, Clerk/Treasurer, will serve as Vice Chairperson.

Committee members include: **Kellie Crowell**, Clerk/Treasurer, Ravenna; **Stephanie Metzger**, Clerk/Treasurer, Bradshaw; **Roger Nash**, Director of Finance/Treasurer, Hastings; and **AJ Reimers**, Clerk/Treasurer, Loup City. ■



Brandi Kloepping, Clerk/Treasurer of Cozad and 2023-24 Chairperson of the MAFC Planning Committee, presents Dawn Miller, Director of Finance of North Platte and Past Chairperson, with a plaque for her service.



Steve Drzaic from the Nebraska Department of Revenue briefed delegates on the topic of sales tax and sales tax reporting.



From left to right: Jo Leyland; Gibbon Mayor, LARM Board Member, and League President Deb VanMatre; and LeAnn Brown pose for a picture after Jo and LeAnn were recognized for their many years of dedicated service to the League, LARM, and their communities.

LeAnn Brown and Jo Leyland honored by the League and LARM for decades of service

One of the key highlights of the 2023 Municipal Accounting and Finance Conference was honoring long-time servant leaders, **LeAnn Brown**, former Clerk/Treasurer of Oshkosh, and **Jo Leyland**, former Administrator/Clerk/Treasurer of Imperial, with awards for their decades of leadership to the League and LARM.

Gibbon Mayor Deb VanMatre, League President, and LARM Board Member, presented the awards. Many times during her tenure as League President, Mayor Deb has spoken about the importance of recognizing servant leaders for their dedication to municipalities across the state. On this occasion, she said, "It was such an honor for me to be a part of the recognition of the many years of service of Jo and LeAnn, especially after having the privilege to serve with them on the League and LARM Boards. They are both such wonderful servant leaders, and their contributions to not only their own communities, but to so many others through their involvement with our organizations, are to be commended."

Mayor Deb continued, "I feel it is important for us to recognize and honor the years of service of those working in municipalities across our state, as our appointed officials and employees are the backbone of our municipal governments and some of the unsung heroes in our communities. Even more so when recognized by their peers."

Mayor Deb gave the following speech at the conference which highlighted both Jo and LeAnn's extensive municipal careers:

Continued on page 18 / See Service



Delegates attending the session titled, "Budgeting Issues and Ideas for Efficiencies" shared ways they are thinking outside the box in their communities to solve problems with limited resources.



***Above left:** Tara Stingley and Sydney Huss from Cline Williams had a full house during their sessions on Labor Relations & Personnel Management. **Above right:** Nebraska CLASS was one of 25 event sponsors for the 2023 Municipal Accounting and Finance Conference.*



Tara Stingley
Partner, Cline Williams



Dennis Maggart
President, McInnes Maggart Consulting Group



Thank you sponsors!

Ameritas Retirement Plans, AMGL CPAs & Advisors, Benefit Management, BB Associates, ClerkBooks, Inc., Core & Main, Creative Sites, D.A. Davidson & Co, First National Capital Markets, GenPro Energy Solutions, JEO Consulting Group, Inc., Johnson Service Company, Lamp Rynearson, League Association of Risk Management (LARM), League Insurance Government Health Team (LIGHT), Nebraska CLASS, Nebraska Energy Federal Credit Union, NFIT, NPPD, NPAIT, Olson, Piper Sandler & Co., Sparq Data Solutions, The Olson Group, Vacanti Municipal Consulting Services, LLC.

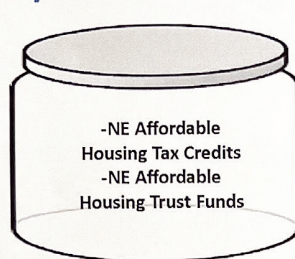


Justin Swarbrick
Senior Vice President, Alliant Insurance Services

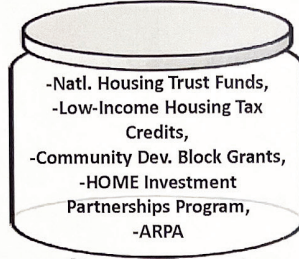
Investing in Workforce Housing = Investing in NE's Future

Differentiating Housing Development Programs

Low/Lower Income Housing

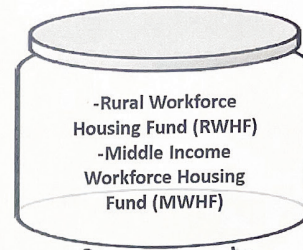


State Funds



Federal Funds

Workforce Housing



State Funds

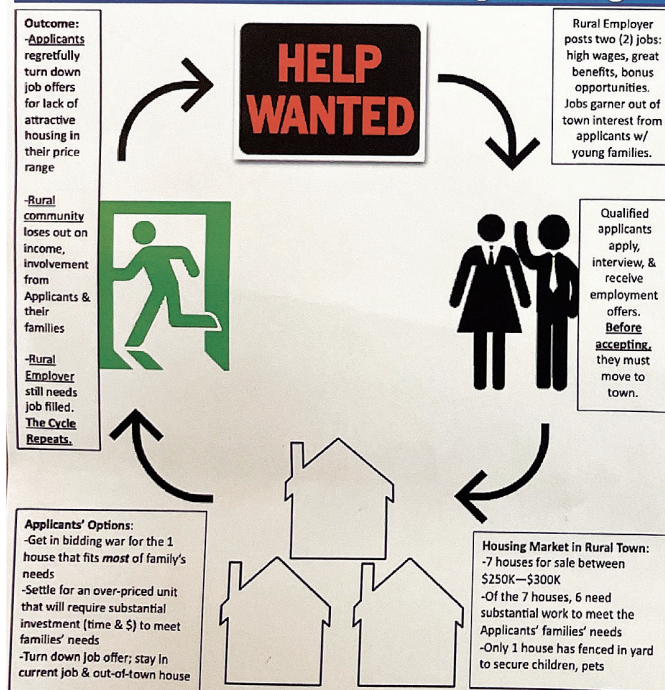
Note: Projects that receive Grants from the Low/Lower Income Housing Programs are ineligible to receive Grants from the RWHF or MWHF Programs, & vice versa.

Retaining NE's Workforce—Issues, Impediments, Solutions

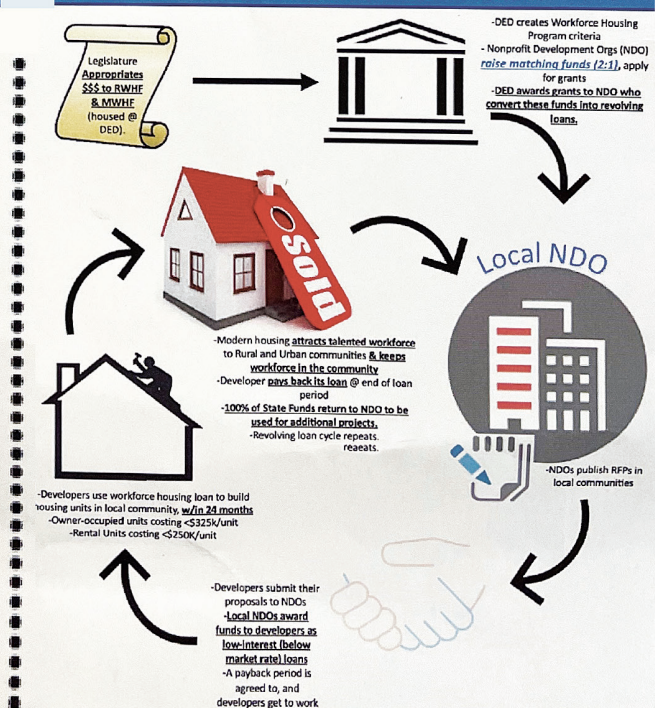


Note: Urban MWHF projects must be in a QCT—ensures State funds go where private-development incentives are needed & increases community's financial stability.

Problem: Workforce Housing Shortage



Solution: RWHF & MWHF



Note: Reference to \$200M circulating in the state may be a reference to ARPA funds that have not yet come down due to a lack of Federal guidance. These funds have not been allocated to workforce housing. Projects receiving RWHF & MWHF grants cannot benefit from ARPA or other federal or state low-income housing funds.

Editor note: Thank you to Husch Blackwell for allowing us to use this graphic in the Nebraska Municipal Review.

Speaker Arch thanks Senators in his closing remarks

June 1 marked the last day of the 108th Legislature's long session and Speaker John Arch marked the occasion by thanking Senators for their work in his closing remarks:

"Colleagues, the first session of this 108th Legislature is coming to an end and I don't think it would be a stretch to say that it has certainly been an unusual and very difficult session for everyone. This session has tested the legislature on every level. Relationships, processes, rules, and our individual commitment to the goal of passing good legislation to govern our state. I stand here today to tell you and those listening, we have done the work we were sent to do in spite of all of the challenges before us.

"The messaging I heard from the beginning of this session and throughout it was that the Legislature isn't accomplishing anything. That perception could not be further from reality. The hard work and long hours on the part of all of you, the members of the Legislature and all of the legislative staff, has resulted in historic accomplishments. We have done what we were sent here to do and together we have passed transformative legislation in many areas that will positively impact generations to come. All of you, Senators and legislative staff, should feel a sense of satisfaction for the results produced by your very hard and determined work.



Speaker John Arch

Continued on page 24 / Speaker

Bills

Continued from page 7

LB 727

Introduced by Sen. Linehan

Contains the provisions of over 25 bills, several of which are of interest to municipalities including: **LB 213** (Sen. Slama) amends the Rural Workforce Housing Investment Act to reduce the applicant's required match from 50% to 25%; **LB 384** (Sen. Bostar) creates and funds the Department of Transportation Aeronautics Capital Improvement Fund; **LB 447** (Sen. Bostar) expands current law to allow for tuition waivers for firefighters and dependents of law enforcement officers and firefighters; **LB 529** (Sen. Hansen) amends the Property Tax Request Act requiring one elected official from the municipality to attend the joint public hearing, changing the dates of when the joint public hearing is held, and requiring certain cities to post their proposed budget on their website; **LB 580** (Sen. Holdcroft) eliminates the requirement for agricultural or horticultural land of five acres or more to be located outside sanitary improvement districts (SIDs), cities, or villages in order to receive special valuation; **LB 622 & LB 623** (Sen. McDonnell) amends the the Sports Arena Facility Financing Assistance Act to expand the definition of an eligible sports arena facility to include privately owned concert venues. For privately owned concert venues, state funds ONLY can be used for parking facilities and promoting arts and cultural events open to the public. Also included is the agreed upon language between the League and Nebraska Arts Council regarding CCCFF grants in FY 23-24 and expanding the cities and villages eligible for grants from the Support the Arts Cash Fund; **LB 692** (Sen. Linehan) creates the Good Life Transformational Projects Act, establishing a new statutory system to allow for a reduced state sales tax rate on any transactions occurring within a "good life district" that meet certain benchmarks; **LB 706** (Sen. Moser) amends the Build Nebraska Act to allow the state to issue bonds up to \$450 million for new roads projects; and **LB 732** (Sen. Bostar) changes the Convention Center Facility Financing Assistance Act to allow collection of sales tax of associated hotels and nearby retailers within 600 yards of eligible facility and extends the date applications can be made until Dec. 31, 2030. **Operative date for certain provisions of LB 622, LB 623, LB 692 and LB 732 is July 1, 2023.** Other provisions of such bills become operative September 2, 2023. Effective Date for provisions of LB 213, LB 384, LB 529, LB 580, LB 706 and the Support the Arts Cash Fund is June 7, 2023.

LB 775

Introduced by Sen. Lowe

Contains the provisions of **LB 232** (Sen. J. Cavanaugh) that provides for a digital, on-premises keno ticket under the Nebraska County and City Lottery Act. It further provides that purchasing tickets for a keno game must be made in person at the location of the lottery operator or an authorized sales outlet location. In addition to tickets issued on paper as currently allowed, tickets can be issued, with the consent of the city or village, digitally to a mobile or other device.

Before the Legislature reconvenes in January 2024, the League will be working on various interim studies that have been introduced and referred to legislative standing committees. The interim study topics include entertainment districts, affordable housing, wildfires, retirement systems for firefighters of cities of the first class, municipal solid waste, occupation taxes imposed on wireless telecommunication services, broadband, and potholes, among others.

The 2023 legislative session likely will be remembered as one of the most adversarial sessions in recent memory. The League is grateful to municipal officials, elected and appointed, who continued their impactful advocacy efforts during the difficult and often trying 2023 session. It is working in partnership with our municipal officials that legislative victories are won. Thank you again to all the municipalities for their time and commitment to legislative issues. ■

Realizing a dream

Village of Bertrand utilizes creativity & teamwork to address community need for affordable housing

One leader's initiative has energized activity in Bertrand to build housing and spark growth in the community. LaDonna Bennett is a lifelong resident of the Bertrand area in Phelps County. She began working as the Clerk/Treasurer for the Village of Bertrand in 1984, and she now serves as executive director of the community's housing authority.

Five or six years ago, LaDonna and the Housing Authority Board became concerned about the growing waitlist of applicants for the town's income-qualified, one-bedroom apartments. "People wanted to move here, like schoolteachers, but there was no place to live," she said. LaDonna reached out to Sharon Hueftle of the South Central Economic Development District (SCEDD) to discuss what could be done. "Sharon is very outgoing, vibrant, and wanting to help," said LaDonna. "I just called her out of the blue to see if there was anything that we could do."

That phone call was a catalyst for housing initiatives that are transforming Bertrand.

Sharon and her team at SCEDD worked with LaDonna and the Housing Authority Board to submit



The Bertrand Housing Authority Board, comprised of Diann Corbitt, Linda Schmidt, Sheila Bieker, Darlene Samuelson and Judy Wissmann, along with Bertrand Utilities Superintendent, Matt Gregg, look over the site plans for the 5 plex apartments. Photos shared courtesy of LaDonna Bennett.



Above: A photo of the house that is being rehabbed by the Community Builders.



Left: A group of Community Builders volunteers working on the rehab of the house.

Below: A photo of a portion of the lot where apartments eventually will be built in Bertrand.

a grant application through the Nebraska Affordable Housing Trust Fund (NAHTF) program. The application outlined plans to construct five new two-bedroom apartments in the community. Around that same time, LaDonna learned that Phelps County expected significant job growth as a result of successful

Continued on page 13 / Housing





A house in Bertrand that was demolished and a new house will be built on the lot. The new structure will be a two-bedroom, two-bathroom home. Photo shared courtesy of LaDonna Bennett.

Housing

Continued from page 12

business attraction. It was a welcome development, but one that intensified the need for more housing.

It was encouraging, then, when leaders in Bertrand received word from the Nebraska Department of Economic Development (DED) that their application had been approved for \$525,000 of NAHTF funds. “As you can imagine, we were all very, very excited to learn of the grant award,” LaDonna said. “It inspired community members to form a new group, the Bertrand Community Builders, to make additional investments in housing. When they saw we had won the grant, they began talking, looking around town, and seeing what else they could do.” The Bertrand Community Builders are currently rehabbing a home, and they’ve cleared another plot of land for new home construction.

The housing projects are bringing in more young families, said LaDonna,

which benefits the local school system. Attracting new residents also infuses fresh vision as Bertrand looks to the future. “Young people have good ideas. Maybe they’re not the same ideas we older people have,” she joked, “but they’re good ideas.”

Envisioning, planning, and implementing new housing projects involves the coordinated efforts of community partners. LaDonna credited SCEDD for their hard work on the grant application. She thanked the Phelps County Development Corporation for providing assistance to buy land for the housing project. She also emphasized the great work done by the Village of Bertrand’s board to support the apartments being funded through the NAHTF grant. Floor plans already have been completed on the new units. Pending approval of the plans, the town hopes to break ground on the apartments this summer/fall and to complete them in 2024.

LaDonna has great affection for her hometown of Bertrand. “A small


community is a good place to live,” she said. “People care about each other, and when something difficult happens to somebody, everyone rallies around them to give support.”

Bertrand recently invested \$2.5 million to upgrade its aquatic center. LaDonna mentioned the refurbished swimming pool, local golf course, and the annual Bertrand Fair and Rodeo (which took place June 24-27 this year) among the town’s attractions. A local group also is working to open a new daycare. “We have a group of young people who are very invested in the community and want to see it grow, and I’m really excited about that,” she said.

As DED celebrated Fair Housing Month in April, the agency saluted leaders like LaDonna and communities like Bertrand who are taking action to increase the availability of affordable housing. These efforts are essential to Nebraska’s growth. ■

Source – Nebraska Department of Economic Development

Help the League highlight YOUR municipality!



Send pictures to ashleyw@lonm.org

Learn more:

To learn more about housing programs administered by the Nebraska Department of Economic Development, visit the department’s website: <https://opportunity.nebraska.gov/programs/housing/>.



Concert-goers enjoy a show in the Columbus park last summer. Photo provided.

INSURING COMMUNITY EVENTS



■ **BY TRACY JURANEK**
ASSISTANT EXECUTIVE DIRECTOR &
CUSTOMER SERVICE SPECIALIST, LARM ■

Warm weather in Nebraska brings increased outdoor events in municipalities including farmers' markets, 5K runs, and street carnivals. Many of these events will be held on municipal streets, in municipal-owned parks, or at other facilities. While the events often bring increased economic activity and a sense of unity to a community, municipalities should make sure the events are safe for participants and volunteers and that the events do not leave the community open to liability.

There are numerous examples of accidents happening at community events and the sponsoring group and the city or village should be adequately protected in the case of a liability or property claim. Before a group hosts an event on municipal-owned property, the group should provide a Certificate of Insurance and possibly a Hold Harmless Agreement to protect the municipal from potential claims or lawsuits. The city or village should request that they are an additional insured on the group's policy.

The reason for this is that some groups that sponsor events in a city or village do not have the financial means to compensate a claimant for an injury or property damage should it occur. If a claimant cannot receive compensation for injuries or property damage from the group that sponsored the event, they are likely to sue the municipality for compensation.

Community groups that host events on municipal-owned property should submit the necessary documents to the city or village office at least 30 days before the event so the Certificate of Insurance and Hold Harmless Agreement can be reviewed and approved at a village board or city council meeting prior to the event. This gives village/

Continued on page 23/ Events



We know Nebraska

LEAGUE ASSOCIATION
OF RISK MANAGEMENT



Why LARM?

- Top notch customer service
- Specialize in providing coverage for Nebraska municipalities
- On-site loss control assistance

Promoting safety

The LARM staff takes safety seriously, as does your village or city. We strive to give you the tools you need to ensure your staff and community members are safe from injury. We provide safety grants each year to our members. Contact LARM to see how we can serve your community with stable, cost-effective, risk management coverage.

1335 L Street Suite 200
Lincoln NE 68508
402-742-2600

CONTACT A LARM AGENT TODAY



Clint Simmons and Nate Fox are independent LARM agents who can provide information about becoming a LARM member.

www.larmpool.org



Tara A. Stingley

Timing is everything: Best practices to avoid suspicious timing causation in retaliation claims

BY TARA A. STINGLEY, CLINE WILLIAMS
WRIGHT JOHNSON & OLDFATHER, L.L.P. ■

Timing can make or break the outcome of a situation. Timing is especially important when it concerns employers' outcomes in retaliation claims. Unlawful retaliation occurs when employees engage in protected activities under federal or state law, such as complaining to employers about discrimination, and are subsequently terminated or subjected to similarly harmful actions because of the complaint. If an employer's harmful action occurs shortly after an employee's protected activity, courts are likely to find "suspicious timing" and infer that the protected activity caused the adverse employment action. Although employers may have legitimate reasons for their actions, the presence of suspicious timing makes it challenging to dismiss retaliation claims on summary judgment.

A. General Legal Principles

Generally, to establish a retaliation claim under federal and state law, an employee must prove the following: (1) they engaged in a statutorily protected activity; (2) they suffered a materially adverse employment action; and (3) there was a causal connection between (1) and (2). More specifically:

1. Complaints of discrimination or harassment are statutorily protected activities if they are attributed to a protected characteristic, which include race, color, religion, sex, and national origin.ⁱ
2. Materially adverse employment actions are those that dissuade an employee from engaging in statutorily protected activities.ⁱⁱ For example, termination and demotion qualify as materially adverse employment actions.
3. Lastly, there must be a causal connection between the statutorily protected activity and the materially adverse employment action.ⁱⁱⁱ The employee must prove that the employer's retaliatory motive caused the materially adverse employment action. The retaliatory motive can be established with circumstantial evidence, such as suspicious timing. Courts are more likely to find suspicious timing when events (1) and (2) happen within a short timeframe, such as a matter of days or weeks. A compact timeline of events creates an inference that the first event caused the second.

B. Recent Case: Statement of Facts

In *Xiong v. Board of Regents of the University of Wisconsin System*, 62 F.4th 350 (7th Cir. 2023), the Seventh Circuit Court of Appeals

recently considered an appeal of summary judgment granted in favor of the employer in a retaliation lawsuit. In this case, the plaintiff was hired by the defendant as its Director of Affirmative Action. Within months of starting, the plaintiff was criticized by his supervisor for poor performance.

Their relationship was further strained when the supervisor disapproved of the plaintiff's decision to hire a Latina candidate for a new position in Human Resources. On March 4, the plaintiff met with his supervisor to discuss their disagreement, and the supervisor allegedly told the plaintiff that "people of color are not a good fit" for HR.

On March 6, the plaintiff voiced his concerns to the supervisor's manager. He complained about the supervisor's racial discrimination towards the Latina candidate, the supervisor's comment regarding "people of color," and HR's discriminatory policies. The plaintiff also asserted he would quit unless he was assigned a different supervisor.

The very next day, the plaintiff was fired. According to the manager, the plaintiff's termination was due to his poor work performance and insubordination, as evidenced by the supervisor's written performance review and the plaintiff's demand for a different supervisor, respectively.

C. Seventh Circuit's Ruling

On appeal, the Seventh Circuit Court of Appeals determined that the plaintiff's complaint to the manager qualified as statutorily protected activity, and the plaintiff's termination was materially adverse. As a result, the court focused on the existence of a causal connection between the plaintiff's complaint and termination.

The Seventh Circuit disagreed with the lower court's decision to grant summary judgment in favor of the defendant employer because the plaintiff had failed to provide evidence of a causal connection. The court reasoned that this holding was incorrect because the plaintiff had presented circumstantial evidence—that being, suspicious timing. Given the "close temporal proximity" between the relevant events, the court held a reasonable jury could find a causal connection between the plaintiff's complaint and his termination just one day later.

Continued on page 17 / See Legal

Legal

Continued from page 16

D. Practical Takeaways for Employers

The *Xiong* case illustrates the consequences of bad timing. Although the manager may have had legitimate reasons to terminate the plaintiff, he did not anticipate the possibility of suspicious timing when the termination decision closely followed the plaintiff's protected activity. As a result, the manager exposed his employer to liability for retaliation.

Developing procedures for the investigation and documentation of statutorily protected activities is critical to the defense of retaliation claims. When an employee engages in protected activity, supervisors and those in positions of authority should carefully investigate the employee's complaint. This is particularly important where the individual at issue in the complaint is making the termination decision and where it is unclear whether the decisionmaker's judgment has been impaired. Employers also should maintain detailed records of the employee's work performance and highlight whether the decision to take an adverse action occurred prior to receipt of the employee's protected activity. In this context, a cautious, conservative approach is best. ■

Editor's Note: This article is not intended to provide legal advice to its readers. Rather, this article is intended to alert readers to new and developing issues. Readers are urged to consult their own legal counsel or the author of this article if they wish to obtain a specific legal opinion regarding their particular circumstances. The author of this article, Tana A. Stingley, can be contacted at Cline Williams Wright Johnson & Oldfather, L.L.P., 12910 Pierce Street, Suite 200, Omaha, NE 68144, (402) 397-1700, tstingley@cllinewilliams.com or www.clinewilliams.com.

** Special thanks to Milla Bevins for her assistance in preparing this article.*

Endnotes

- i 42 U.S.C.A. § 2000e-2(a).
- ii *Burlington N. & Santa Fe Ry. Co. v. White*, 126 S. Ct. 2405, 2415 (2006).
- iii EEOC Enforcement Guidance On Retaliation and Related Issues (2016).

Power Plant Problem Solvers



Stationary Diesel Engine Mechanics

Multi-point Engine Inspection Service

Complete Engine Sales, Installation and Removal

Power Plant Design, Construction & Automation

Large Heavy Equipment & Machinery Transportation

Engine Parts & Service



Ask about our stock of NEW Fairbanks Morse Style Naturally Aspirated, & Turbo OP Liners in both Chrome and Black Iron

We also have re-manufactured liners in-stock AND the ability to re-manufacture your liners

Call today for more information!

FMI

Farabee Mechanical, Inc.

Hickman, NE 68372 • (402) 792-2612

farabee@farabeemechanical.com

www.farabeemechanical.com



Hey!

WE WANT TO KNOW WHAT IS HAPPENING IN **YOUR TOWN!**

We know you do great work – help us share it with the rest of the state!
Pictures, stories, press releases... send them our way! Email: AshleyW@LONM.org

Service

Continued from page 8

"First, I would like to tell you about Jo Leyland. Jo started working for the City of Imperial in 1980 and retired in April after serving 43 years. She was hired by former Clerk/Treasurer Leonard Gloy to work at the front desk helping customers and assisting with utility billing and payroll. Jo does not recall even having a job title! However, Jo said she can recall the exhilaration she felt when the city council raised her salary from \$4 to \$5 an hour.

"When Leonard Gloy announced he was retiring as Clerk/Treasurer, he offered Jo the position which she declined because she was expecting her second child and already had a 15-month-old baby at home. Tom Spunaugle, former Clerk/Treasurer of Curtis, was appointed the Administrator/Clerk/Treasurer of Imperial in December of 1986.

Jo never regretted her decision to decline the job the first time it was offered. She emphasized how much she learned from Tom about ethics, openness, and fairness.

"Jo was appointed Deputy Administrator/Clerk/Treasurer in 1987 and worked with Tom for the next 11 years. Jo credits Tom for being an excellent mentor who became a dear friend. In 1998, Tom retired and Jo was appointed Administrator/Clerk/Treasurer, a position which she held until April of this year.

"Jo said during her career, technology was probably the biggest change in the office which altered the way she and other city officials did their jobs, resulting in a huge transformation. In addition, legislative

changes and "best practices" created even more work and new procedures. With the continual change of elected officials, her job involved helping to educate the new officials and staff members on their different roles in municipal government.

"Like LeAnn and several other unwavering municipal officials, Jo Leyland played a key role in restoring LARM to a membership-driven organization in 2018. Jo served on the LARM Board of Directors from January 2018 to March 2023. Jo also was actively involved in shaping the League's legislative program over the years. She assisted the League staff and provided information on various issues of importance to other municipalities across the state. She dutifully attended League conferences throughout the years and gave some great presentations.

"One of the highest rated sessions ever was during the League's Virtual Municipal Accounting & Finance Conference held during the pandemic in 2020. The title of her session was "Learn how your city or village can create positive memories for citizens, especially kids, during these stressful times." Jo appeared during this session in one of her many festive animal costumes and described some of the fun

activities she and other city staff structured to safely engage the public during COVID. This included building a drive-in movie theater with a large outdoor screen built by the utilities staff and painted white by Jo in a bucket truck. In addition to many other events and activities in Imperial, Jo and others also organized a town parade where she and others dressed up in costumes handing out treats for the kids.

"Jo said one of her key memories from her tenure with the City of Imperial was her joy of seeing projects completed for a skate park, art park, new library, improvements to streets, and other infrastructure. She is most proud of having helped with the volume-based solid waste system and recycling center. This system appropriately rewards waste reduction through lower costs and assigns higher costs to those who use the system more which increases the cost to the city.

In fact, Lash Chaffin, League Utilities Section Director, said, "Imperial's pay-as-you-go system might be the most sophisticated solid waste collection system in the country." Jo was thrilled when the Mayor of Imperial presented her with a proclamation that declared that Imperial's facility will be

Continued on page 19 / See Service



STATE OF NEBRASKA BOARD OF
ENGINEERS AND ARCHITECTS

**Dedicated to the safety of
Nebraska's built environment**

(402) 471-2021
nbea.office@nebraska.gov
ea.nebraska.gov

INVIGORATING communities

ENGINEERING ■ SURVEYING ■ PLANNING ■ DESIGN

Leading a successful and thriving community in our constantly changing world is no small task. **Take advantage of our free online resources to help your community address these challenges.**



Scan to learn
more or visit
snyder-associates.com



Service

Continued from page 18

known as the “Jo Leyland Recycling Center.” In addition to Jo’s other important work throughout the community and state, Jo served a leadership position on a statewide recycling organization.

“Jo’s legacy in the City of Imperial and her leadership roles with the League and LARM are second to none. I would now ask Jo to come forward to receive an inscribed clock as a token of our appreciation for the extraordinary amount of TIME she dedicated to the League and LARM.

“It is now my honor to share with you why we also are honoring LeAnn Brown today. LeAnn started working for the City of Oshkosh 45 years ago which included two years as a lifeguard! In the summer of 1979, Bill Patterson, LeAnn’s dad who was longtime Administrator/Clerk/Treasurer of Oshkosh, advertised a position with the city for Secretary but no one applied! LeAnn said her dad then asked her to apply and she was hired since she was the one and only applicant.

“Initially, LeAnn worked three days a week at the city and two days a week for an attorney for a whopping \$3.15 an hour. She became a full-time employee for the City of Oshkosh in 1981, taking on more and more responsibility. In 1992, Bill Campbell, who was LeAnn’s childhood neighbor and best friend, was hired to run the sanitation department. Bill Campbell later became the City Administrator and LeAnn was appointed Clerk/Treasurer in 2002 when her dad retired. LeAnn emphasized that when her dad retired, he continued to work on the budget and other issues for several years.

“LeAnn said she loved being the Clerk/Treasurer of Oshkosh, attending League conferences and learning and sharing with others. She told the League staff, “My job was demanding, trying, funny, frustrating, and rewarding all at the same time. When I started in 1979, everything was done by pen, pencil, and with a lot of white out. There wasn’t a computer or a copy machine. All I had was an adding machine and a telephone!”

“One of the biggest challenges during her tenure at the City of Oshkosh was educating the elected officials, citizens, and even the local newspaper about the Open Meetings



Members of the LARM staff pose with Gibbon Mayor Deb VanMatre, League President and LARM Board Member following the presentation of awards recognizing LeAnn Brown and Jo Leyland for their many years of service to the League and LARM.

From left to right: Ethan Nguyen, Drew Cook, Fred Wiebelhaus, LeAnn Brown, League President Deb VanMatre, Jo Leyland, James Kelley, Kyla Brockevelt, Tracy Juranek, Diane Becker.

Act as well as the importance of voting for a one-cent local option sales tax and an LB 840 plan.

“One of LeAnn’s favorite memories is applying for a grant for a big water project even though the city engineers said Oshkosh would not qualify for the grant since it was not a low-income city. LeAnn, Bill Campbell, and two city maintenance employees disagreed and went door-to-door handing out income surveys and later picking them up within five days confirming that Oshkosh truly was a “low-income city.” In going door-to-door, LeAnn remarked that she and the others heard just about everything you could imagine, from gossip to what citizens needed and expected from the city.

“LeAnn has followed in the footsteps of her incredible father. Bill served on the League Executive Board, ultimately becoming League President. Bill also was the longest serving chair of the League Smaller Cities Legislative Committee. LeAnn served on the League Executive Board and the Smaller Cities Legislative Committee from 2020-2022.

“Even before her service on both boards, LeAnn was actively involved in helping develop the League’s legislative program. Over the years, her work with the League staff has been consistent and critically important! LeAnn served on the Municipal Accounting

& Finance Conference Planning Committee from 2004-2009. She also participated in numerous panels and presentations relating to municipal budgets and policies.

“In addition, LeAnn has been one of several steadfast supporters of LARM to ensure that LARM was restored as a membership-driven organization in 2018. LeAnn served on the LARM Board of Directors from January 2018 to December 2022 when she retired.

“When asked by the League staff if she had any advice to other municipal officials on serving their community, LeAnn said, “Go For It...get involved in a civic organization that you feel passionate about, practice patience, and take time to listen to EVERYONE, the young, the middle age and the old. You just might be surprised if you asked them questions and really thought about what they have to offer. Working for the public takes guts and courage, and you will know if it’s for you very soon, if it isn’t, get out quickly!”

“I have had the privilege of working with LeAnn on the League Executive Board and the LARM Board of Directors. Her dedication and attention to detail is exceptional! I would now like LeAnn to come forward to receive an inscribed clock as a token of our appreciation for the extraordinary amount of TIME she dedicated to the League and LARM.” ■

Let's team-up to not leave any \$\$\$ on the table: **FEMA MITIGATION GRANT PROGRAMS**

BY ANGELA DROEGE, HAZARD MITIGATION ASSISTANCE, MITIGATION DIVISION, FEMA REGION 7

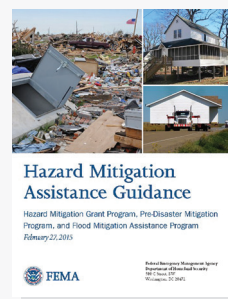
The Federal Emergency Management Agency (FEMA) is working with local governments in Nebraska as communities face an increasing threat of natural disasters and hazards. The potential disasters and hazards that each community may face can vary, which is why FEMA works with local government officials in reducing or eliminating risk through hazard mitigation. Hazard Mitigation Assistance (HMA) provides both pre- and post-disaster grant

awards to states, tribes, and local governments to reduce or eliminate potential damage from future disasters. Communities and local governments who are looking at the hazard mitigation planning process for this year may want to consider exploring the below programs. FEMA Region 7, which serves Iowa, Missouri, Nebraska, and Kansas, looks forward to continuing to work with local officials in Nebraska this year to cultivate resilient communities.

1. If your community has been affected by a recently declared federal disaster, you may be eligible for grant funding through the Hazard Mitigation Grant Program (HMGP). Grants through HMGP help communities implement projects after a major disaster that will reduce future disaster losses. Your community must have adopted a FEMA-approved local hazard mitigation plan to be eligible to apply for funding. In Nebraska, the Nebraska Emergency Management Agency (NEMA) administers the HMGP program and establishes project selection criteria based on state priorities and available funding. Eligible project types are those that make a long-term effort to reduce risk and the potential impact of future disasters and have a 75% federal and 25% local cost-share. HMGP grants can help fund projects like the following:

Hazard Mitigation Grant Program (HMGP)

- Development of local hazard mitigation plans
- Acquisition of hazard-prone homes and businesses, enabling owners to relocate to safer areas
- Protection of homes and businesses with permanent barriers to prevent floodwater from entering (levees, floodwalls, floodproofing)
- Elevation of structures above known flood levels
- Drainage improvement projects to reduce flooding
- Structural retrofits to make a building more resistant to damage
- Retrofits to utilities and other infrastructure to enhance resilience
- Construction of safe rooms
- Slope stabilization projects
- Warning systems to alert communities to danger.



You can learn more about HMGP grants in FEMA's Hazard Mitigation Assistance Guidance, which provides information to help interpret federal statutes, regulations, and best practices about mitigation strategies. FEMA's Hazard Mitigation Assistance Guidance is available on FEMA's website, www.fema.gov/grants/mitigation.

2. In addition to standard HMGP grants, a specialized HMGP to help communities implement hazard mitigation measures after wildfire disasters also is available to help communities in Nebraska. Known as HMGP Post Fire, these grants specifically assist states, federally recognized tribes, and territories affected by fires resulting in a Fire Management Assistance Grant (FMAG) declaration. These special fire-related HMGP grants fund projects like the below:

Hazard Mitigation Grant Program (HMGP) Post Fire

- Reduction of hazardous fuels
- Removal of standing burned trees
- Ignition-resistant construction
- Installation of warning signs
- Strengthen or harden water systems that were burned and caused contamination
- Reseeding of ground cover
- Planting grass to prevent the spread of noxious weeds
- Placement of erosion barriers
- Installation of debris traps
- Modifying or removing culverts
- Addition of drainage dips/construction of emergency spillways
- Construction of dams in small tributaries to prevent flooding.

3.

Building Resilient Infrastructure and Communities (BRIC)

FEMA also offers mitigation grant opportunities to communities without a recent federally declared disaster. The Building Resilient Infrastructure and Communities (BRIC) program is nationally competitive and the application period opens each fall. Communities can apply for funds to address future risks from natural disasters; including wildfires, drought, extreme heat, and flooding. BRIC funds may be used for capability and capacity-building activities, mitigation projects, and management costs. Potential project types are similar to those for HMGP. Projects must be cost-effective and reduce or eliminate risk and damage from future natural hazards.

4.

Additionally, FEMA offers Flood Mitigation Assistance (FMA) grants for projects that reduce or eliminate the risk of repetitive flood damage to buildings insured by the National Flood Insurance Program (NFIP). The FMA grants can be used for project scoping, technical assistance, community flood mitigation projects, individual structure/property-level flood mitigation projects, and management costs. Examples of projects are included below:

Flood Mitigation Assistance (FMA)

- Installation of drainage pipes
- Construction of pump stations
- Topographic grading
- Installation of seawalls
- Restoration of marshes
- Acquisition of flood-prone properties
- Relocation of flood-prone properties
- Elevation of flood-prone properties
- Reconstruction of flooded properties
- Dry floodproofing of historical or commercial structures



UPCOMING LEARNING EVENT

To learn more about FEMA's mitigation work, consider attending the Hazard Mitigation Partners Workshop. FEMA will host this virtual workshop October 16-19, 2023, from 12-4:45 p.m. ET. The theme "All Together for Climate Resilient Communities" will bring stakeholders together to discuss FEMA's focus on partnerships, community-based efforts to reduce flood risk, expanding access to funding, and simplifying FEMA programs. Visit www.fema.gov/grants/mitigation for more information.

HOW TO APPLY

FEMA's Hazard Mitigation Assistance grant programs are provided to eligible applicants such as NEMA. Local governments are considered subapplicants and will coordinate with NEMA on their application. FEMA Region 7 looks forward to partnering with local governments in Nebraska this year to strengthen communities through hazard mitigation. Communities that want more information or have questions on

hazard mitigation should connect with their county emergency manager and NEMA, contact information below:

Nebraska Emergency Management Agency
 2433 N.W. 24th St
 Lincoln, Nebraska 68524-1801
 nema.hazardmitigation@nebraska.gov
 Main Phone Number: 402-471-7421, Option 4
 Fax Number: 402-430-2252

GET A QUOTE AND JOIN TODAY!



The League Insurance Government Health Team (LIGHT) helps hundreds of its members throughout Nebraska obtain affordable health insurance coverage.



► Plan and Network Choices

With seven plan options and three networks to choose from, you're sure to find one that meets your group's coverage and benefit needs.



Affordable Plan Options

Offering your employees much-needed protection against the high cost of medical care:

- Three PPO options
- Four HSA-eligible high deductible options
- Prescription drug coverage



Available Network Options

With several networks available, you have easy access to quality providers:

- NNetwork BLUE (Statewide)
- Premier Select BlueChoice (Regional)
- Blueprint Health (Regional)
- Out-of-state network availability

► Enrollment Options

Single: Covers the employee only

Employee and spouse: Covers the employee and their spouse

Employee and children: Covers the employee and their eligible dependent children, but does not provide coverage for the spouse

Family: Covers the employee and eligible dependents including a spouse

RECEIVE DEDUCTIBLE AND OUT-OF-POCKET CREDIT FROM YOUR CURRENT VALID GROUP PLAN WHEN YOU SWITCH!

► LET'S GET STARTED

Contact your current local Agent/Broker
Or contact

Dennis Maggart

Executive Vice President
P: 913-378-9841 or 816-718-0335
Dennis@McInnesGroup.com

Jane Limbach

Account Manager
P: 913-378-9840
Jane@McInnesGroup.com

Blue Cross and Blue Shield of Nebraska is an Independent Licensee of the Blue Cross and Blue Shield Association. 60-025-58 (01-17-23)



Helping communities thrive since 1937



jeo.com

Architecture | Engineering | Surveying | Planning



RICE SIGNS

Your Leader In Transportation Safety

Free Traffic Sign Catalog:

Call 888-728-7665

- or -

Visit www.RiceSigns.com

- Traffic Signs
- Roll-Up Construction Signs
- Sign Stands
- Traffic Cones & Barricades
- Custom Street Name Signs
- Sign Posts & Hardware

Contact Us / Bids / Quotes:

Toll-Free: 888-728-7665

Fax: 877-546-6165

Email: sales@RiceSigns.com

Web: www.RiceSigns.com



Events

Continued from page 14

city officials ample time to address other aspects of the event, such as alcohol permits, parking, start and end times, and other safety aspects of the event. Municipal staff need to know what streets might have to be blocked off and what will be needed as far as barricades and traffic cones. It's in the community's best interest that any event held in the village or city is done so with safety as a foremost consideration. This includes ensuring the village or city is protected from any potential property or liability claims. It's important that a city or village official contacts their insurance agent to review any events or activities to ensure there are no exclusions in their policy and to assist in finding coverage for activities or events that may be excluded. ■

For more information, contact Tracy Juranek, LARM Assistant Executive Director and LARM Customer Service Specialist, at 402-742-2604 or email her at tracy.juranek@larmpool.org.

LIGHT

Continued from page 5

The League is the Administrator of LIGHT pursuant to the Interlocal Agreement which is the foundational document forming LIGHT. The LIGHT Board of Directors and the League will report to members on how this important initiative proceeds.

Dennis Maggart of McInnes Maggart Consulting Group, LLC will report back to the LIGHT Board of Directors regarding the company or companies willing to participate. ■

Speaker

Continued from page 11

“For example, we made major commitments to education with LB 583, introduced by Senator Sanders. With passage of Senator Linehan’s LB 754 and Senator Briesse’s LB 243, we delivered significant tax relief to Nebraskans. We passed Senator Wishart’s LB 276, which will change the way we deliver behavioral health services across the state by adopting the Certified Community Behavioral Health model. We moved the Economic Recovery Act forward to effectuate real change in North and South Omaha with the passage of Senator McKinney’s LB 531. We were able to address justice reform with Senator Wayne’s bill, LB 50. We passed the implementation bill for the Voter ID ballot initiative. And of course, under the leadership of Senator Clements, we adopted a fiscally responsible budget that provides for the ongoing funding of our state government.

“At the beginning of this session, I believe the largest question before us was how best to utilize the excess money in our General Fund and in our Cash Reserve Fund. This Legislature answered with a one billion dollar investment in education, significant tax relief, and transformative investment in communities throughout the state. Our decisions will have a lasting impact for many years to come.

“While we weren’t able to have a consent calendar, we utilized a different strategy this year and that was the committee packages. My guidance to the chairs of each standing committee was to identify those bills that had committee member consensus, that had high impact, were non-controversial, and had a low fiscal note. Each committee presented its package to the legislature with those bills they believed fit that criteria. If you take a look at these committee packages and who sponsored the bills in those packages, you will not see any partisan trend, but you will see senators from all over our state putting forth good ideas—good governance bills. These packages all passed with broad support.

“Thank you to all of the committees, their members and their staff. Thank you for working hard to bring forth legislative packages that were nonpartisan, that were well-worked and broadly supported. Thank you for the personal sacrifices you made to be present and engaged for long hours.

“In all, out of the over 800 different measures introduced at the beginning of the session, when you consider both individual bills and bills amended into the packages, we have passed a total of 291 bills. This is essentially the same number of bills passed compared to the average long session. In 2019, 322 bills were passed and in 2021, 281 bills were passed. This session’s number includes 72 out of the 107 personal, committee and Speaker priority bills. That’s nearly

two-thirds of priority bills passed. And this session’s bills were passed with significant consensus and bipartisan support. Only seven bills passed with fewer than 40 votes. In fact, a majority of the bills we passed had the support of no less than 44 supporters and several with many more. With all of the bills passed, including several large, transformative bills, I believe that this was one of the most productive sessions and will have a longer lasting impact than any session in modern history. That is a tribute to you—your hard work and your long hours.

“A majority of the session was embroiled in extreme rancor and division, but if you look at what we have accomplished, particularly during these last few days of the session, you can get a glimpse of what we can do when we work together. I hope we can build on that, on the robust debate we’ve had these last few days, as we consider the direction we take next session in January 2024.

“With regards to that division - I want you to know that my commitment to the institution guided my decision making throughout this session. I know there were some of you, from across the political spectrum, who did not always agree with my decisions. As Speaker, I worked diligently this session to provide guidance and to influence the culture of our nonpartisan institution. I personally made every attempt to not give in to the temptation to make major changes as a result of the challenges. I was asked (at times begged) on numerous occasions to change the rules in the middle of the session or to find a new interpretation of existing rules, with the rationale “because we can.” Except for one rule change which did aid us to address substantive issues, I consistently said no, much to the frustration of many. I did not want to make changes to precedent, adopt a new interpretation of rules, nor suppress dissent by the use of my powers. I did not accept that as a strategy, because I hoped that this year would be an aberration, not a predictor of the future. There will be time to consider how we want to govern ourselves in the future, but I believed then and continue to believe it should not occur in the middle of the session in the midst of turmoil. That is not the time for good decision-making. As Speaker, I attempted to hold to the course, and I think that was largely accomplished.

“But the Speaker alone does not comprise the Nebraska Legislature - clearly it will be up to all the members of the Legislature to determine what kind of Legislature we want going forward. A Unicameral Legislature that is focused on approaching governance with a solution-focused, problem-solving mindset will only happen if you want that. We are 49 out of two million residents of Nebraska who have been elected to represent their interests. It is a privilege, but also a huge responsibility. My commitment to this institution and to the members of this body will be to work with you over the interim to assess the lessons - both good and bad - of this session, learn from them, and move forward as we define not only what we do, but how we do it.” ■

Utilities Director, Grand Island

Purpose of position: As the Communications Specialist – Video Producer for the City of Papillion, you will be responsible for professional video production supporting the Mayor, Administration, and City Departments. The incumbent will be responsible for developing, creating, publishing, and managing video content that supports the City's public relations and marketing activities and, above all, enhances community awareness and communication between

Purpose of position: Responsible for the reading, repair, inspection, and replacement of Papillion's residential and commercial water meters to ensure accurate and timely utility billing. Responsible for identifying, locating, and marking the proper location of the City of Papillion's subsurface utilities and those of the Sanitary and Improvement Districts located within the City's extraterritorial jurisdiction to protect public safety and to minimize accidental damage or disruption of service due to excavation activities. This position must be willing to work overtime as necessary and is subject to on-call, emergency call-out, and standby.

Equipment Mechanic II, Norfolk. Street Division, City of Norfolk. Under the direction of the Street Shop Supervisor performs minor and major mechanical repairs to gasoline and diesel powered automotive, heavy construction and other power-driven vehicles

25

Positions

Continued from page 25

and equipment. Work includes tune-ups on equipment, welding, repairs and fabrication, small engine repair, engine overhauls. Experience with diagnostic equipment desirable. Participates in a preventive maintenance program for City vehicles and equipment. Salary range \$4,088 to \$5,607 per month. Applications may be obtained at the City's website: www.norfolkne.gov or at the Personnel Office at 309 N 5th Street, Norfolk, open until filled. EOE

Instrument Technician - Utilities Department, Grand Island. The City Of Grand Island is accepting applications for an Instrument Technician. This performs semi-skilled and skilled technical work in the maintenance, installation, repair and calibration of instruments and control systems of electrical generation plants and water pumping systems. Two years of experience in working with electronics. Experience in power plant operations and instrumentation and electrical work is preferred. Must possess a valid driver's license and maintain insurability as determined by the City's insurance carrier. Possession of a State of Nebraska Electrical Journeyman License or Electrical/Electronics formal education or equivalent work experience is preferred. Salary range: \$38.18-\$48.67 per hour plus great benefits.

Candidates are subject to a background check and post-offer/pre-employment physical and drug screen. For more information and to apply visit www.grand-island.com/jobs. Position open until filled. EOE/AEE including disability/vets

General Manager - Board of Public Works, Auburn

Responsibilities - Direct, manage, supervise, and coordinate activities and operation of all electrical, water, and wastewater facilities, systems, and personnel. Coordinate assigned activities with other utility departments and provide highly responsive and complex administrative support to the Electric Operations Manager, the Water/Wastewater Manager, and the Accounting and Finance Manager.

Qualifications - A bachelor's degree from an accredited college or university with major coursework in Electrical, Civil, Mechanical, Energy, or Water

Engineering, Business Administration, or Energy Management; or a combination of education and experience equivalent to a bachelor's degree in a field related to utility management. Five years of increasingly responsible experience in utility operation, maintenance, or engineering with at least three years of supervisory and/or administrative experience. Must possess a valid State driver's license and live within Nemaha County - not more than 15 driving miles from 1600 O Street, Auburn. Background check, MVR check, drug screen, and physical required.

To view the full job description and find that application, visit www.auburnbpw.com and click on BPW forms in the upper right corner.

To apply, please return the application in .pdf format along with a cover letter and resume to David Grant - dgrant@auburnstatebank.com, 402-274-4342.

The Auburn Board of Public Works is an Equal Opportunity Employer.

City Manager, Maize, KS

Salary: \$115,000-\$150,000 plus competitive benefit package

Population: 6,498

Community: Maize is a friendly fast-growing suburb enjoying a metropolitan status in rural surroundings. Maize has an ideal location outside of Wichita, KS, a city of over 300,000 residents. Being so conveniently located enables Maize residents to take advantage of the wide range of employment opportunities available in the area. Maize has seen significant growth in their population since the completion of the 2000 Census.

Organization: The City of Maize currently has a Mayor-Council-Administrator form of government. The City Council consists of the Mayor, and five Council members. On June 19, 2023, the Council adopted a Charter Ordinance for the Council-Manager form and to become a city of the second class, effective January 1, 2024.

The City of Maize maintains a \$14.8 M budget which includes 48 FT employees providing a full range of municipal services including police, streets, stormwater, wastewater, water, parks. Additional services provided include building inspection, planning, zoning,

engineering, as well as general administrative services. Fire and EMS services provided via contract with Sedgwick County.

Management Style and Personal Traits: The next Maize city manager should be an effective communicator, possess excellent listening skills, bring a visionary approach to the city, consensus builder, adaptable, strategic thinker, track record of accessibility and responsiveness to the governing body, citizens, staff, strong financial and budgeting acumen, and a reputation for highest personal, professional, and organizational integrity.

Salary Range: \$115,000-\$150,000

Apply: Interested candidates may apply by submitting a (digital only). Attention - John Deardoff, Deardoff Consulting - johndeardoff@outlook.com, 620-664-0270. Resumes accepted until 12:00, noon (CST), July 28, 2023.

Police Chief, Coleridge. The Village of Coleridge is currently accepting applications for the position of Police Chief. The position is for approximately 25 hours per week. Applicants must be 21 years of age, possess a high school diploma or equivalent, a valid driver's license and be in good physical condition and of moral character, have no felony or serious misdemeanor convictions and be a United States citizen. Nebraska Law Enforcement Certification is required. Send resume and references to: Village of Coleridge PO Box 276 Coleridge, NE 68727 402-283-4464. EOE Position open until filled.

Police Officer, Norfolk. Written test and physical assessment August 22, 2023. Applicants will be notified confirming test date after completion of a background check. Must be a U.S. citizen and age 21 by April 12, 2024. Must be a high school graduate or have GED. This position subject to veteran's preference. Hiring bonus up to \$10,000.00 depending on experience. Salary - \$4,684 - \$6,426 per month. Excellent fringe benefits. 12-hour shifts and every other weekend off. Open until August 11, 2023. Apply at Personnel Office, 309 No. 5th St., Norfolk, NE 68701 or at www.norfolkne.gov/humanresources EOE. ■

PROFESSIONAL DIRECTORY

MA
Miller & Associates
CONSULTING ENGINEERS, P.C.
www.miller-engineers.com | 308.234.6456

MILCO
Environmental Services, Inc.
www.milcoinc.com | 308.237.5923

INVIGORATING communities
ENGINEERING • SURVEYING • PLANNING • DESIGN

Leading a successful and thriving community in our constantly changing world is no small task. Take advantage of our free online resources to help your community address these challenges.

SNYDER & ASSOCIATES

Scan to learn more or visit snyder-associates.com

MCS MUNICIPAL CODE SERVICES, INC.

- MUNICIPAL CODE REVISION
- BASIC CODE FOR SMALL VILLAGES
- UPDATING FOR AMERICAN LEGAL AND OTHER CODES
- UPDATING FOR ZONING REGULATIONS
- POLICY MANUALS

Personal Service / Nebraska Company

P.O. Box 164, Neligh, NE 68756
Phone 402.887.5022
leagle@mcnallylaw.net www.mcodeservices.com

olsson.com

Most see a transit system.
We see a gathering of loved ones.

ENGINEERING POSSIBILITIES.





SCHEMMER



**ENGINEERING • ARCHITECTURE
CONSTRUCTION FIELD SERVICES**

Omaha - 402.493.4800 | Lincoln - 402.488.2500
SCHEMMER.COM

nesbitt&associates
an international security consulting company

Nesbitt Investigations
a NESBITT & ASSOCIATES company

School Security Services
a NESBITT & ASSOCIATES company

6130 South 58th Street * Suite C
Lincoln, Nebraska 68516
402-325-1019 – Nesbitt and Associates
800-882-9619 – Nesbitt Investigations
www.nesbittassociates.com * www.nesbittinvestigations.com
Tom Nesbitt – Co-Owner
Lloyd Hansen – Co-Owner

Financial & Single Audits
Budget Consulting & Preparation
Retirement Plans
Benchmarking & Rate Studies

Contact
Marcy Luth, Michael Hoback
Joe Stump, Kyle Overturf
or Tracy Cannon

AMGL 
CPAs & Advisors

1203 W. 2nd Street
Grand Island, NE 68801
Ph 308.381.1810
Fax 308.381.4824
www.gicpas.com

American Legal Publishing & **LNM**
League of Nebraska Municipalities

Codification Partnership



- Nebraska Basic Code
 - Written specifically for smaller cities and villages.
- Custom Codes
- Code Hosted Online
- Meeting Minutes Hosted Online
- Legal Reviews

Colleen T. Engle
Nebraska Codification Consultant
(714) 348-9529
cengle@amlegal.com
AmLegal.com

NMPP ENERGY

NMPP MERN NPGA RCE

Electricity • Natural Gas •
Utility Related Services

A non-profit, member owned organization
benefiting nearly 200 communities
spanning six midwest and mountain states.

8377 Glynoaks Dr.
Lincoln, NE 68516
(800) 234-2595 • www.nmppenergy.org

GALLOWAY
FINANCIAL ADVISORS, INC.

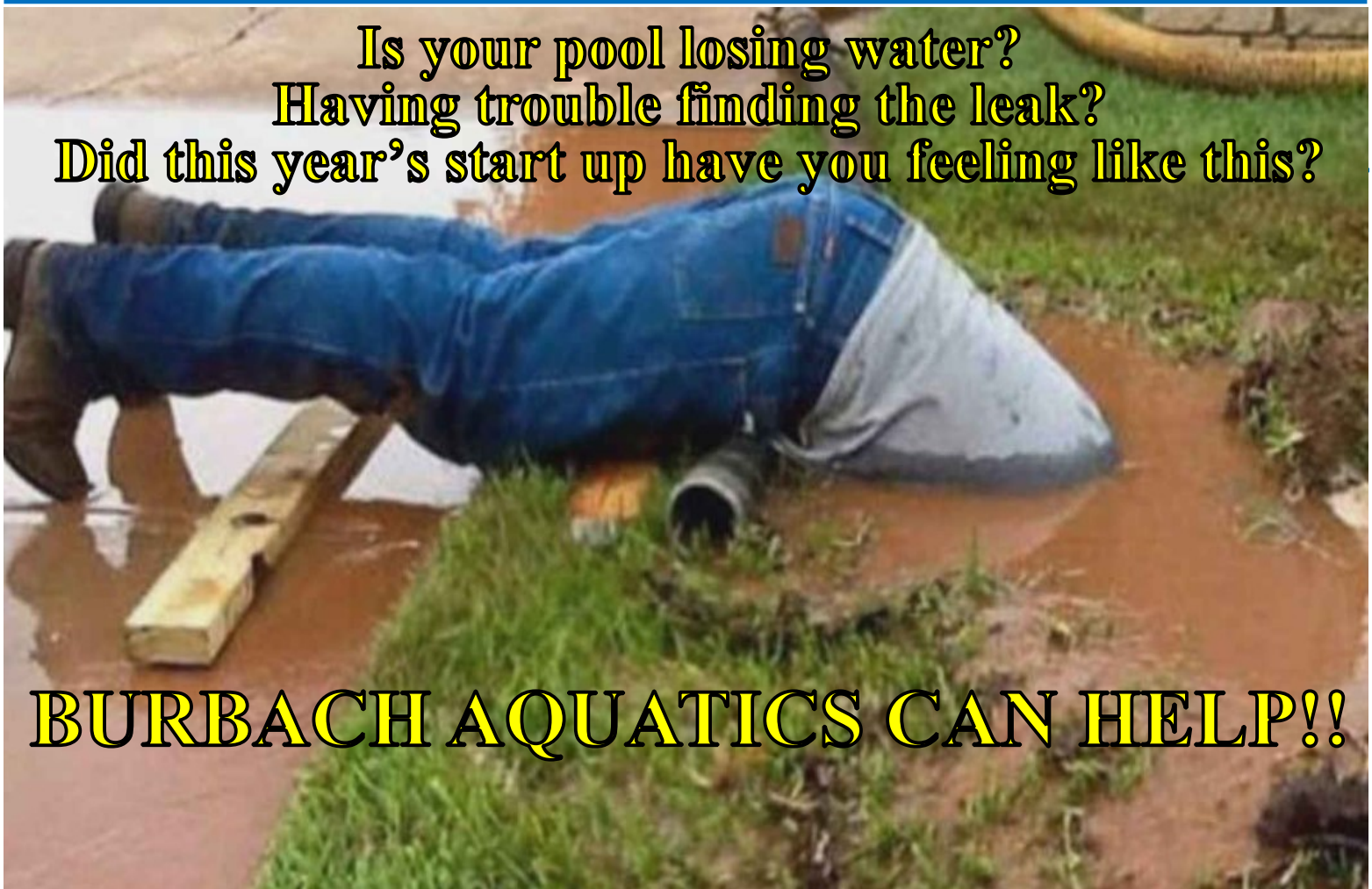


Terry Galloway
PO Box 108 | 309 Smith Ave Elwood, NE 68937
www.GallowayFinancialAdvisors.com

Retirement Planning
Investment Advising

*We design and implement the
best retirement plan for you.*

**Is your pool losing water?
Having trouble finding the leak?
Did this year's start up have you feeling like this?**



BURBACH AQUATICS CAN HELP!!

Burbach Aquatics, Inc.
5974 State Highway 80 South
Platteville, Wisconsin 53818
www.burbachaquatics.com



Phone: 608-348-3262
Fax: 608-348-4970
E-mail: baae@centurytel.net

