On this day in 1920, the 19th Amendment to our Constitution was ratified, securing the right to vote for women and marking a monumental step toward the ‘more perfect Union’ envisioned by our Founders. This milestone in American history was the product of the tireless efforts of suffragists and other advocates for women’s rights, who steadfastly pursued their vision of a more just and equal society.”

And one of those pioneering women was Susan B. Anthony born February 15, 1820. She was an American social reformer and women’s rights activist who played a pivotal role in the women’s suffrage movement. She was arrested and convicted of voting in her hometown of Rochester, New York. Although she refused to pay the fine, the authorities declined to take further action. As a result, in 1878, Anthony and her co-champion Elizabeth Cady Stanton, arranged for Congress to be presented with an amendment giving women the right to vote. Introduced by Sen. Aaron A. Sargent (R-CA), it later became known colloquially as the Susan B. Anthony Amendment. It was eventually ratified as the Nineteenth Amendment to the U.S. Constitution on August 18, 1920.

Fast forward 100 years and the American right to vote is still the bedrock of our democratic system. A fair, open, and honest...
election is what makes this country so great. And with the election just a few weeks away, I thought I would take a moment to share a few important resources that you may not be aware of.

For Kansas, the Secretary of State Office, through the Elections Division, is responsible for the administration of all national and state elections. All candidates for national office, state office and state judicial positions must file their candidacy with the Secretary of State (SOS). The office also maintains the statewide voter registration database and serves as the repository for campaign receipts, expenditure reports of state candidates, and financial disclosure statements of state officers and certain state employees. On the Secretary of State’s website, https://sos.ks.gov/elections/elections.html there is a treasure trove of information and resources to discover.

For example, on the SOS site is a flier outlining voter rights. As a Kansas voter, you have the right to: Ask questions. Request a ballot if you are a United States citizen 18 years or older, a Kansas resident, and are registered to vote. You may vote a provisional ballot if your name is not on the voter registration list or if there is another question about your qualifications to vote. You have the right to vote in an accessible voting place and request assistance if needed, and you may review a sample ballot before voting. You have the right to mark your ballot privately and free from coercion or intimidation. You may receive instructions on how to contact the appropriate officials if these rights are violated. You have the right to receive a ballot if you are in line at the time the polls close. You can obtain up to two replacement ballots if yours is mismarked or spoiled. You may occupy the voting booth up to five minutes if others are waiting. Finally, you have the right to have your ballot count if it is cast legally and timely.

With that said, Kansas allows voters to cast their ballots in several ways. For individuals who prefer to advance vote, they may do so by receiving an advance ballot or by in-person advance voting. State law allows in-person advance voting to begin up to 20 days before an election at county election offices or satellite voting locations. For the 2020 election, counties may begin in-person advance voting on October 14 for the general election.
If this was a normal year, many of you would be planning to attend the KAC Annual Conference in Wichita this month. However, this is not a normal year, as we have had to switch to a two-day virtual conference event this month, on Tuesday-Wednesday, October 13-14, 2020. You will find a schedule for the upcoming virtual conference event on page 7 in this month’s issue.

It is still important for you to attend these virtual event meetings. We have a proposed 2021 Legislative Policy package to approve, the annual KAC business meeting has to occur, and we have three great speakers lined up for the October 14 virtual event. All these agenda sessions will be available via Zoom.

Hopefully, next year we will be able to meet in-person at the 2021 KAC Annual Conference in Overland Park, as in-person events are a valuable tool in providing important networking opportunities with other county commissioners and county members from all across Kansas. It also gives you the opportunity to meet one-on-one with prospective and existing vendors who provide vital services and products for your county.

See you soon on Zoom - October 13-14, 2020!
Grants are a vital piece in your community’s funding puzzle…and you can do it.

November 5, 2020
9:30 am to 3:00 pm
Yates Center Community Building
713 S. Fry St., Yates Center, KS

Registration Fee $40
includes lunch

What you will learn:
• Sources of data for community needs.
• Where to find grants.
• Elements of a great grant proposal.
• Practicing the grant elements.

Presented by: Nancy Daniels
Community Vitality Specialist
K-State Research and Extension

To register or for more information:
Name: Carla Nemecek
Email: cnemecek@ksu.edu
Phone: 620.365.2242
Make checks payable to: Southwind Extension District
Register and pay online: www.southwind.k-state.edu

Kansas State University is committed to making its services, activities and programs accessible to all participants. If you have special requirements due to a physical, vision, or hearing disability, contact Carla Nemecek, 620-365-2242. Kansas State University Agricultural Experiment Station and Cooperative Extension Service. K-State Research and Extension is an equal opportunity provider and employer.
The Kansas Association of Counties and the Kansas Association of Local Health Departments (KALHD) have partnered on a project funded by the Sunflower Foundation to develop two templates related to legislative advocacy for Kansas counties. The new templates are now completed and available online as follows:

**Kansas County Legislative Platform Process Template** – This template outlines a model for county governments to develop their own legislative platforms. This process is designed to seek input from county department managers so that policy topics of importance are shared and ideally embedded within the overall platform. The platform template can be downloaded [here](#).

**Kansas County Testimony Review Template** – This template outlines a review process for county employees to be able to submit testimony on issues of importance to them. It seeks to present private testimony options in a clear way, with those options dependent on if the county is in favor of, neutral to, or against the particular policy. The review template can be downloaded [here](#).
AC is offering the following upcoming Wednesday webinar in November. To register for the webinar, please contact your local county webinar administrator or email Kimberly Qualls at qualls@kansascounties.org. Once your registration is completed, you will receive an email confirmation with connection information for the webinar.

**Kansas Open Meetings Act (KOMA) Refresher: What You Need to Know**

November 12, 2020, Thursday, 10 a.m.-11 a.m.

Presenter: Jay Hall, Legislative Policy Director & General Counsel, Kansas Association of Counties

This webinar will cover the basics of the Kansas Open Meetings Act, as well as provide practical tips and best practices for adhering with KOMA.

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**MANAGEMENT**

**Free Resources for Public Services Professionals**

The KU Public Management Center is a leader in cultivating excellence in public servants through professional development courses, consulting, and events. We are excited to introduce the Management Minute column, where each month we will provide a brief introduction to topics impacting public service professionals today.

Today, we invite you to engage with our free resources through our **1-2-3 with PMC** programming. These include webinars, PMC Problem Solvers networking calls, and tools to help bring your team to a higher level. We hope you will join us the first three Fridays of the month from 12-1pm. Webinars are prerecorded and can be accessed on our **YouTube Channel** after the air date.

Here at the PMC, we believe that public service lies at the heart of democracy. During these strange, uncertain times, you are doing democracy in ways you never imagined and finding workarounds you never expected to need. We salute you and hope that in some small way, we can support and assist you in your work.

Watch for this column every month for tips, techniques, and tools to make your job easier.
Please join us for the 2020 KAC Virtual Conference Event scheduled for Tuesday-Wednesday, October 13-14, 2020. Below you will find the agenda, dates, and times for this year’s virtual conference event. All agenda sessions will take place virtually via Zoom. To register for the 2020 KAC Virtual Conference Event, click here. Once you have submitted your registration, you will receive a confirmation email that will include the Zoom connection information specific to each day’s session. There is no registration fee for this year’s virtual conference event. Registration Deadline: Friday, October 9, 2020.

**Tuesday, October 13, 2020**
10 a.m.-11 a.m.  
2021 Legislative Policy Statement Review

**Wednesday, October 14, 2020**
9-9:30 a.m.  
Kansas Governor Laura Kelly

9:30 a.m.-10:45 a.m.  
KAC Annual Business Meeting

Call to Order: KAC President Chip Westfall, presiding
- Membership will vote to adopt the 2021 Legislative Policy Statement
- Executive Director “State of the Association” and announcements about upcoming 2021 KAC programs and services
- KAC 2021 Annual Conference Key Speaker Video

10:45-11 a.m.  
ACEC 59th Annual County Public Improvement Awards

Sponsored by the American Council of Engineering Companies in cooperation with the KAC, this awards presentation recognizes engineering projects benefiting citizens of Kansas communities. Joe Drimmel, ACEC Board President, will announce the awards.

11-11:20 a.m.  
NACo Overview, Matt Chase, NACo Executive Director

11:20-11:35 a.m.  
NACo Works for You, Kim Hall, NACo Membership

11:35-11:45 a.m.  
Morning Wrap Up & Upcoming Afternoon Events

11:45 a.m.-1 p.m.  
Lunch Break

1-2 p.m.  
Kansas Transportation Secretary Julie Lorenz

2-3 p.m.  
Kansas Commerce Secretary David Toland

3-4:30 p.m.  
KCAMP/KWORCC Business Meeting

We look forward to seeing you virtually on October 13 and 14!
have spent a lot of time this year writing about COVID-19, recovery and what happens next. As important as the day-to-day work that we perform in our counties is, perhaps the most important thing we can bring to each of our communities is resiliency.

Throughout the last several months, the ability to recover and move forward from challenges has been on my mind quite a bit. I would argue that we have not just the opportunity to recover and move forward, but the obligation to do so.

The question then, is not if we can move forward, but rather how we go about moving forward—hence resiliency. Resiliency is the process of adapting in the face of adversity. Part of that adaptation is being prepared to move forward after adversity has passed. That requires preparation.

COVID-19 is not something that any of us could have predicted leading up to this year. There is, however, a lesson in this fact. While we could not have prepared specifically for COVID-19, we can prepare to make our counties as adaptable as possible so that we can handle a variety of challenges as they arise.

So how should counties prepare so that they can move forward now, and be better positioned to move forward in the future?

First and foremost, we can demonstrate resiliency by learning from the current situation. What were the moments during this current situation that caused you anxiety? Where did you struggle? Where did you excel? Crisis helps to identify strengths and weaknesses, but it is up to us to take that information and fashion it into a plan for the future. I wrote about this in July in my “How Can We Make Things Better” piece, but it is worth revisiting here. Evaluating what worked (and what did not) is the only way that we can be confident that we are ready the next time something happens. Ideally, this means that you have taken care to note the changes as adjustments were made within each department as the year has moved forward. Are there things that you did during this period that you should make a permanent part of your plan, such as an after hours drop box or secondary location? Are there things that you did before that are no longer necessary or practical? Identifying these types of things can go a long way to making you more adaptable for the next challenge.

Second, each county should have effective “Plan B” strategies for each function that can be quickly and effectively implemented should the need arise. This will allow counties to continue to serve their communities in an efficient and effective way, even in times of crisis and adversity. Your Plan B strategy should always take into account the best, medium and worst-case scenarios, as I wrote in my “In Crisis” April article. This may mean cross training...
between departments in some places or utilizing different technology in others. Did you put these types of things in your 2021 budget? Have you made a department level plan for various scenarios? The time to think about this is now, while your strategies are still fresh in your mind.

Finally, we as counties must be prepared to adapt. As I mentioned above, resiliency is about adapting. We cannot simply assume that we will put COVID-19 behind us, and things will return exactly as they were in February and March. Even in communities that did not experience a large number of cases of the virus, we have been given an opportunity to learn and adapt to improve our counties, and that is a process that should never stop, regardless of what challenges come our way.

Ultimately, resiliency is about being prepared to face the challenge in a way that allows us to overcome the challenge and move forward from it. Resiliency is also backward looking, taking the opportunity to look back at what worked in previous situations to inform our decisions in the future. KAC will continue to be here to help in that process as well.

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Planning & Zoning/Community Development Director – Jefferson County

Jefferson County is seeking applicants for the full-time position of Planning & Zoning/Community Development Director. The position is responsible for administration and enforcement of all rules, regulations and requirements contained in the County Zoning, Subdivision and Floodplain Regulations and the County Comprehensive Plan for all of Jefferson County except those areas within the incorporated cities. This position is also responsible for working with other community leaders to create and maintain a positive community and economic environment, to support community and business needs, and to stimulate targeted economic development. Successful applicants will possess excellent oral, written and interpersonal communication skills as well as supervisory skills. Applicant should also possess excellent organizational and strong management skills and have knowledge and understanding of Kansas law with regards to planning & zoning, land use regulations, maps and legal descriptions and plan reviews. Associate degree or equivalent and 3 years of experience in the Planning & Land Use Field and in Community Development or related field; or equivalent combination of training, education and experience preferred. Preference may also be given to those with bachelor’s degree in the above fields or related area. Annual starting salary will be commensurate with experience. Applications are available at the Jefferson County Clerk’s office located at the Jefferson County Courthouse, 300 Jefferson St. Oskaloosa, KS 66066 or online at [http://www.jfcountyks.com](http://www.jfcountyks.com). Complete job description available upon request. Applications and resume must be returned to the County Clerk’s office or mailed to PO Box 321, Oskaloosa, KS 66066. Applications will be taken until the position is filled. This position requires satisfactory drug, vision, hearing, and physical capacity screening results. Jefferson County is an Equal Opportunity Employer and ADAA compliant.

Public Works Director – Ellis County

JOB SUMMARY:
Under the supervision of the County Administrator, the Public Works Director performs administrative and supervisory work involved with the Public Works department including the following four divisions: Road & Bridge, Noxious Weed, Solid Waste, and Planning-Zoning Environmental. Responsibilities include the development of specifications and cost estimates for all road and bridge projects, landfill projects and the coordination and oversight of activities with the Environmental Planning Supervisor and Weed Control Supervisor. This position is responsible for situations on a twenty-four hour call response basis. The Public Works Director is a member of the Emergency Operation Group and responds to emergency situations. The Public Works Director exercises extensive Independent judgment in decisions and assigns work details and supervises activities of subordinate personnel work.

MINIMUM REQUIREMENTS TO PERFORM WORK:
Bachelor’s Degree and five years of supervisory experience in engineering and/or construction related field. Excellent compensation package with hiring range starting at $70,304. depending on qualifications plus benefits.

For more information or to fill out an application [https://www.ellisco.net/jobs.aspx](https://www.ellisco.net/jobs.aspx)

Questions please call Janet Schmidt, 785-621-1736.
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