

NEBRASKA MUNICIPAL REVIEW

■ Blue Hill recognized as Leadership
Certified Community

■ Meet the new League staff members

■ OPPD obtains grant to turn former
landfill into solar panel facility

Official Publication of the League of Nebraska Municipalities

JANUARY 2023



**A glimpse inside George W. Norris Legislative Chamber
on opening day of the 2023 session**

Nebraska Unicameral 108th Legislature - more pictures on page 17



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The view heading into the George W. Norris Legislative Chamber on Jan. 4, 2023. Twenty-six members of the Legislature were sworn into office as the 108th Nebraska Legislature convened for its 90-day first session.
Photo by Josh Wolfe

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Larger Cities Legislative Committee

Mike Dafney, Mayor, Alliance
Seth Sorensen, City Manager, Alliance
Stan Wirth, Mayor, Beatrice
Tobias Tempelmeyer, City Administrator/General Manager, Beatrice
Rusty Hike, Mayor, Bellevue
Jim Ristow, City Administrator, Bellevue
Rod Storm, City Administrator, Blair
Desirae Solomon, City Attorney, Blair
Miles Bannon, Council Member, Chadron
Jim Bulkley, Mayor, Columbus
John F. Lohr, Council Member, Columbus
Tara Vasicek, City Administrator, Columbus
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Tom Ourada, City Administrator, Crete
Jerry Wilcox, Clerk/Treasurer, Crete
Joey Spellerberg, Mayor, Fremont
Jody Sanders, City Administrator, Fremont
Pat Heath, City Administrator/Public Works Director, Gering
Mike Evans, Mayor, Gretna
Paula Dennison, City Administrator, Gretna
Corey Stutte, Mayor, Hastings

Chris Rector, City Administrator, Holdrege
Stan Clouse, Mayor, Kearney
Doug Kindig, Mayor, La Vista
Pam Buethe, Clerk, La Vista
John Fagot, Mayor, Lexington
Joe Peppitsch, City Manager, Lexington
Margaret Blatchford, Assistant City Attorney, Lincoln
Amanda Barker, Advisor to the Mayor, Lincoln
Mike Gonzales, Mayor, McCook
Nate Schneider, City Manager, McCook
Bryan Bequette, Mayor, Nebraska City
Josh Moening, Mayor, Norfolk
Andrew Colvin, City Administrator, Norfolk
Brandon Kelliher, Mayor, North Platte
Layne Groseth, City Admin./Utilities Manager, North Platte
Kevin Wilkins, City Manager, Ogallala
Jack Cheloha, Deputy City Attorney/City Lobbyist, 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

Kelly Oelke, City Administrator, Hickman
Sandra Schendt, Clerk/Treasurer, Nelson
Chris Dibbern, NMPP Energy
Sandy Kruml, Clerk/Treasurer, Ord
Denise Peterson, Admin./Clerk/Treasurer, Ponca
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
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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
Jordan 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 Papillion
Clerks	Elizabeth Butler Omaha
Municipal Accounting & Finance	Dawn Miller North Platte
Fire Chiefs	Dennis Thompson North Platte
Utilities	Bill Bischoff Wauneta

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	LONM/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
Fred Wiebelhaus	Loss Control/Claims Manager
Drew Cook	Customer Service Specialist
Kyla Brockevolt	Executive Administrative Assistant
James Kelley	Loss Control Specialist

CALENDAR

Midwinter Conference.....	Feb. 27-28, 2023, Cornhusker Marriott Hotel, Lincoln
NLC Congressional City Conference.....	March 24-28, 2023, Washington, D.C.
Municipal Accounting and Finance Conference.....	June 21-23, 2023, Cornhusker Marriott Hotel, Lincoln
LONM Annual Conference.....	Sept. 27-29, 2023, Cornhusker Marriott Hotel, Lincoln

Municipal Legal Calendar

(All statute citations to Revised Statutes of Nebraska)

MARCH 2023

CITIES OF THE FIRST CLASS

Within 10 working 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 following Council meeting..... Clerk publishes official proceedings of meetings, including claims. (19-1102)
Within 20 days after end of month..... Treasurer files monthly financial report. (16-318)
Each Quarter..... Report from Depository banks due. (16-714)
* * Clerk must prepare agenda prior to next Council meeting. (84-1411)

CITIES OF THE SECOND CLASS AND VILLAGES

Within 10 working 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 or posts ordinances passed. (17-613)
Within 30 days following Council meeting..... Clerk publishes official proceedings of meeting including claims. (19-1102)
Within 20 days after end of month..... Treasurer files monthly financial report. (17-606)
* * Clerk must prepare agenda prior to next Council meeting. (84-1411)

VILLAGES

Within 10 working 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 or posts ordinances passed. (17-613)
Within 30 days following Board meeting..... Clerk publishes official proceedings of meeting, including claims. (19-1102)
Within 20 days after end of month..... Treasurer files monthly financial report. (17-606)
* * Clerk must prepare agenda prior to next Board meeting. (84-1411)

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Don't miss the League Midwinter Conference - featuring a Senator Appreciation Luncheon and important training sessions!

BY DEB VANMATRE, MAYOR OF GIBBON,
LEAGUE PRESIDENT

I am excited to see municipal officials from across the state at the **2023 League Midwinter Conference scheduled for Feb. 27-28 at the Cornhusker Marriott**. As League President, I am honored and looking forward to welcoming newly elected **Gov. Jim Pillen** to give our keynote address during Monday's luncheon on Feb. 27. Gov. Pillen already held several press conferences outlining numerous initiatives to continue moving our state forward, including an unprecedented \$2.5 billion investment in Nebraska's public education system. He also recently announced with members of the Revenue Committee legislative bills to enhance workforce development throughout the state and to transform Nebraska's tax code to make our state tax system more competitive with other states. It will be a great opportunity to hear about these important programs directly from the Governor!

During our luncheon on Feb. 27, I am privileged to present the "**League Distinguished Service Award**" to **Kevin Spencer**, Chief of Police and City Manager of Scottsbluff. Chief Spencer will be recognized for his extraordinary leadership, dedication and exceptional advocacy resulting in then-Gov. Pete Ricketts including

\$47.7 million in his American Rescue Plan (ARP) Act Budget in 2022 for transformational COVID-related infrastructure improvements at the Nebraska Law Enforcement Training Center in Grand Island which will benefit law enforcement officers and our communities for decades to come. **Sheriff Neil Miller** of Buffalo County also will be honored and presented with this prestigious award at the League Annual Conference in September since he is unable to attend the League Midwinter Conference.

Invaluable training sessions for newly elected/appointed officials

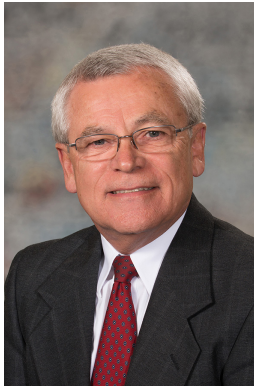
After every election cycle, the Midwinter Conference includes critically important information presented by **Frank Daley**, Executive Director of the Nebraska Accountability and Disclosure Commission. Frank will underscore how we can limit our liability by being informed about the laws governing "conflicts of interest" when doing business with our respective municipalities. The League appreciates **Craig Kubicek**, Deputy Auditor from the Office of the Nebraska Auditor of Public Accounts, for taking time from his busy schedule to help us better understand our fiduciary duties and how to implement the internal controls necessary to protect

municipal assets and resources. There are important protocols to follow to help us meet our responsibilities and avoid liability.

I always encourage my newly elected/appointed officials to attend the training sessions on the "basics," including laws governing public records, budgeting, the Open Meetings Act, code enforcement, tort claims liability, environmental requirements, bidding and purchasing protocols. Although these sessions target newly elected/appointed officials, I also attend several sessions on the "basics" for a review and update on the subject matter. I always learn something! Of course, there are many other sessions with timely topics on the conference program.

The League is pleased to have so many great speakers willing to present needed information on new topics, ongoing initiatives and issues of significance. Plan now to attend the League Midwinter Conference to learn more about the laws and regulations governing cities and villages. Don't miss this great opportunity to learn, network and share ideas and successful programs that we can replicate in our respective communities. See you in February! ■

2023 Standing Committee Chairs



Sen. Steve Halloran
District 33
Agriculture



Sen. Robert Clements
District 2
Appropriations



Sen. Julie Slama
District 1
**Banking, Commerce
& Insurance**



Sen. Merv Riepe
District 12
Business & Labor



Sen. Dave Murman
District 38
Education



Sen. John Lowe
District 37
General Affairs



Sen. Tom Brewer
District 43
**Government, Military
& Veterans Affairs**



Sen. Ben Hansen
District 16
**Health & Human
Services**



Sen. Justin Wayne
District 13
Judiciary



Sen. Bruce Bostelman
District 23
Natural Resources



Sen. Mike McDonnell
District 5
**Nebraska Retirement
Systems**



Sen. Lou Ann Linehan
District 39
Revenue



Sen. Suzanne Geist
District 25
**Transportation &
Telecommunications**



Sen. Terrell McKinney
District 11
Urban Affairs

New faces in 2023



Sen. Brad von Gillern
District 4



Sen. Christy Armendariz
District 18



Sen. Robert Dover
District 19



Sen. John A. Fredrickson
District 20



Sen. Beau Ballard
District 21



Sen. Jana Hughes
District 24



Sen. George C. Dungan III
District 26



Sen. Jane Raybould
District 28



Sen. Kathleen R. Kauth
District 31



Sen. Loren Lippincott
District 34



Sen. Rick Holdcroft
District 36



Sen. Barry DeKay
District 40



Sen. Teresa J. Ibach
District 44



Sen. Danielle Conrad
District 46



Sen. Brian Hardin
District 48



See more!

Additional pictures from opening day of the
108th Nebraska legislative session:
pages 16 - 17

Two exceptionally talented women join our League team!

Cherie DeFreece

Cherie DeFreece joined our League team in January as an Administrative Assistant/Membership Services Assistant. From August 2021 until January 2023, Cherie provided administrative support to the assistant dean and faculty at the University of Nebraska Medical Center (UNMC) College of Nursing in Lincoln. She assessed needs and explained services, processes, procedures and guidelines while handling requests for assistance. Cherie also provided direct and indirect assistance to faculty with numerous department-related tasks, serving as a liaison and performing other important duties.

Before moving to Lincoln, Cherie provided administrative support to faculty in three departments at the University of Nebraska at Kearney (UNK) from 1998 until August 2021. In 1999, she received the “Staff Recognition Award from UNK” given to outstanding staff members for their hard work and contributions to the campus. In 2011, she received another staff recognition award for her ongoing dedication and work throughout the campus. In 2019, Cherie received the “Annual Staff Award for Excellence (SAFE)” for exceptional service to students, the university and mission of UNK.

In Kearney, Cherie was a highly visible member of the community, contributing greatly to UNK@theWORLD and the Guild at the Museum of Nebraska Art (MONA). She administered the budget, coordinated contributions from campus entities and extramural grants primarily from Nebraska Humanities in addition to paying invoices, helping with travel arrangements and working with visiting scholars, Cherie was the primary designer of most



Cherie DeFreece
**Administrative
Assistant/Membership
Services Assistant**



Ashley Wolfe
**Marketing/
Communications
Director**

UNK@theWORLD publicity flyers and stationery. She helped coordinate and plan events and activities as well as proofreading and preparing support material for annual grant applications.

When checking references, the League received a letter commending Cherie's extraordinary work as conveyed in the following statement: “While she has served under many capable leaders during her 22 years of faithful service at UNK, she is the person in the background, juggling multiple details at a time. It is enormously difficult to express the contributions Cherie brings to our department... because everything she does contributes in some part to UNK in our department's missions, our professional lives and our personal lives. She is the face of the department... troubleshooting and handling our needs... It is without a doubt that her service to the department, the university and our regional educational endeavors is exemplary.” Cherie frequently administered external grants involving budgets for the various departments. When Shirley Riley and Brenda Henning interviewed Cherie, it was obvious that she has the experience, skills and professionalism to work effectively to help the League

achieve our mission on behalf of cities and villages across the state.

Ashley Wolfe

Ashley Wolfe also joined our League team in January as the Marketing/Communications Director. Ashley has extensive experience promoting programs ranging from financial services to public health. She understands how to formulate and execute marketing and communication plans to

achieve the League's goals and mission. Ashley is an excellent editor and proof-reader coupled with her experience as a seasoned writer of web content, blogs, newsletters and stories. In addition, Ashley is a polished and skilled public spokesperson who knows how to lead and execute strategic projects and communication initiatives.

From July 2021 until January 2023, Ashley was a Marketing Program Manager for Lincoln Financial Group, overseeing creation of marketing collateral, video, web content and social media. Her duties also included supporting \$960 million in annual revenue and managing about 50-75 concurrent projects nationwide. Ashley's responsibilities also included developing public and internal social media and print materials consistent with Lincoln Financial Group's strategies, core messaging and business goals. While contributing to marketing audits of all types, she partnered with multiple teams nationwide to assure consistency and accuracy in all materials. Ashley was handpicked to create web content for the Council of Insurance Agents and Brokers Leadership Forum, a

Continued on page 24



Tara A. Stingley

The Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA) protect employees with serious health conditions or disabilities from retaliation or discrimination by their employers. In a recent case, *Corkrean v. Drake University*, 55 F.4th 623 (8th Cir. 2022), the Eighth Circuit Court of Appeals considered retaliation and discrimination claims under those statutes. Through its analysis, the *Corkrean* decision reveals some of the key factors that courts will consider in adjudicating these claims and best employer practices to avoid liability.

A. General Legal Principles

The FMLA and ADA both provide substantive rights to employees and protect employees from adverse action by their employers for exercising those rights.

Under the FMLA, employees with serious health conditions are entitled to medical leave, and it is unlawful for an employer to interfere with, restrain, or deny the exercise of or the attempt to exercise rights provided under the FMLA, or for an employer to discriminate against any individual for opposing any practice made unlawful by the FMLA.ⁱ

Similarly, the ADA broadly prohibits discrimination in employment on the basis of disability and forbids retaliation against an individual because that individual “opposed any act or practice

made unlawful by [it].”ⁱⁱ

If an employer violates these rights, an employee can bring claims for retaliation or discrimination. To establish these claims, an employee must show that the employer harbored a discriminatory intent, as proved through direct or indirect evidence. In evaluating the employer’s intent, courts will consider whether the employer had non-discriminatory reasons for its treatment of the employee or whether alleged non-discriminatory reasons were simply a pretext for discrimination.

B. *Corkrean v. Drake University*: Factual Background

In *Corkrean v. Drake University*, the Eighth Circuit Court of Appeals considered retaliation and discrimination claims under the FMLA, the ADA, and the Iowa Civil Rights Act (ICRA) brought by Margaret Corkrean (*Corkrean*) against her former employer, Drake University (*Drake*).

Corkrean worked as a Budget and Office Manager for Drake for 16 years. In 2004, she was diagnosed with multiple sclerosis and chronic neck and back pain. Despite these diagnoses, she was able to work for many years without needing to file formal FMLA paperwork.

In August 2018, *Corkrean*’s superior, the Dean of Drake’s College of Arts and Sciences, complained to Drake’s provost

regarding the “challenges” of working with *Corkrean*, including her performance deficiencies and erratic work schedule. Importantly, at this time, the Dean was unaware of *Corkrean*’s health conditions.

After the Dean became aware of *Corkrean*’s diagnoses, the Dean often met with *Corkrean* to discuss performance deficiencies and unexcused absences. According to *Corkrean*, these perceived deficiencies were the result of her health conditions. At one meeting, the Dean provided *Corkrean* with a memorandum raising concerns about *Corkrean* making mistakes in her work, missing deadlines, having inconsistent attendance, and taking vacation time without prior approval. The memo also listed expectations for improvement. In a follow-up meeting, the Dean emphasized that such attendance concerns did not include protected FMLA or medical-related absences.

After the meeting, *Corkrean* filed a formal harassment complaint with human resources. HR met with *Corkrean* and outlined a plan to address her concerns and need for medical leave. *Corkrean* responded that she thought the plan was “good.” As the HR representative transitioned to the subject of *Corkrean*’s performance deficiencies, she stated, “I want to make it obvious to you that

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

I am separating out the FMLA with the performance.” She then discussed Corkrean’s performance issues, outlined an improvement plan, and warned that failure to improve could result in further disciplinary action. Despite HR’s response, Drake failed to conduct a formal investigation of Corkrean’s harassment complaint, contrary to university policy.

A few months later, Corkrean filed a complaint with the National Labor Relations Board (NLRB), alleging unfair labor practices. About a month after Corkrean filed her NLRB complaint, Corkrean was terminated. In the termination meeting, the Dean explained that the reasons for termination were Corkrean’s ongoing performance deficiencies and failure to improve. The Dean provided Corkrean with a memorandum detailing her continued mistakes, dismissive attitude toward these mistakes, and continued unapproved non-FMLA absences from work.

After her termination, Corkrean brought an action against Drake, alleging disability discrimination, hostile work environment, and retaliation under both the ADA and ICRA, as well as retaliation and discrimination based on the exercise of her rights under the FMLA.

C. Corkrean v. Drake University: Legal Analysis

In reviewing Corkrean’s claims, the federal district court granted summary judgment in favor of the defendants on all of Corkrean’s claims. On appeal to the Eighth Circuit, the Court of Appeals determined that Corkrean did not provide proof of Drake’s discriminatory intent, and therefore, Corkrean’s retaliation and discrimination claims failed.

Corkrean attempted to establish indirect evidence of Drake’s discriminatory intent. Ultimately, however, Drake established a robust, well-documented set of legitimate reasons for Corkrean’s termination, and Corkrean was unable to

show that these reasons were pretextual.

The Eighth Circuit described two primary methods for showing pretext: (1) showing that the employer’s explanation has no basis in fact, and (2) persuading the court that a prohibited reason more likely motivated the employer. Corkrean conceded that she could not show that Drake’s explanation had no basis in fact and, therefore, attempted to show that Drake was motivated by an illegitimate reason.

However, Corkrean’s evidence of pretext was: (1) a tenuous temporal connection between her harassment complaints and negative performance reviews; (2) a one-month temporal connection between her filing a NLRB complaint and her termination; and (3) Drake’s failure to follow its harassment-complaint policies.

The Eighth Circuit quickly rejected the temporal connection evidence, explaining that it was “severely undercut” by the Dean’s record of complaints about Corkrean’s performance, especially those before the Dean was aware of Corkrean’s diagnoses. Moreover, a one-month period was insufficient, standing alone, to show a causal connection between Corkrean’s NLRB complaint and her later termination.

On the other hand, the Eighth Circuit was concerned by Drake’s failure to follow its complaint policies. However, because the deviation was slight, and because of Drake’s robust, well-documented collection of non-discriminatory reasons, the Eighth Circuit ultimately held that the deviation could not supply sufficient evidence that Drake’s reasons were pretextual.

Because Corkrean could not show that the reasons for her termination were pretextual, Corkrean could not prove discriminatory intent on the part of her employer. Accordingly, Corkrean’s claims for retaliation or discrimination failed as a matter of law.

D. Practical Takeaways and Lessons to be Learned

For employers, the Corkrean case provides several important lessons. First, employers should diligently document issues with employee performance. The primary reason Drake prevailed on summary judgment was the overwhelming and undisputed documentation of Corkrean’s substandard performance.

Second, employers should adopt policies for dealing with employee complaints and generally should not deviate from those policies absent a legitimate business reason for doing so. As the Corkrean court explained, deviation from employer policies can provide grounds for a finding of pretext. Drake’s deviation from its harassment-complaint policies presented a closer question on the pretext issue. Though Drake ultimately prevailed, Drake’s failure to technically comply with its policies gave the Eighth Circuit reason for pause.

Third, employers should understand the rights of their employees, including an employee’s entitlement to medical leave. Employers also should be careful to respect employees’ ability to exercise their rights and to separate protected conduct from performance issues. ■

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, Tara 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.

ⁱ 29 U.S.C. § 2615(a)(2).

ⁱⁱ 42 U.S.C. § 12203(a).

Blue Hill recognized as Leadership Certified Community

New aquatic center and early childhood development hub among accomplishments

Innovative leadership in the city of Blue Hill (pop. 830) bolstered recent support for a new aquatic center and a hub for early childhood development, earning ongoing recognition from the State of Nebraska. This week, the Department of Economic Development (DED) announced the City's ongoing membership in Nebraska's Leadership Certified Community (LCC) program. DED's Central Nebraska Business Development Consultant and LCC Program Coordinator, Kelly Gewecke, honored local leaders during a special presentation on Dec. 13.

Blue Hill is one of 31 Nebraska communities to qualify for the LCC program, which was created in 2011 to help villages and municipalities adapt to ongoing changes and opportunities in economic development. Certified communities must demonstrate an understanding for and preparedness in strategic planning and technological development to help new and existing businesses grow. Qualifying LCC's earn status in the program for five years and are required to maintain community websites to market local development, which may include information on available sites and buildings and regional employment opportunities. The community received initial certification in the program in 2018 and earned recertification in 2022.

Local leaders celebrated the opening of the Blue Hill Aquatic Center in June 2021, which included a relocation from the center's previous site on a



Left to right: Council Member Alex Buschow, Council Member Rebecca Johnson, City Clerk/Treasurer Tricia Allen, Mayor Keri Schunk, Attorney Dan McMahon, Council Member Marilyn Alber, and Council President James Lounsbury. Photo courtesy of City of Blue Hill

Learn more!

Contact Kelly at

kelly.gewecke@nebraska.gov
or 308-627-3151

You can also visit:

<https://opportunity.nebraska.gov/programs/community/lcc/>

busy highway to an area with greater accessibility. Nebraska-based Hackel Construction began working on the \$2.5 million project in the fall of 2020. The new facility includes updated amenities that the previous pool lacked, including ADA (Americans with Disabilities Act) accessibility and a zero-entry pool. The project reiterates the community's efforts to enhance Nebraska's quality of life, which remains a cornerstone of the state's LCC program.

"It's a great honor for a community like Blue Hill to be recognized again as a thriving area for new development,"

said Council President James Lounsbury. "Qualifying as an LCC shows our ongoing commitment by all who live, work and actively participate in efforts to preserve and enrich our great way of life for future generations."

The City recently partnered with Blue Hill Community Schools in efforts to establish a new early childhood center through upcoming funding opportunities, designed to help retain and grow Nebraska's workforce.

"For the past several years, Nebraskans have been working on strategies to help young families thrive in our rural communities," Gewecke said. "Blue Hill's school-city partnership has created an opportunity to support growth in early childhood development, and it is an example of the innovative leadership DED encourages in our LCC program."

Improvement in community infrastructure continues to be a priority.

Continued on page 11

Blue Hill recently converted streetlights and city owned buildings to LED lighting through the Municipal Energy Agency of Nebraska's Commercial LED Lighting program. In addition, the City has collaborated with South Central Economic Development District (SCEDD) to build an infill lot home with assistance from Tax Increment Financing (TIF), which allows local governments to invest in public infrastructure.

City leaders also are working with SCEDD on a nuisance abatement program to enforce local building codes. The community continues to invest in sewer line improvements and sewer extensions for commercial properties on the east side of Highway 281.

City Clerk Tricia Allen said collaborative efforts to prioritize childhood development, housing and infrastructure improvements

emphasize Blue Hill's commitment to Nebraska's LCC program.

"The City of Blue Hill continuously strives to maintain and improve our hometown through local and regional collaboration," Allen said.

"By working together, we can tap into economic resources and discover new opportunities to grow." ■

Source – Press release by Nebraska Department of Economic Development, content submitted by Tricia Allen

Mark your calendars for these **League conferences**

Midwinter Conference

Feb. 27-28

Cornhusker Marriott Hotel,
Lincoln

Municipal Accounting & Finance Conference

June 21-23

Cornhusker Marriott Hotel,
Lincoln

Annual Conference

Sept. 27-29

Cornhusker Marriott Hotel,
Lincoln

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NLC: Congress gives cities more flexibility for recovery funds

In the late days of December, Congress passed the final budget package for 2023, setting funding levels for every federal agency and grant program for the year and averting a government shutdown. The package also included a significant provision the National League of Cities actively supported to make each city's current funding from the American Rescue Plan's State and Local Fiscal Relief Funds (SLFRF) more flexible, known as ARPA Flex.

What does ARPA Flex do?

The ARPA Flex provision provides additional flexibility for States, Tribes, and units of local government to spend their allocations of the Coronavirus State and Local Fiscal Recovery Funds. The new eligible SLFRF grant expenditures will include:

Spending to provide emergency relief from natural disasters, including temporary emergency housing, food assistance, financial assistance for lost wages, or other immediate needs.

Spending on transportation infrastructure eligible projects and matching funds.

Spending on any program, project, or service that would also be eligible under HUD's Community Development Block Grant program.

The new flexibility will not be unlimited, however. The amendment caps the amount a grantee may spend on these new purposes at the greater of \$10 million or 30% of the total grant amount. Importantly, the amendment does not include any new spending mandates or conditions that would elevate the risk of clawback of grant funds.

This legislative win was led by Senators John Cornyn (R-TX) and Alex Padilla (D-CA) and supported by an

effort in the House by Representatives Dusty Johnson (R-SD) and Carolyn Bourdeaux (D-GA) that gained significant House support. These ARPA Flex provisions will allow communities to meet their greatest needs and even use ARPA dollars in conjunction with federal infrastructure grants.

Treasury Updates Coming in February

Treasury has 60 days from passage to finalize these ARPA Flex changes from Congress in the SLFRF rules. When we receive those, expected in February, NLC will provide more updates and information to our members so that each community can factor this into their plans for spending their SLFRF.

For now, NLC recommends making your council and city administrative staff aware of these changes for planning purposes.

Additionally, the bill also provides the Treasury Department the necessary authority to restore live administrative and technical assistance to grantees, which had been largely shuttered and automated when funding for such services ran low earlier last year. Many cities needed support from Treasury during reporting periods to answer SLFRF questions so restoring this capacity was essential. ■

Source – National League of Cities

NLC City Summit Annual Business Meeting



Mayor Don Groesser of Ralston, Council Member Brian Kavanaugh of Ralston, Mayor David Black of Papillion, Mayor Deb VanMatre and League President of Gibbon, Mayor Josh Moenning of Norfolk and Mayor Paul Lambert of Plattsmouth attend the National League of Cities (NLC) City Summit Annual Business Meeting in Kansas City, MO. League photo

Are you discussing safety?

LARM offers tips for making safety part of the every day conversation

■ **BY DIANE BECKER**
COMMUNICATIONS/MARKETING
DIRECTOR, LARM ■

Safety in the workplace is a topic of utmost importance but may seldom be considered part of daily conversation. Here are some ideas to help put safety at the forefront in the workplace.

1. Have staff members take a safety survey. Staff involvement is essential to make any safety program work. An excellent place to kick-start a safety program is to ask staff to complete a survey on current safety practices and provide suggestions as to what might be done to improve workplace safety. When staff members are asked for their input on workplace safety, it makes safety a team goal.

2. Talk about safety as part of any project. If a water main needs to be fixed, discuss the required safety equipment and practices that need to be used before attempting the repairs. Before a snowstorm, review safety procedures when using snow removal equipment. Make safety an integral part of the planning of all city projects.

3. Schedule regular safety meetings. Nebraska statute requires workplaces to have a safety committee and hold regular safety meetings. It is a good idea also to have one-on-one sessions with staff members about safety practices, so they can bring up any concerns they may not want to discuss in a group.

4. Provide regular safety training. There are many resources to use to provide safety training for staff. It may



Village office located in Greeley. Photo by Diane Becker, Communications/Marketing Director, LARM

be a presentation from a safety instructor from the local community college, or there may be online classes that staff members can take individually or as a group. Provide time in the work week for safety training.

5. Reinforce safety training with workplace posters. It can be easy to go through a training course and then forget the steps taught two weeks later. Visual reminders that include large colorful signs or mottos in the workplace will help reinforce safety practices.

6. Keep staff supplied with up-to-date personal protective equipment and regularly ask if the equipment is adequate for the job and fits appropriately. Periodically review with staff the proper use of the PPE.

7. Leaders need to model safety. Promoting safety is more than just talking about it. Actions speak louder than words. Modeling safety includes

properly following safety practices, from wearing seatbelts even for short distances to keeping office and storage places neat and orderly. Establishing a workplace safety culture is challenging when the leaders do not model it themselves.

8. Discuss near misses. Sometimes supervisors in a workplace are hesitant to discuss near misses – incidents that come very close to causing property damage or injury. The more near-misses are discussed, the easier it will be to have open discussions about the changes that should be made so that future accidents don't occur.

Safety should not be an uncomfortable topic that is avoided in the workplace. The subject of safety should be a regular part of the daily conversation so that people feel comfortable sharing ideas and concerns about safety. ■

Mayor Spellerberg delivers State of City address in Fremont



Fremont Mayor Joey Spellerberg gave his annual “State of the City” address to more than 140 attendees. He outlined his goals, hopes for the city and shared many of the successes from 2022. Photo provided by Mayor Joey Spellerberg.

Highlights include lowering taxes and continued downtown revitalization efforts

Fremont Mayor Joey Spellerberg took to the podium on Jan. 17 to tout some of the city’s successes in his “State of the City” address.

Spellerberg was elected to office in 2020 and the event was his third “State of the City” speech as mayor.

He shared quips about family life, along with insight into his administration and the mission and growth that has happened over the past two years.

A few of the achievements Spellerberg touched on included:

- Lowering the city property tax levy by 7%;
- Reducing food and beverage tax;
- Continued efforts to revitalize the downtown;
- New terminal building at the Fremont Municipal Airport;
- New library and multiple investments in the elementary schools and Fremont High School. ■

NMPP: New grants webpage shares information

Nebraska Municipal Power Pool Energy has created a webpage dedicated to grant opportunities and how communities can begin to prepare for potential applications, whether state or federal, including links to helpful resources. Check it out at: www.nmppenergy.org/about/grant-opportunities. ■

Source – Nebraska Municipal Power Pool



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Above: Sen. Wendy DeBoer places her hand over her heart while the Nebraska State Patrol Color Guard posts the flag during the opening day of the 2023 session.

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Above: Sen. Robert Clements speaks on the floor during the opening day of the 2023 session.



Above: Sen. Myron Dorn poses for a photo with his grandchildren, Deighton and Dempsey, ahead of the opening of the 2023 legislative session.



Above: A few flurries started to fly at the Capitol as the 108th Nebraska Legislature convened on January 4. League photo.

NEBRASKA UNICAMERAL 108TH LEGISLATURE

Photos by Josh Wolfe



Above: Sen. John Fredrickson shows his son, Leon, around the Capitol as the Legislature opens its 2023 session.



Above and left: The Hon. Michael G. Heavican, Chief Justice of the Nebraska Supreme Court, administers the oath of office to incoming Senators during the opening of the 2023 Nebraska legislative session.

Bring Remembering Our Fallen or the Tomb of the Unknown to your community!



***Remembering Our Fallen** includes Nebraska's fallen from Iraq and Afghanistan. The Tomb of the Unknown is a half-size replica, recently unveiled at Nebraska's State Capitol. It is a powerful addition to the Fallen memorial or it can stand alone. To bring either or both of these powerful memorials to an event, contact Bill Williams at 402-612-0210 or billiams@patrioticproductions.org.*

Patriotic Productions is a nonprofit organization dedicated to honoring military members past and present. Learn more by visiting: www.patrioticproductions.org. Photo courtesy of Patriotic Productions.



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OPPD obtains Nebraska Environmental grant to turn former landfill into solar panel facility

Project to support growing communities through renewable energy

Omaha Public Power District's latest renewable energy project will bring a former landfill site back to life as a solar array to help power our growing communities. It's possible thanks to a \$3.46 million grant from the Nebraska Environmental Trust (NET).

The proposed project, known as OPPD-Douglas County SOLUS (Solar on Landfills Utility Scale), is a joint-effort between the utility and Douglas County. It will be constructed on the Douglas County State Street landfill, a 160-acre parcel of land located at 126th and State Streets in Omaha. It would start with a feasibility study late this summer.

"OPPD deeply values our partnership with Douglas County and we are excited by the opportunity to install solar on Douglas County's State Street landfill," said OPPD President and Chief Executive Officer Javier Fernandez. "This is a great example of our Nebraskan ingenuity, and I hope that this project will be a model for how we can achieve dual use of other landfills and public property in the area."

The landfill is capped, covered to isolate waste; therefore, there are few other practical uses for the property.

"There are limited development opportunities directly on landfills, and utilizing the property for renewable energy is a win-win," said Kent Holm, director of Douglas County

Environmental Services. "We already are using a third-party contractor to clean the landfill gas and pump it into MUD's pipeline. Adding solar can be another positive step in utilizing the former landfill property and providing renewable energy."

The site's location gets good sun exposure and it is near an existing OPPD substation, making it a prime spot for energy production.

"This project is exciting and makes good sense," said Douglas County Chairwoman Mary Ann Borgeson. "It also demonstrates a great partnership between Douglas County and OPPD and is an innovative use of our property."

The NET grant will help support the cost difference between

a typical ground-mounted utility-scale solar project and landfill solar, which requires differences in the way it needs to be designed and built.

The upcoming feasibility study will help determine the ideal size of the solar array and allow engineers to address any possible challenges, such as how to build around existing landfill features and the best way to fit it onto the contours of the land.

OPPD will share what it learns from the project with other utilities that are interested in similar initiatives, providing benefits that extend well beyond the district's 13-county footprint.

Read more about OPPD-Douglas County SOLUS at OPPDTheWire.com. ■

Source – Omaha Public Power District

"There are limited development opportunities directly on landfills, and utilizing the property for renewable energy is a win-win."

- Kent Holm

Director of Douglas County Environmental Services

Public Power Lineworkers Rodeo set for late March

The 2023 Public Power Lineworkers Rodeo will be held March 31-April 1 in Kansas City, Kan. The rodeo is the foremost showcase of public power lineworker skill and knowledge—a unique opportunity to connect with and learn from their nationwide community.

Journeyman and apprentice lineworkers compete for professional recognition, attend training and practice essential skills in a safe environment.

Apprentice lineworkers compete individually in five categories. Journeyman lineworkers compete in teams (two lineworkers and groundsman) in five categories.

The rodeo includes an evening banquet on April 1. All competitors receive a banquet ticket as part of their event registration. Additional banquet tickets may be purchased at the rodeo grounds.

For more information, contact: rodeo@publicpower.org. ■

Source – Nebraska Municipal Power Pool

State's first Amazon 'fulfillment center' opens in Sarpy County

Sprawling site could eventually employ up to 1,000 employees

Nebraska's first and massive Amazon "fulfillment center" has opened in this Omaha metro area suburb, initially employing about 300 (not including robots that are to work alongside the humans).

The opening came later than the originally projected 2022 date, but sooner than the 2024 date that officials last year said was more likely due to "supply chain issues."

Rescheduled launch unexplained

When asked about the timing change-up, Amazon spokesman Andy DiOrio said, "We're always evaluating our network to ensure it fits our business needs and to improve the experience for our employees, customers, partners and drivers."

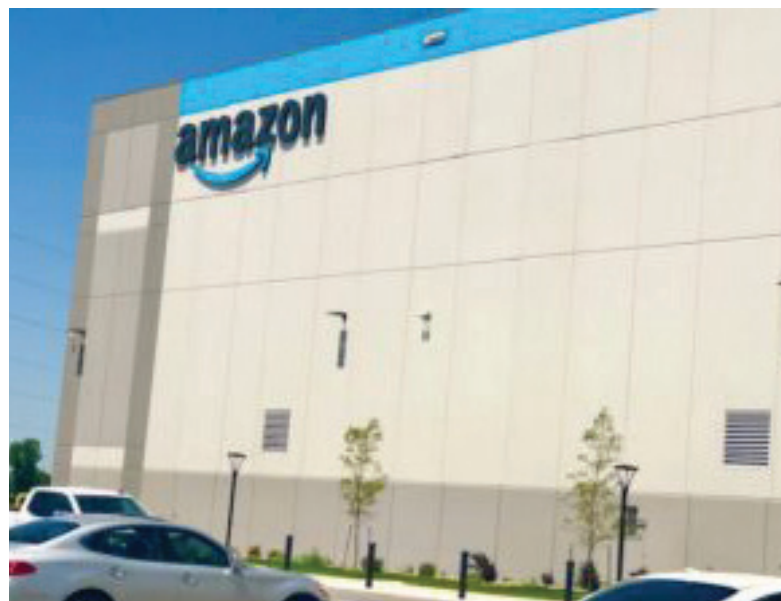
DiOrio clarified the size of the facility, saying the 700,000 square feet mentioned in previous reports is its ground-level footprint. He said the structure overall spans more than one million square feet.

As has been typical, the retail giant did not specify the investment or price tag but said the venture comes in response to customer demand. It is Amazon's first fulfillment center in the state, and will serve the Midwest region.

The plant northeast of Nebraska Highways 370 and 50 is expected to create "at least 1,000 good jobs to

"{We} are excited to have the employment center in the region — not to mention another top Fortune 500 company to call Papillion home."

- Papillion Mayor, David Black



Above: Photo of Amazon facility near Sarpy County intersection of Highways 370 and 50, taken in July 2022, when officials predicted delayed 2024 opening. Photo by Cindy Gonzalez, Nebraska Examiner.

maximize its capacity," an Amazon statement said. Hiring continues for positions that start at \$16.50 an hour, with benefits starting the first day.

"To open Amazon's first sortable fulfillment center in Nebraska is a milestone moment and we look forward to further supporting customers in Papillion, Omaha and surrounding communities," said site leader Aaron Schmidt.

Economic development coup

Papillion Mayor David Black said Tuesday that his community was excited to have the employment center in the region — "not to mention another top Fortune 500 company to call Papillion home."

No City of Papillion tax breaks or incentives were involved, according to

a spokesman. A spokeswoman for the State of Nebraska said Amazon is not under contract for any state incentives regarding the fulfillment center.

When Amazon and Nebraska officials first announced the project via a virtual press conference in 2020, local business leaders described it as that year's largest economic development coup in a seven-county area surrounding Omaha.

Greater Omaha Chamber leaders said then that they expected the operation to have a \$203 million annual economic impact in the metro area.

Once fully operational, Amazon says the new Papillion center will be able to contain millions of products. It is the type of plant where employees pick, pack and ship customer orders such as books, toys and housewares.

Robots are to work alongside humans, preparing items for delivery to front porches. The Amazon Robotics technology creates "a more efficient process

Continued on page 24



Above: Doug Eggen of Valley, Michael Kleffner of Papillion and Andrew Brittenham of Superior were among the attendees for the 2023 Utilities/Public Works Section Annual Conference. League photo

2023 Utilities/Public Works Section Annual Conference highlights

Municipal utility and public works officials from across the state attended the 2023 Utilities/Public Works Section Annual Conference, which was held Jan. 11-13 at the Embassy Suites in Lincoln. Those in attendance participated in sessions covering a wide variety of topics, including:

- Maintain, Fix or Repair Your Utility Infrastructure;
- Utility Disconnections and Collections: New Court Cases and Ideas that Actually Work;
- New Recycling Markets for Plastic;
- Succession Planning for Municipal Departments; and
- Clean Water Act and Safe Drinking Water Act Updates

The highlight of the conference was the passing of the Utilities Section President's gavel from Bill Bischoff of Wauneta to Al Schoemaker of Blair. Matt Owens, Water & Wastewater Supervisor of Imperial was nominated and voted in as the new board member. The full board elected at the conference is as follows:

President: Al Schoemaker, Director of Public Works, Blair;

1st Vice President: Duane Hoffman, Public Works Director, Oxford;



Above: 2023 Utilities Section President Al Schoemaker of Blair thanks 2022 President Bill Bischoff of Wauneta for his service. **Right:** Jeff Schneider of JJ Kane was among the vendor attendees at the conference. League photos





Above: Nick Martin and Zack Hoffman visit at the Core & Main booth. League Photo

2nd Vice President: Pat Heath, City Administrator, Gering;
 Past President: Bill Bischoff, Utility Superintendent, Wauneta;
 Board Member: Gary Thurlow, Utility Superintendent, Atkinson;
 Board Member: Sarah Sawin, Assistant Director of Utilities, Kearney;
 Board Member: Matt Owens, Water & Wastewater Supervisor, Imperial
 Ex Officio: Layne Groseth, City Administrator/Utility Director, North Platte.

A special “Thanks!” to the sponsors/exhibitors of the 2023 Utilities/Public Works Section Annual Conference. ■



Above: 2022 Utilities Section President Bill Bischoff of Wauneta addresses conference attendees from the podium during the conference. Below: Kelly Oelke of Hickman, Phil Goering of Hickman, Jake Dugger from Maguire Iron and Wade Luther of Hickman, visit during the conference. League Photos



Right: Gary Thurlow of Atkinson, Matt Smallcomb of Gibbon, and Brandon Koll of Crete were among the attendees of the 2023 Utilities/Public Works Section Annual Conference. League Photo



Staff

Continued from page 7

group comprised of more than 550 agents and brokers. During her work with Lincoln Financial Group, Ashley developed and generated 40 microsites used by executives to pitch \$3.4 billion in new business.

From May 2017 until July 2021, Ashley was the Communications and Media Manager of Tobacco Free Nebraska with the Nebraska Office of Health and Human Services in Lincoln. In this role, Ashley led all state Tobacco Free communications programs, establishing and managing a \$375,000 media budget and overseeing a \$2.9 million grant. In directing this statewide marketing program, Ashley developed and planned the full scope of communication projects, including drafting web copy, newspaper articles, blog posts, press releases and a broad range of marketing materials. She successfully partnered with federal, state and local

representatives and stakeholder organizations, including 16 local health departments and eight tobacco prevention coalitions.

After graduating from Wayne State College with a Bachelor of Science in Journalism and Political Science, Ashley worked as a copy editor and page designer at the *Beatrice Daily Sun* and has held a wide variety of other jobs as the Marketing/Communications Coordinator for the Child Advocacy Center in Lincoln; Habitat for Humanity in Fremont; and the Nebraska Community Blood Bank in Lincoln. Like Cherie, Ashley is a perfect fit as our Marketing/Communications Director. Professionals providing references for Ashley underscored her extraordinary work ethic, skills and her ability to work effectively with others. ■

Amazon

Continued from page 21

to meet customer demand,” Amazon said in a statement.

Code name ‘Willa’

Prior to the new center opening, Amazon said it had invested \$250 million-plus in Nebraska since 2010, including infrastructure and compensation to employees.

The land alone for the Papillion center, about 94 acres, sold several years ago to an Amazon affiliate for \$12.3 million.

Amazon officials typically are secretive about their ventures. The Papillion project moved through the Papillion Planning Board approval process under

the code name Willa.

The Papillion center is Amazon’s fifth operational location in the Omaha region. The company says that, in total, it currently has more than 1,000 employees in the area.

Other facilities include two delivery stations in Papillion and Omaha: an Amazon Air Gateway operation that opened at Eppley Airfield in February 2022 and a supplemental fulfillment center in Council Bluffs, Iowa. ■

Source – Nebraska Examiner. See the Nebraska Examiner at <https://nebraskaexaminer.com/>

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City Administrator, Alma. The City of Alma, population 1,043, located in south central Nebraska next to the beautiful Harlan County Lake is accepting applications for City Administrator until position is filled. Alma is a progressive City that offers residents a well-balanced mix of commerce, recreation, churches, and residential neighborhoods in a family-like community setting. The City Administrator is responsible for coordinating, overseeing, and managing the operations of all city departments. Bachelor’s degree, or equivalent experience, in public administration, business administration or related field preferred. Individual with experience in personnel management, economic development and budgeting/finance is desired. Ideal candidate will have a strong work ethic, grant writing ability, excellent skills in communications, computer literacy, strategic planning, a participatory leadership style, and a desire for community involvement and building partnerships. Salary scale is \$37-\$84K depending on qualifications. Benefit package is included. More extensive job description available on our website. Application can be downloaded from our website www.almacity.com and returned with a resume to City Clerk, P.O. Box 468, Alma, NE 68920-0468 or cityclk@almacity.com

Traffic Signal Technician II, Papillion.

Reports to: Street Superintendent

Supervises: May occasionally lead a crew when necessary

Salary: Grade 19, Step One, Starts at \$26.20 per hour

Purpose of Position: Installs, maintains, repairs, and tests electrical, electronic, and mechanical traffic control equipment and related infrastructure. Responds to after-hour service calls as needed.

Essential Functions: Installs, repairs, and maintains traffic lighting systems by performing preventive maintenance on signal control cabinets, lights, and other technical equipment, performing emergency troubleshooting, installing various equipment such as lights, detection equipment, and control cabinets, repairing, assembling, and disassembling equipment,

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Positions

installing and maintaining signal heads, poles, cables, and conduits, installing and maintaining system communication cables and equipment.

Performs other duties by programming micro-processor and microcomputer equipment and generating and maintaining daily logs, reports, and work orders. Uses computers and mobile devices to facilitate setup, programming, and troubleshooting of traffic signal controllers and associated components, e.g. cross walk light systems, speed indicator boxes, speed study boxes, and traffic counting equipment. Responds to service calls by diagnosing the problem and replacing damaged components. Locates and marks the location of underground cables. Maintains and repairs assigned tools and equipment. Completes work orders and updates asset information utilizing work order/asset management software. Ensures equipment meets given codes and guidelines. Maintains parts inventory list; recommends and participates in the purchase of all traffic signal, street lighting and sign related parts and equipment. Programs traffic signal controllers to perform defined operations and signal timing functions. Conducts inspections of work performed by independent contractors. Maintain records of all maintenance activities, scheduled routine inspections, and equipment calibrations. Works with GIS staff to document assets and other data. Checks and makes pre-determined adjustments to traffic controller timing programs as indicated. Schedule and perform routine traffic counts. Maintains, repairs, and collects data on the City's civil defense siren system. Documents all processes. Responds to inquiries, complaints, or concerns about traffic signaling. Applicants can apply through the city website at www.papillion.org.

Police Officer, Neligh. The City of Neligh, NE (Population 1,536) an Equal Opportunity Employer is accepting applications and resumes for the position of police officer. To receive an application, request one through the email listed below. Neligh is located in Northeast NE 35 miles west of Norfolk, NE and is the count seat of Antelope County. All applicants must be able to meet the eligibility requirements of the Nebraska Law Enforcement Training Center to include the following: must be a U.S. Citizen, at least 21 years of age, possess a high school diploma or equivalent. Possess a valid driver's license with good driving record. Be of good

moral character with NO FELONY or serious misdemeanor convictions. Be willing to sign a release of information from all previous employers including military as a background investigation will be conducted. Pre-employment drug/alcohol screen, physical standards test, medical and psychological exam are required. Nebraska Certified Officer is preferred but is not required. Non-Certified candidates must be able to pass admission requirements for the NLETC and become Nebraska Certified within 1 year of hire date. Applicants must be willing to relocate to Neligh, NE upon start date. All uniforms and duty equipment provided including take home patrol vehicle with in-car laptop, Glock 9mm handgun, AR-15, less lethal shotgun, ballistic vests, Taser X2, In-Car and body worn camera. Benefits include health, life and vision insurance, optional dental insurance, paid vacation, paid holidays, sick leave and retirement. Position will remain open until filled. If you believe you can accept the challenge that law enforcement presents and want to serve and protect the citizens of Neligh by joining the Neligh Police Department and become part of a great community, request an application from the email listed below: dtarnus4262@neligh.org.

Journeyman Lineman, Yuma, CO. The City of Yuma, Colorado, Electric Department has an immediate opening for a Journeyman Lineman. Compensation starts at \$45 hourly. The City of Yuma (population 3,524) is located about 150 miles northeast of the Denver metro area. Under the direction of the Electric Superintendent, the Journeyman Lineman is responsible for the operation, maintenance, and construction of a 7200/12470 distribution system; including overhead and underground. The successful candidate will have completed an accredited Journeyman Lineman apprenticeship program, obtained a Journeyman's License, and have at least three years of increasingly responsible experience in an electric utility. Candidates must also possess or be able to obtain Class A CDL license and be insurable under the City's insurance policy. The position will be required to take on-call rotation. Pre-employment requirements will include a written skills test, criminal background check, and drug and alcohol screening. A City employment application is required. The City of Yuma is an Equal Opportunity Employer. For more information or to receive an application, contact

Scott Moore, City Manager, or John Prettyman, Electrical Superintendent at 970-848-3878 x 2112, email at j.prettyman@yumacolo.org, or by U.S. mail at City of Yuma, PO Box 265, 320 South Main Street, Yuma, CO 80759. The position will remain open until filled.

Utility/Maintenance Worker, Davenport. Village of Davenport Nebraska is accepting applications for utility/maintenance worker.

Successful candidate will be required to complete and pass the necessary tests for water certification and pesticide/herbicide certifications.

Duties include, but not limited to: Maintaining streets and alleys—includes sweeping, snow removal, grading, tarring, tree removal, and any other necessary maintenance; maintaining park—mowing, trimming, spraying, equipment repair and any other necessary maintenance; maintaining lots for which the Village is responsible, regular maintenance and checks of the sewer lines and lagoon, water lines, meters wells, pumps, valves and hydrants; regular maintenance of Village owned equipment, replacement of street light bulbs, sensors, electrical meters; maintain burn pile; monthly reading of electrical and water meters; concrete work/willing to learn; able to meet and work with public; willing to take educational classes.

Applications will be accepted until position has been filled. Job description and applications are available at Village Office, 108 N Oak, 402-364-2292, email davenportvillage@hotmail.com. Equal Opportunity Employer.

Water Utility Supervisor, Kimball. Salary negotiable based on experience. Primarily responsible for the general operations of the Water Department. Requires a high school diploma or GED and three years' experience in water related field. Applicant must have required certification of Grade 3 Water License. Must have valid Nebraska driver's license and be insurable under the City of Kimball's automobile policy. Pre-employment drug test is required. Applications and job description may be obtained at City Hall at 223 South Chestnut, Kimball, NE 69145 or at www.kimballne.org. Applications will be accepted until position is filled. EOE.

Equipment Operator, Ogallala. The City of Ogallala is accepting applications until the position is filled for a Full-time Equipment Operator for the Street Department. Benefits

Continued on page 26

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Positions

Continued from page 25

include health and vision insurance, paid vacation, sick leave, and a retirement plan. Detailed job description and application may be picked up at 411 East 2nd Street Ogallala, Nebraska 69153 or by calling 308-284-6001. Email requests for applications to coletta.clouse@ogallala-ne.gov. A valid driver's license is required. EOE. Fair Housing City.

Street Superintendent, Ogallala. The City of Ogallala is accepting applications until the position is filled for a Full-time Street Superintendent for the Street Department. Benefits include health and vision insurance, paid vacation, sick leave, and a retirement plan. Detailed job description and application may be picked up at 411 East 2nd Street Ogallala, Nebraska 69153 or by calling 308-284-6001. Email requests for applications to coletta.clouse@ogallala-ne.gov. A valid driver's license is required. EOE. Fair Housing City.

Water Operator IV, Ogallala. The City of Ogallala is accepting applications until the position is filled for a Full-time Water Operator IV for the Water Department. Salary based on qualifications / certification. Benefits include health and vision insurance, paid vacation, sick leave, and a retirement plan. Willing to train the right individual if necessary. Detailed job description and application may be picked up at 411 East 2nd Street Ogallala, Nebraska 69153 or by calling 308-284-6001. Email requests for applications to coletta.clouse@ogallala-ne.gov. A valid driver's license is required. EOE

City Administrator, Blair. The City of Blair, population 8,000, is seeking a City Administrator. The salary range is \$140,000-\$160,000 annually and the application deadline is 02/15/2023.

Job Summary: The City of Blair is seeking a proven leader to embrace and engage our small community while managing high-impact community projects. This position will require leading and developing a team to successfully implement City Council goals and objectives. The City Administrator directly reports to the Mayor and oversees 9 department heads and is responsible for the leadership of over 60 full-time employees in addition to seasonal and part-time employees. The annual operating budget is \$96 Million.

The Community: The City of Blair, incorporated in 1869, operates under the Mayor-Council form of city government and is a first-class city of Nebraska. Representing four city wards, eight council members are elected by their ward on a staggered basis for a four-year term. The Mayor is elected for a four-year term. The City of Blair has had stable leadership, with one City Administrator serving the past 34 years. Blair is the county seat of Washington County, Nebraska and is home to roughly 8,000 people. This first-class city, located in eastern Nebraska, sits along the Missouri River and is located approximately 20 miles north of Omaha, 70 miles northeast of Lincoln, 135 miles west of Des Moines, and 200 miles north of Kansas City.

How to Apply: The City of Blair will be accepting applications for this position of City Administrator until 4pm on Wednesday, February 15th, 2023. To apply for this position please visit our website at <http://www.blairnebraska.org/jobs> to submit a resume, cover letter and completed City of Blair application.

Contact Information: City of Blair Human Resources, (402) 426-6689 or jobs@blairnebraska.org Link: www.blairnebraska.org/jobs



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