DEVELOPING THE OPPORTUNITIES OF WORKING FROM HOME

By Bruce Chladny, Executive Director

As the COVID-19 Pandemic continues to evolve, more and more employees (KAC staff included) are being asked to work from home to help slow the spread of the disease. This can be challenging for many of us accustomed to working in an office or Courthouse. With this in mind, I spoke with a colleague, Trudy Rice, Kansas State University Research and Extension Community Vitality State Program Leader who has been successfully working from home for several years. She shared the following tips with me:

First, plan your day and when you will work. The simple process of writing down what you need to get done holds you accountable. When you see what’s expected of you, you’re more likely to stay focused and stick to your plan. Plan times throughout the day when you can get away from your workspace. This might mean taking a lunch break, going for a walk, playing with your child or pet or anything else that gets you up and moving. These breaks keep your energy levels up and your mind active. Telecommuting creates a new set of distractions than what you are used to. Yes, there aren’t coworkers chatting your ear off, but there is a television full of your favorite shows in the next room.

Everyone has an end-of-day routine like rinsing out your coffee cup, closing all the tabs on your computer, or even driving home. This is more difficult for people who work and live in the same space. Create your end of the day process to divide your workday and the rest of your evening. Change into different clothes, go for a walk, reward yourself, do something to create the mental barrier between your work and your home.

Next, focus in your workspace. Designate a specific place to work. This helps to set physical boundaries of where you work and where you relax. When selecting your designated workspace, it is important to find a quiet area with some physical barriers so that others can visually see when you are working. It is also important...
to have a good computer set-up including space for all your equipment with good internet connectivity.

Communication has been identified as the number one challenge for remote workers. There are several virtual meeting tools commercially available - some are free, but some come with a cost. Take time to explore the various tools and choose one that works best for your individual situation. It is important to schedule regular times to communicate with co-workers. Keep in mind, that it is just as easy to spend too much time as it is too little using electronic communication tools. Don’t forget to consider what your work environment looks like when using these tools. It should be aesthetically pleasing and should appear “professional” when the video is on! And, it is important to use the video feature so that you are engaged in the virtual meeting and are not distracted with other tasks.

For teamwork to continue virtually, make sure the entire team is using the same electronic tools to communicate and organize workflow including timelines. This allows everyone to know what each other is responsible for on team projects and reduces duplication of efforts, “dropped balls,” or missed deadlines. A regularly scheduled team meeting is also important. The frequency will be different for each office team. If requested, it is important to keep a log of projects completed and hours worked.

Make sure that you are complying with all the guidelines set by the County, your department and your supervisor related to equipment, security of internet connection, and protected information. Internet scammers have stepped up their efforts and skills to dupe unsuspecting employees with authentic looking emails and seemingly valid requests.

Finally, take care of yourself and your family. This is a new challenge of balancing work and family and with a little planning and dedication, you will be just as successful at home as you were in your regular office!
We are truly experiencing a worldwide event that many of us will probably not see again in our lifetimes. A pandemic is here and it is called COVID-19. I do not think there is a County Commissioner anywhere in Kansas that filed for the job so that they could serve on the Board of Health in your county. It is and really has become a very important duty to be a Commissioner during this unprecedented pandemic.

The KAC is here to do all that we can to effectively support your performance as a Commissioner. By the time you read this article, we will have hosted two video conference calls about issues and law changes that affect your responsibilities as a Commissioner. If there is a particular topic you would like addressed, please let our staff know so that they can arrange a video conference call to cover it. These conference calls are open to all KAC members, including all associate and affiliate members.

We will also be reaching out to State and Federal leaders to present informational programs that will hopefully make your role as a Commissioner easier.

Remember, as your Mama always said … be sure and “wash your hands.”

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As a result of the coronavirus COVID-19 pandemic that has swept the world, the nation and our state, numerous cancellations and postponements of conference events and educational classes have occurred. Given the unknown certainty of when the virus may be completely gone from our state, some events have yet to be rescheduled. Be sure to visit KAC’s website to keep updated on the latest event cancellations or postponements.

**KCCA 44th Annual Conference Rescheduled from April to July 2020**

On Thursday, March 13, 2020, the Kansas County Commissioners Association Executive Board announced the rescheduling of the 2020 KCCA 44th Annual Conference in Liberal from April 28-30, 2020 to July 21-23, 2020. The KCCA Board felt it was best to reschedule the conference due to health and safety concerns for conference attendees related to the current coronavirus COVID-19 pandemic.

For those who have already registered for the April conference dates, KCCA thanks you for your registration and your registration will be moved to the new conference dates of July 21-23, 2020.

We apologize for any inconvenience this may have created for you. Again, KCCA values the health and safety of the conference attendees and we hope you understand our timely decision to reschedule.

**KCHA 2020 Spring Conference Postponed**

On Monday, March 23, 2020, the Kansas County Highway Association Executive Committee announced the postponement of the 2020 KCHA Spring Conference in Manhattan scheduled for May 11-13, 2020.

The Executive Committee felt it was important to postpone the conference at this time for the safety and well-being of KCHA members, exhibitors, guests and others due to the current conditions in Kansas related to the COVID-19 pandemic.

If you wish to cancel your registration for the Spring Conference, please contact Dornella Leal at the Kansas Association of Counties Office at (785) 272-2585 or email your request to her at leal@kansascounties.org.

The conference venue hotel, Four Points by Sheraton, has been notified of the conference postponement. To cancel your room reservations, please contact the hotel by phone at (758) 539-5311 or (785) 587-5571.

For updated information regarding the 2020 Spring Conference, please visit the KCHA website at https://www.kansascountyhighway.org.

**KAC’s Communication Efforts: COVID-19 Pandemic**

During these unprecedented times of the COVID-19 pandemic that is impacting our world, our nation, our state and our counties, information related to this virus is plentiful and ever-changing. In an effort to stay on top of KAC’s county government member news, especially in light of the current COVID-19 pandemic, I would like to ask that our county members, please add my email: qualls@kansascounties.org to any news release lists that you manage for your county.

One of my top priorities is to provide clear concise and consistent messaging in a timely effective manner to help keep our KAC county members, the media and the public informed on COVID-19. Updated information on the COVID-19 pandemic is available on KAC’s website, www.kansascounties.org, and on our Facebook and Twitter accounts listed below:

- KAC Facebook: www.facebook.com/KansasAssociationofCounties/
- KAC Twitter: @KansasCounties
COVID-19 was not something anyone expected to be the story of 2020, but we do not always get to pick the path we get put on. We do get to decide how things end up though, provided that we carefully plan and appropriately respond to each challenge along the way.

Last summer I wrote about making data driven decisions, in the August 2019 County Comment. It is even more important during a crisis to use data to inform your decisions so that you are making the best possible decision for your county and its residents. Whether that is deciding to work remotely, enact a resolution requiring social distancing, or putting other safety measures in place, each decision should be made based on information, consulting with health officials, department heads and other individuals with knowledge and information.

Decisions should be made with both the short and long term in mind, remembering that the health and safety of the community is a long term consideration, not a short term one. Each decision that is made should be made in the best interests of the community as a whole. That is your obligation as a public official, whether elected or appointed.

As I mentioned in last week’s briefing, which is available on the KAC website if you missed it at KAC COVID-19 Briefing, it is important to prepare for three broad scenarios – your best, medium and worst case scenarios. We cannot pick our path, but we can prepare for it. Each problem should be tackled in reasonable chunks. Rather than asking “Should we allow public access to the courthouse?” ask fact-based questions like “Is there community spread of the virus?” or “Is the number of cases in the area still rising?” Those fact-based questions can help you make your policy decisions. Fact-based questions can also give you the correct basis for those policy decisions later on.

KAC is here to aid in this journey by providing briefings, research and information from the state level. If there are any ways in which KAC can help your county, please reach out to us. While KAC, like many of you, will be working remotely over the next several weeks, it is important to know that we are still reachable. I will be working from home, answering calls to my KAC direct line at 785-289-2485 and emails at hall@kansascounties.org regularly, as well as putting together briefings to keep you informed and aware of both opportunities and strategies that may emerge during that time. If you have any legal or legislative questions, please do not hesitate to call.

Stay safe. Stay home if you can. Remember to wash your hands.

KCAMP is a member-owned self-insured property and liability risk retention pool providing coverages to 72 of Kansas’ 105 counties. Formed in 1991 as a viable alternative to commercial insurance, KCAMP offers broad coverage at low stable rates. Membership in KCAMP includes risk management services such as human resources consulting, legal advice, model policies, risk management grants and tuition reimbursement. Approximately 85% of U.S. public entities belong to risk retention pools. Contact us to learn why.

David Luke, Administrator / CEO
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Topeka, Kansas 66606
davidluke@kcamp.org
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Rural Broadband – Are you ready?

If you live in a large city you take high speed internet for granted. I just checked my internet speed at http://www.speedtest.net and had download 267 Mbps and upload 18 Mbps.

Urban areas have fiber network that make these speeds possible. Small cities and rural areas do not have the customer numbers and density to make it economically feasible for the major companies to install a fiber network necessary for high speed internet. In urban areas broadband includes small wireless facilities placed on poles, but these are rarely installed in rural areas due to distances between customers. In rural areas broadband is basically buried fiber cable.

First let me say that all counties are in favor of rural broadband. Our constituents need high speed internet to function in modern society. Few businesses will be able to survive without broadband, and it is difficult to attract or start a business without broadband. Lack of broadband in rural areas is a national problem, and there have been some federal grants to install broadband in Kansas and other states. The current transportation bill in the state legislature includes $10 million per year for rural broadband grants, so we are likely to see more broadband construction. This is a good thing, but there are some long-term issues for road departments.

It is early as there have only been a few installations in Kansas but it has raised some serious issues, and herein is my impression. The grants are for a certain amount of money to cover a certain area. There is competitive bidding involved and bids seem to be submitted without knowledge of the county’s utility construction requirements. To minimize the cost and maximize profits, the contractor will want to install the cable as cheaply as possible. Generally, that means installing the cable as shallow as possible and in the easiest location. Contractors want exceptions to the rules because they say they are providing a “public service” and doing us and their customers a favor. In my opinion in the long run they may be doing their continued next page

FIGURE 1. This little unit can plow 24” and trench 42”.
customers a disservice if the lines are installed too shallow and where they are in harm’s way.

These rural broadband companies are not the big boys like Comcast or AT&T, they are more like rural water districts. The customers are ultimately responsible for the maintenance and repair. Repair of a fiber line is expensive and if the customer base is small their repair budget will be small. I doubt these small companies will have the budget to relocate their line needed for road construction or maintenance. Maybe they won’t have a budget for repair of a simple cable cut.

Most communication lines are installed with a plow. The plowing process consists of positioning a vibrating plow equipped with a guide which continuously feeds the cable or conduit to the depth setting of the plow as it moves forward. Plows come in all sizes and it takes a bigger and more expensive plow to go deeper.

Telephone companies started burying lines by plowing in the 1970’s and they promised to bury the lines 24 inches deep. If conditions were perfect, lines were buried 24 inches deep, but plowing on a slope or where there was rock, lines were buried much shallower. Then crossing a ditch, the linkage between the tractor and plow caused the plow to pull up and the line was just a few inches deep in the bottom of the ditch. When the telephone companies switched from copper to fiber cable 20 years ago, they went from burying lines 24 inches to a 36-inch depth. They were aware of the issues with shallower lines and invested more to get the lines deeper and out of harm’s way. Now we have broadband companies coming to us with permits to install their fiber 24 inches deep. They will claim that they can’t afford to bury the line deeper. One contractor went political and had customers call the commissioners about the county’s unreasonable requirements. But we have 40 years of experience cutting phone lines that proves that a 24-inch bury will not be adequate. We also have thousands of miles of ditches that are obstructed by phone lines that prevent us from cleaning the ditches.

The most common location for cables to be cut is where they cross the ditch and near crossroad culverts. It is no coincidence that these exact same locations are where a plow cannot bury the cable at the normal depth. Figure 2 shows a broadband cable installed in 2019 on the surface of the ground at the crossroad pipe. Now let me emphasize what I stated earlier, it is impossible for a plow to maintain the required depth when crossing the ditch and going around a culvert. These areas have to be trenched. We have 40 years of proof, and I have never found a plowed phone line 24 inches deep in the bottom of a ditch. If they were that deep they would almost never be cut. So, when the broadband company comes in for a permit, insist they trench across the ditch and around the culverts and write it on the permit.

FIGURE 2. Contractor plowed around a culvert and left the fiber cable exposed on the surface of the ground.
It would be nice if there were no utilities in the road right-of-way, but we do have to allow most public utilities. There are specific state laws that allow certain utilities in the right-of-way and court decisions that allow other utilities as long as the utility does not “seriously impede or endanger public travel or unnecessarily interfere with the reasonable use of the highway by other members of the public and there is no invasions of the rights of the owners of abutting lands.” The county commission by resolution can adopt regulations for work on the right-of-way based on health, safety, and welfare. These county regulations should protect the safety and convenience of the travelling public, to provide for location of facilities that will not unnecessarily interfere with normal maintenance activities and other utilities, and to see that all damage is repaired and the right-of-way is restored when the work is complete.

Once a cable is installed it will last decades. If it is installed too shallow, especially in the ditch it will be a problem for us for generations. A little effort now will pay off big in the future both for the road department and the broadband customers. First, we need to make sure we have up-to-date regulations and construction requirements. Second, a county employee needs to provide some oversight during construction. The contractor will do better if he knows someone is watching, and if no one is watching who knows what will happen. Also, someone needs to check the work area when the contractor says he is completed and make sure the right-of-way has been restored and any damage properly repaired. I know we are all stretched thin with limited staff, but a little effort now will save a lot of trouble in the future.

Sometimes utility regulations need updating. If your regulations need updating, there is a good template available which was developed specifically for small to medium-sized Kansas counties. The template includes a sample resolution, construction requirements and permit forms. The template is available in the Utilities folder of the Resources section on Kansas County Highway Association website at this link. The cable depth of bury requirement in the construction requirements is 24" except 36" in the ditch area.

For more information on utility issues and permitting, refer to my March 2018 On the Road article at this link. Get ready now; broadband is coming.

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**NATIONWIDE RETIREMENT SOLUTIONS (NRS)**

Contact: Don Regan, Program Director  
Address: 535 16th St., Suite 320  
Denver, CO, 80202  
Phone: 309-660-2917  
Fax: 855-282-7912  
Email: regand2@nationwide.com

Nationwide Retirement Solutions (NRS) administers the NACo 457 Deferred Compensation Program for county employees across the U.S. NRS provides education, investments and recordkeeping functions for these plans. Along with the 457 Plan, NRS also administers a 401(a) Match Plan and the Post Employment Health Plan (PEHP), a plan that provides retiree health care reimbursements, tax free.
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Aging and Public Transportation Director – Harper County

Harper County is searching for Director for Department on Aging and Public Transportation Departments. This is an exempt position under the FLSA. Primary responsibilities include oversight, planning, organizing and directing of programs to serve the elderly and disabled population including providing transportation services, senior nutrition programs, meals and information and assistance.

Requirements include High School Diploma or equivalent; Knowledge of the Older Americans Act and Federal Transit Administration; Experience working in a transit or aging program, as well as experience in accounting, bookkeeping and government reporting preferred. At least five (5) years of supervisory experience required. Applicants possessing an equivalent combination of education and experience that would provide the required knowledge and skills to perform the job may be considered.

Pre-employment drug screen and criminal background check required. Current CDL is preferred.

This is a full time exempt position. Actual salary will be determined based on experience and skill level.

Full Time positions offer paid health and dental insurance options, employer funded Health Reimbursement Account, KPERS retirement plan, Life Insurance and a generous Paid Time Off (PTO) benefit.

Applications are available in the Human Resources Office of the Harper County Courthouse and online at www.harpercountyks.gov.

Harper County is an Equal Opportunity Employer.

Road & Bridge Division Manager – Harper County

Harper County Public Works Department is hiring for a Full Time Road & Bridge Division Manager, who will work in conjunction with the Public Works Director to help administer the Department, including all Road & Bridge operations, planning, budgeting, and personnel management.

Requirements include High School Diploma or equivalent; Bachelor’s in Civil Engineering or APWA PWS, PWM, or PWE Certification preferred. At least seven (7) years of related Road and Bridge experience, including four (4) years at a supervisory level preferred. Applicants possessing an equivalent combination of education and experience that would provide the required knowledge and skills to perform the job may be considered.

Pre-employment drug screen and criminal background check required. Current CDL is preferred.

This is a full time exempt position. Actual salary will be determined based on experience and skill level.

Full Time positions offer paid health and dental insurance options, employer funded Health Reimbursement Account, KPERS retirement plan, Life Insurance and a generous Paid Time Off (PTO) benefit.

Applications are available in the Human Resources Office of the Harper County Courthouse and online at www.harpercountyks.gov.

Harper County is an Equal Opportunity Employer.

Noxious Weed Supervisor – Phillips County

The Phillips County Commissioners are taking application for the position of Noxious Weed Supervisor. Under the administration supervision of the County Commission, the position is an exempt position under FLSA. The employee’s responsibilities include but are not limited to the department budget, report preparation, chemical sales and usage, the control and eradication of weeds and equipment maintenance. One year of experience in weed control and chemical application is preferred. Benefits include health insurance, KPERS and vacation/sick leave. Salary is negotiable. Application can be picked up at the County Clerk’s Office or by e-mail at coclerk@ruraltel.net

This position is open until filled. Phillips County is an EOE.

ATTORNEY I – Unified Government of Wyandotte County/KCK

The Unified Government of Wyandotte County/KCK is seeking an Attorney in the Legal Department. Incumbent will be responsible for providing legal representation, counseling and defense of the Unified Government’s interests; reviewing, investigating, researching, responding, and litigating claims for loss, compensation, police civil liability, road defects and bankruptcies filed against the Unified Government. Juris Doctorate in Law and three years of civil litigation or related work experience; License to practice law in the State of Kansas is required. For a complete job description, minimum qualifications and application instructions please visit www.wycokck.org.


EOE
Emergency Management Director – Norton County, Kansas

Norton County is seeking applicants for the position of Emergency Management. Under the supervision of the Board of County Commissioners, the Emergency Management Director is a non-exempt position under FLSA. This employee is responsible for providing direction and implementation of all aspects of emergency preparedness, including coordination of all public entities responding in times of disaster or emergency, training of personnel and conducting programs for the protection of lives and property from natural and man-made disasters and national security related events. The employee in this position schedules, trains, or schedules other instructors to train personnel, both paid and volunteer, in the proper procedures for dealing with public disasters and emergencies. The Director oversees the smooth operation of the department and generates ideas, which should improve the overall methods of response of emergency personnel to a variety of emergency situations.

This is a full-time exempt position. Actual salary will be determined based on experience and skill level.

Full-time positions offer paid single health insurance, dental and vision, KPERS retirement, sick and vacation leave and a life insurance policy.

Applications are available at the Norton County Clerk’s office, Norton County Courthouse. Contact information is 785-877-5710 or robert@nortoncountyks.gov

Norton County is an Equal Opportunity Employer.

Public Works Director – Jefferson County

Jefferson County is seeking applicants for the position of Public Works Director. Under the Jefferson County Board of Commissioners, the Public Works Director is responsible for administration, supervisory oversight, and other related tasks in the planning, construction, and maintenance of Jefferson County road and bridges, and County facilities and grounds. Fleet acquisition and maintenance, solid waste management, and the administration of the Kansas Noxious Weed law are also the responsibility of this position.

A bachelor’s degree from a 4-year college or university is preferred, along with three to five years related experience and/or training; or an equivalent combination of certified education and experience. Applicants must have the ability to supervise employees and carry out supervisory responsibilities including interviewing, hiring and training employees; planning, assigning and directing work; appraising performance, rewarding and disciplining employees, addressing complaints and resolving problems.

Applicants must have knowledge of applicable County, State and Federal laws, rules and regulations pertaining to department operations. Applicants must have experience in budget preparation, monitoring and management as it relates to the department. Applicants must have organization, leadership and planning abilities as well as strong oral and written communication skills.

Applicants must have knowledge of the principles and practices of road construction and maintenance; road, asphalt and construction materials’, knowledge of asphalt and oil emulsions and application rates, knowledge of safe and proper operation of heavy equipment for training new personnel.

Jefferson County offers a robust benefits package including health and dental insurance, KPERS retirement, vacation, sick leave, discretionary leave and more. Applicant must have a valid driver’s license. Salary will be negotiated based on education and experience. Jefferson County is an equal opportunity employer and complies with the Americans with Disabilities Act. Pre-employment drug screen, vision and hearing tests are required.

Applications are available from the County Clerk’s office or online at http://www.jfcountyks.com/619/Employment. Position will be open until filled.
County Appraiser – Pottawatomie
Pottawatomie County, Kansas - seated in Westmoreland - is one of the fastest growing Kansas’ counties.

The County Appraiser’s Office is required by law to annually appraise all tangible, taxable property. In Pottawatomie County there are 15,880 residential, agricultural, multi-family, commercial and industrial parcels as well as 3,591 personal property accounts. The County Appraiser leads, manages, plans, organizes, administers and directs the activities and operations of the Pottawatomie County Appraiser’s Office in compliance with County policies and applicable Kansas statutes. In conformance with the Kansas State Property Valuation Department, a division of the Department of Revenue, the County Appraiser Office serves and assists the property assessment needs of the citizens and the community.

The County Appraiser advises the County Administrator and Board of County Commissioners on matters pertaining to property appraisals and attends meetings of the BOCC, responds to inquiries made by the Commissioners and other County officials and makes presentations on a regular basis. For more information about Pottawatomie County and the County Appraisers Office visit www.Pottcounty.org.

Minimum qualifications include a diploma, GED, or equivalent. Employee is required to be listed as an eligible Kansas Appraiser by the Property Valuation Department, a Division of the Department of Revenue and either certified as a General Real Property Appraiser pursuant to Article 41 of Chapter 58 of the Kansas Statutes Annotated and amendments OR possession of one of the required appraisal designations which includes: a Registered Mass Appraiser pursuant to rules and regulations adopted by the Secretary of Revenue or having obtained a valid certified Residential Evaluation Specialist or Certified Assessment Evaluation designation from the International Association of Assessing Officers, as required by K.S.A. 19-430. Must have a minimum of three (3) years’ CAMA experience and property appraisal experience and also direct supervision experience. Must have superior written and verbal communication skills.

Preferred qualifications include any Degree in Finance, Accounting, Economics, Business Administration, Regional/Urban Planning or a related field combined with additional CAMA assessment administration or other local government education and training or (3) years of experience in assessing properties. Combination of education and experience accepted. Commercial experience a bonus.

Compensation
The compensation package includes a competitive base salary and benefits that will ultimately depend upon the qualifications of the selected candidate. The beginning salary will be commensurate with experience. The County offers excellent benefits which include: KPERS retirement, paid time-off, medical/prescription insurance, dental, vision, and other benefits.

To Apply
The position will remain open until filled. For consideration, please visit www.ksgovjobs.com to complete an application. Contact Human Resources at: Pottawatomie County, KS; PO Box 348; Westmoreland, KS 66549, or humanresources@pottcounty.org; or 785-457-3455 for more information.

Pottawatomie County is an Equal Opportunity Employer
Road & Bridge Supervisor – Pottawatomie County

Pottawatomie County Public Works Department is hiring for a Full Time Road & Bridge Supervisor, who will work in conjunction with Public Works Administration to help direct Road & Bridge operations, planning, budgeting, and personnel management.

Minimum Starting Rate: $22.31/hr, actual pay DOQ

Responsibilities: Coordinates and supervises maintenance, repairs and construction activity on paved roads, bridges, and large culverts. Exercises considerable discretion in carrying out work details and in the allocation of work to subordinates. This employee is responsible for the supervision of subordinate personnel.

Requirements: A high school diploma, GED or equivalent is required. The equivalent of a two-year degree from a vocational or technical school with major studies in construction or engineering is preferred. Three to four years of similar or related experience, plus supervisory experience, is required.

Special Requirements: Must have (or be able to obtain within 60 days of employment), and maintain a valid Class A Commercial Driver’s License (CDL); must have and maintain a clean driving record.

Includes excellent benefits (health, dental, vision insurance, KPERS retirement, paid time off, and more). Visit ksgovjobs.com for more information and to apply. Applications will be accepted until the positions have been filled. We recognize WorkReady certificates. For more information, 785-457-3455 or humanresources@pottcounty.org. Applicants recommended for employment are subject to post-offer pre-employment screening including a pre-employment drug test. Pottawatomie County is an EOE.

Bridge Foreman – Pottawatomie County

Pottawatomie County Public Works Department is hiring for a Full-Time Bridge Foreman.

Minimum starting rate: $18.35/hour (actual pay DOQ)

Position Responsibilities: Supervisory work involving the daily planning and execution of bridge maintenance and construction activities. Work involves responsibility for independently planning and supervising the activities of the bridge crew. Additional responsibilities include repair and construction of wood, steel, and concrete bridges, culverts, and other drainage structures.

Education/Experience Required: High School diploma or equivalent is required, with graduation from a vocational school desired. Two to four years of similar or related experience preferred, with one to three years of supervisory experience required. Combination of training and experience that provides the required knowledge, ability, and skill will be considered.

Special Requirements: Must have (or be able to obtain within 60 days of employment), and maintain a valid Class A Commercial Driver’s License (CDL); must have and maintain a clean driving record.

Includes excellent benefits (health, dental, vision insurance, KPERS retirement, paid time off, and more). Visit ksgovjobs.com for more information and to apply. Applications will be accepted until the positions have been filled. We recognize WorkReady certificates. For more information, 785-457-3455 or humanresources@pottcounty.org. Applicants recommended for employment are subject to post-offer pre-employment screening including a pre-employment drug test. Pottawatomie County is an EOE.