

**STAFF MEETING MINUTES  
LANCASTER COUNTY BOARD OF COMMISSIONERS  
COUNTY-CITY BUILDING  
BILL LUXFORD STUDIO (ROOM 113)  
THURSDAY, MAY 22, 2014  
8:30 A.M.**

Commissioners Present: Larry Hudkins, Chair  
Brent Smoyer, Vice Chair  
Deb Schorr  
Roma Amundson

Commissioners Absent: Jane Raybould

Others Present: Kerry Eagan, Chief Administrative Officer  
Gwen Thorpe, Deputy Chief Administrative Officer  
Dennis Meyer, Budget and Fiscal Officer  
Dan Nolte, County Clerk  
Cori Beattie, Deputy County Clerk  
Ann Taylor, County Clerk's Office

*Advance public notice of the Board of Commissioners Staff Meeting was posted on the County-City Building bulletin board and the Lancaster County, Nebraska, web site and provided to the media on May 21, 2014.*

The Chair noted the location of the Open Meetings Act and opened the meeting at 8:32 a.m.

**AGENDA ITEM**

**1 APPROVAL OF THE MINUTES OF THE MAY 15, 2014 STAFF MEETING**

**MOTION:** Amundson moved and Smoyer seconded approval of the minutes of the May 15, 2014 Staff Meeting. Amundson, Smoyer and Hudkins voted aye. Raybould and Schorr were absent from voting. Motion carried 3-0.

**2 ADDITIONS TO AGENDA**

A. Support for the National Guard and Reserve

**MOTION:** Amundson moved and Smoyer seconded approval of the addition to the agenda. Smoyer, Amundson and Hudkins voted aye. Raybould and Schorr were absent from voting. Motion carried 3-0.

Schorr arrived at the meeting at 8:34 a.m.

- 3 BOARD OF EQUALIZATION OVERVIEW: A) 2014 POLICIES AND PROCEDURES; B) TIME LINE FOR REFEREE/BOARD HEARING DATES; C) FINAL ACTION DATE; D) LETTERS (TAX EQUALIZATION AND REVIEW COMMISSION (TERC) PENDING, REFEREE HEARING, REFEREE RECOMMENDED VALUES AND FINAL VALUE); E) 2013 STATISTICS; AND F) BUDGET** - Dan Nolte, County Clerk; Cori Beattie, Deputy County Clerk; Melissa Virgil, Board of Equalization (BOE) Specialist, County Clerk's Office; Tom Kubert, Great Plains Appraisal Company (Referee Coordinator)

#### **A) 2014 Policies and Procedures**

Tom Kubert, Great Plains Appraisal Company (Referee Coordinator), said he has been working on the minor edits to the Policies and Procedures for Property Valuation Protests for this year. He noted they have readdressed what a conflict of interest is for the referees in the Policies and Procedures and the contracts.

Hudkins asked whether Kubert is able to find enough appraisers to serve as referees. Kubert said the number of appraisers has dwindled significantly and it is getting harder to "fill the slots."

#### **B) Time line for Referee/Board Hearing Dates**

Cori Beattie, Deputy County Clerk, gave an overview of the Referee Hearing/Board of Equalization (BOE) Meeting Schedule (see agenda packet), noting the schedule will be determined by the number of property valuation protests filed. She said the referee hearings will again be held at the Lancaster Event Center (4100 North 84<sup>th</sup> Street).

Melissa Virgil, Board of Equalization (BOE) Specialist, County Clerk's Office, asked the Board whether it wants to conduct individual hearings. Kubert said he anticipates there would be around 200 hearings and felt most would be a rehash of the referee hearing. He said asking those who have filed protests to provide new information in written form is more efficient.

There was consensus to not hold individual BOE hearings and to have property owners submit additional information to the County Clerk's Office in writing for the referees to review. That information will be brought before the BOE on the day of final action.

### **C) Final Action Date**

Kubert and the Clerk's Office recommended extension of the final action date to provide more time for the process. It was noted that a resolution will be placed on a future Board agenda for action.

Hudkins asked how to lessen the number of appeals that are filed with the Tax Equalization and Review Commission (TERC), noting there is a backlog of cases from 2012. Kubert said 2012 was a re-evaluation year so there were more cases. He said a lot of them involved large issues, such as developer discounting, and once a test case is settled, a significant number of appeals will be eliminated. Kubert said a new law that addresses how discounting is applied going forward will take affect on January 1, 2015.

There was consensus to schedule final action sometime during the week of August 4<sup>th</sup>.

### **D) Letters (Tax Equalization and Review Commission (TERC) Pending, Referee Hearing, Referee Recommended Values, Final Value)**

Beattie said there are no major changes to the standard letters that are sent to property owners filing a protest. She said the County Clerk's Office will sent letters to property owners that have undecided TERC cases reminding them that they will need to file another protest this year.

### **E) 2013 Statistics**

Virgil gave an overview of 2013 Property Valuation Protest Statistics (see agenda packet).

### **F) Budget**

Beattie presented a budget comparison for Fiscal Years 2010/2011, 2011/2012, 2012/2013, and 2013/2014 (see agenda packet). It was noted the BOE line item includes TERC expenses (resolution of 2011, 2012 and 2013 cases). Kubert questioned whether that should be included in the price per parcel.

Schorr commended the County Clerk's Office for providing property owners the ability to schedule their own referee hearing time electronically. Dan Nolte, County Clerk, said it has significantly reduced the number of "no shows."

## **4 POTENTIAL LITIGATION - Richard Grabow, Deputy County Attorney**

**MOTION:** Smoyer moved and Schorr seconded to enter Executive Session at 8:56 a.m. for the purpose of protecting the public interest with regards to potential litigation.

The Chair restated the motion for the record.

**ROLL CALL:** Schorr, Amundson, Smoyer and Hudkins voted aye. Raybould was absent from voting. Motion carried 4-0.

**MOTION:** Amundson moved and Raybould seconded to exit Executive Session at 9:06 a.m. Amundson, Smoyer, Schorr and Hudkins voted aye. Raybould was absent from voting. Motion carried 4-0.

## **ADMINISTRATIVE OFFICER REPORT**

### **A. Smoking Policy for County Property**

Hudkins said the Public Building Commission (PBC) has been looking at this issue in response to numerous complaints regarding the designated smoking area under the County-City Building. The complaints are mostly related to smoking near the building entrance and smokers littering the area with cigarette butts. Board members suggested additional signage, placing cigarette "butt barrels" near the entrance to the building, and asking smokers to "police" other smokers who are littering the area.

### **5 STORM AND ACTIVATION REPORT FOR SUNDAY, MAY 11, 2014 - Mark Hosking, Interim Emergency Management Director**

Mark Hosking, Interim Emergency Management Director, gave a report on activation of the Emergency Operations Center (EOC) on Sunday, May 11, 2014. He said the National Weather Service notified him the day before that severe weather was likely and he began notifying city and county departments and officials so they could prepare. A severe thunderstorm warning was issued for Seward and York Counties and Hosking activated the EOC at 3:30 p.m. and deployed storm spotters. He said the storm approached Lancaster County on the western edge around 4:00 p.m. and the National Weather Service issued a severe thunderstorm and tornado warning for Lancaster County. Hosking said the storm was classified a High-precipitation Supercell (has a much heavier precipitation core that makes visibility poor) and he made a decision to sound the warning sirens across the County when he saw a significant threat to life and safety. The sirens also sounded in Lincoln because the community of Emerald, which was in the path of the storm, is connected to Lincoln's sirens. He said the County Engineer and representatives of law enforcement and Public Works/Utilities came in to assist with issues such as damage to trees and public property and water over roads. Hosking said primarily the Malcolm, Raymond and Davey areas were affected (tornadic activity with straight-line winds) but said it is unlikely the County will meet the \$1,000,000 threshold required to be eligible for a disaster declaration and federal funds (storm damage is currently estimated to be \$400,000).

Hudkins asked whether agricultural crop damage will be included in the damage estimate. Hosking said it will and said he has requested a report from the United States Department of Agriculture (USDA)

Hosking thanked all the volunteers for their efforts. He noted this was the first major activation in the new EOC and said volunteers had some suggestions on how to make it function better. Hosking said it has also been suggested that social media be utilized in the future as a way to provide information.

It was also noted today is the 10-year anniversary of the tornado that hit the community of Hallam.

**6 VIDEO CONFERENCING** - District Court Judge Steven Burns; Jennifer Kulwicki, District Court Administrator

District Court Judge Steven Burns, discussed the video conferencing project, noting \$115,000 has been spent to date to provide a video conferencing courtroom for each of the courts (County Court, District Court and Juvenile Court) and attorney conference rooms. He noted there are also plans to add a second location at the Lancaster County Adult Detention Facility (LCADF) and equipping the Youth Services Center (YSC). Judge Burns said there is approximately \$85,000 remaining from the \$200,000 set aside in the Keno Fund for the project and proposed spending those funds on five additional courtrooms (one for County Court, one for Juvenile Court and three for District Court). He said the goal is to fully equip all of the District and Juvenile Court courtrooms, adding he is not sure how many additional courtrooms the County Court would like. Judge Burns noted having the courtrooms equipped lessens the need to bring inmates in from the prisons or youth rehabilitation facilities, reducing transportation costs and safety issues. He said they propose staging the completion for the District and Juvenile Courts over an additional two-year period and said the District Court included \$50,000 in its budget request to equip three courtrooms (cost is approximately \$17,000 per courtroom).

Dennis Meyer, Budget and Fiscal Officer, said there is only \$70,000 remaining from the \$200,000 that was set aside in the Keno Fund. Judge Burns said then they will have to deduct one of the District Court courtrooms.

Meyer asked about the possibility of the State contributing funds since the intent is to pull in State correctional facilities. Judge Burns said he would be willing to visit with the State about that, noting the State courts have technology money available.

Schorr questioned the need to equip so many courtrooms when there will only be two locations at LCADF. Judge Burns said the District Court is looking to expand it to include a shared, electronic calendaring system through Outlook (email system) and

other types of hearings that don't require the defendant to be available for live testimony.

Jennifer Kulwicki, District Court Administrator, added they plan to upgrade Outlook for some of the bailiffs to get everyone using the same version. She said that will be necessary regardless of this project. She said they also anticipate other savings as a result of the technology, such as eliminating travel for expert witnesses and translators.

Meyer asked Kulwicki to prepare a document showing potential savings if video conferencing is expanded.

**7 USE OF VISITORS IMPROVEMENT FUND FOR PROMOTION** - Jeff Maul, Lincoln Convention and Visitors Bureau (CVB) Executive Director; Julie Lattimer, Visitors Promotion Committee (VPC) Chair

Jeff Maul, Lincoln Convention and Visitors Bureau (CVB) Executive Director, presented a request for the ½% of the lodging tax paid to the Visitors Improvement Fund from January, 2014 through April, 2014 to use for paying promotion fees for two events: 1) \$85,000 for Nebraska School Activities Association (NSAA) Girls State Basketball; and 2) \$85,000 for NSAA Boys State Basketball (Exhibit A). He said the Visitors Promotion Committee (VPC) has made a determination that tourism facilities are adequate in order to request that the funds be released to the CVB.

Hudkins said there are several facilities that could use improvements: 1) Abbott Motocross Track; 2) Camp Creek Threshers; and 3) Lancaster Event Center. Eagan said those facilities have not submitted funding requests.

**MOTION:** Schorr moved and Smoyer seconded to schedule the item on the May 27, 2014 County Board of Commissioners Meeting agenda for action. Smoyer, Amundson, Schorr and Hudkins voted aye. Raybould was absent from voting. Motion carried 4-0.

The Chair informed Maul the Lancaster Event Center is trying to secure additional bleachers for an upcoming event. Maul agreed to make some calls on their behalf.

**8 VETERANS SERVICE COMMITTEE APPOINTEE** - Gary Chalupa, Veterans Service Officer/General Assistance Director

Gary Chalupa, Veterans Service Officer/General Assistance Director, explained a new member must be appointed to the Veterans Service Committee every year and said all of the veterans organizations in the community were notified of the vacancy.

Applications were submitted by four individuals who all met the qualifications: Eric Hunsberger, William Jackson, Ronald Lechner and Martin Neal (Exhibit B). He said the Veterans Service Committee reviewed the applications and felt Hunsberger and Neal were most qualified.

Amundson inquired about the primary emphasis of the Committee. Chalupa said it is to supervise his office and serve as a connection with the local veterans community.

**MOTION:** Amundson moved and Smoyer seconded to move forward with appointment of Martin Neal to the Veterans Service Committee and authorized Gary Chalupa, Veterans Service Officer/General Assistance Director, to proceed with bonding and scheduling of the appointment on a County Board of Commissioners Meeting agenda. Schorr, Smoyer, Amundson and Hudkins voted aye. Raybould was absent from voting. Motion carried 4-0.

Chalupa also discussed veteran grave marker options (see January 9, 2014 County Board Staff Meeting minutes for prior discussion of this issue). He circulated markers made of brass and alloy and said their cost is \$30 and \$10, respectively. Board members indicated a preference for alloy markers.

## **9 ACTION ITEMS**

There were no action items.

## **10 CONSENT ITEMS**

There were no consent items.

## **11 ADMINISTRATIVE OFFICER REPORT**

### **A. Smoking Policy for County Property**

Item was moved forward on the agenda.

### **B. Keno Human Services Prevention Fund Advisory Board Appointment**

There was consensus to recommend that someone with an educational background in youth development be appointed. Nancy Stuckey, who is retiring as a teacher from the Lincoln Public Schools (LPS), was suggested as a possible appointment.

C. Nebraska Association of County Officials (NACO) Benefits Services Meeting Report

Gwen Thorpe, Deputy Chief Administrative Officer, reported on the meeting and disseminated materials regarding the new NACO Benefit Services Division (Exhibit C). She said she believes the services they offer would benefit smaller counties the most.

D. Correspondence from No Greater Love Christian Fellowship Church

Kerry Eagan, Chief Administrative Officer, said the No Greater Love Christian Fellowship Church purchased a church in 2012 that had property tax exemption and did not receive notice of a hearing to consider removal of the exemption, due to the change in ownership. **NOTE:** The letter was sent to the wrong address. He said the church lost its exemption and is asking that it be reinstated and the property taxes for 2012 and 2013 be waived, which the Board cannot do. The church has also indicated it did not receive a letter of notification in 2013. Eagan said the County not giving notice does not relieve the property owner of his duty to apply for exemption.

Cori Beattie, Deputy County Clerk, explained that although the church and the previous owner did not receive the first mailing, dated July 30, 2012, a follow-up letter was sent on August 9, 2012. She said there is no record of the second mailing being returned to the County.

There was consensus to have Eagan draft a letter of response, for the Chair's signature, explaining the Board cannot waive the past due property taxes.

**12 PENDING**

There were no pending items.

**13 DISCUSSION OF BOARD MEMBER MEETINGS**

A. Information Services Policy Committee (ISPC) - Raybould

No report was given.

B. Emergency Medical Services Oversight Authority (EMSOA) - Schorr

Schorr said she was unable to attend the meeting.



C. Lincoln Independent Business Association (LIBA) Budget Monitoring Committee - Smoyer

Smoyer said he did not attend the meeting but was informed that discussion focused on the City police and firefighters pension plan.

D. Juvenile Justice Prevention Fund - Schorr

Schorr said they received requests totaling \$199,000 but only had \$110,000 to allocate. The funding recommendations will be brought forward at a future County Board of Commissioners Meeting.

E. General Assistance (GA) Monitoring Committee - Amundson, Hudkins

Hudkins said most of the meeting focused on a report from Gary Chalupa, Veterans Service Officer/General Assistance Director.

Eagan, who was also at the meeting, said Judy Halstead, Lincoln-Lancaster County Health Department Director, discussed setting up our own health care exchange, suggesting it may be less expensive to pay insurance premiums for individuals who are eligible for benefits than medical expenses. He said one issue is that Medicaid will not reimburse the County for insurance premiums if they are subsequently declared disabled. Eagan said another issue is that the psychotropic medications GA has been paying for are likely a State or Region V responsibility. He said Region V has refused to pay for the medications and said he believes that reinforces the need to reassess whether the County should continue to pay Region V more than the per diem. Hudkins noted the County is currently paying \$430,000 above the per diem. Eagan noted the County has utilized the national prescription drug assistance program but there are concerns that program could be eliminated because of expanded Medicaid across the County.

F. Parks and Recreation Futures Committee - Hudkins

Hudkins said they discussed hiking, biking and horseback riding trail conflicts in Wilderness Park.

**ADDITIONS TO AGENDA**

A. Support for the National Guard and Reserve

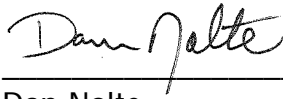
There was consensus to schedule a special presentation on the May 27, 2014 County Board of Commissioners Meeting agenda regarding support for the National Guard and Reserve and to ask Major General Walt Zink and Major General Ed Binder to speak.

#### **14 EMERGENCY ITEMS AND OTHER BUSINESS**

There were no emergency items or other business.

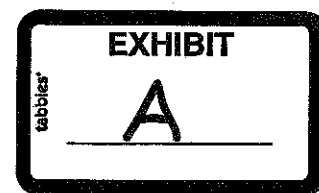
#### **15 ADJOURNMENT**

**MOTION:** Smoyer moved and Schorr seconded to adjourn the meeting at 10:34 a.m. Schorr, Smoyer, Amundson and Hudkins voted aye. Raybould was absent from voting. Motion carried 4-0.



Dan Nolte  
Lancaster County Clerk





May 22, 2014

TO: Lancaster County Board of Commissioners

FR: Jeff Maul, Executive Director  
Lincoln Convention and Visitors Bureau

RE: Additional ½% Lodging Tax request

Formal Action was taken by the VPC on May 14<sup>th</sup>, 2014, in which they deemed the facilities as adequate. The following represents the VPC recommendation (5-14-14) that the funds for January 2014– April 2014 be released to the CVB.

**½% CVB Bid Fee Lodging Tax Request, per VPC minutes (5-14-14)**

Maul said this request is for improvement fund dollars for promotion of events. There are bid fees in order to promote events. He said the CVB goes after groups and allocates the dollars needed and then carries it through the VPC, then to the Lancaster County Board. This year's request is \$85,000 each for NSAA Boys & Girls Basketball totaling \$170,000. This amount is needed for January 2014 – April 2014 collection. Lattimer made a motion to deem the facilities in Lancaster County as adequate and to approve the use of improvement fund dollars for promotion as presented and seconded by Harper. Motion carried.

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The VPC has made a determination that the facilities in Lincoln are adequate in order to request these lodging tax funds. In order for us to continue our bid process in attracting new events and securing existing relationships with organizers, we ask that the approved funds be released to the CVB. We have past and existing fees that will need to be paid.

NEW request for ½% lodging tax (January 2014-April 2014collection)

- a. \$85,000 (NSAA Girls State Basketball)
- b. \$85,000 (NSAA Boys State Basketball)

Total Request: \$170, 000.00

EXHIBIT

B

RECEIVED

LANCASTER

NEBRASKA

ENTERED

2/25/14

# Appointment Application for County Advisory Boards, Commissions & Task Forces

To better assist the Lancaster County Board of Commissioners in appointing volunteers to County advisory boards, commissions and task forces, we ask that you submit this application. Your name will be kept on file in the County Board Office. County Elected Officials and Department Heads will have access to applications as necessary, with the County Board having final discretion regarding appointments. Please complete both sides and mail to: **Lancaster County Board of Commissioners, 555 S. 10<sup>th</sup> Street, Lincoln, NE 68508** or fax to: **441-6301**. Resumes may be included with your application. You may also update your form at any time or ask to be removed from consideration. For additional information, please call 441-7447.

## PERSONAL INFORMATION

Hunsberger, Eric D.

Name (please type or print last name, first name, middle initial)  
2252 Brennen View Court

(402) 450-9034

Home Address/City/State/Zip

Nebraska National Guard, Joint Planner - *Contract*Telephone Number  
(402) 309-8360

Business Name/Job Title

JFHQ-NE-J5/7 Section, 2433 NW 24th Street, Lincoln, NE 68524

Telephone Number

eric.d.hunsberger.mil@mail.mil

Business Address/City/State/Zip

Email Address (home or work)

To assist in the selection of appointees, you are asked to voluntarily provide the information below which is necessary for statistical reporting purposes. Under State and Federal Law, this information may not be used to discriminate against you.

Affirmative Action Information: ☒ Male ☐ FemaleRacial Background: Caucasian

## EDUCATION

	Location	Dates	Major/Degree
Sterling High School	Sterling, IL	1992	High School Diploma
University of New Mexico,	Albuquerque, NM	1994-1998	BS - HR MGT
University of New Mexico,	Albuquerque, NM	1998-2001	MS - Com Health

## EMPLOYMENT

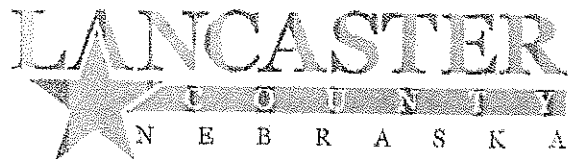
	Location	Dates
State of Nebraska - DHHS	Lincoln, NE	12/2005 - 9/2010
Past Employer County of Sacramento - DHHS	Sacramento, CA	03/2002 - 12/2005
Past Employer New Mexico National Guard	Santa Fe, NE	05/1999 - 08/2001

## PRESENT OR PREVIOUS COMMUNITY/VOLUNTEER ACTIVITIES

Served on the Association of Problem Gambling Service Administrators addressing national outcome measures for problem gambling. Certified Child Safety Seat Tech providing community support to low income families.

Please see attached resume reflecting military deployments and service

PLEASE COMPLETE REVERSE SIDE



## Appointment Application for County Advisory Boards, Commissions & Task Forces

### LANCASTER COUNTY Advisory Boards, Commissions & Task Forces

Please check County advisory boards, commissions or task forces below  
for which you would like to be considered for appointment.

Please number your selections in order of preference.

#### JUSTICE & LAW ENFORCEMENT

- ☐ 4 Juvenile Detention Center Advisory Board  
☐ Indigent Defense Advisory Committee

#### PUBLIC SAFETY

- ☐ 3 Emergency Management Advisory Board

#### PLANNING & DEVELOPMENT

- ☐ Lancaster County Board of Zoning Appeals  
☐ Lincoln-Lancaster County Planning Commission

#### ENVIRONMENT

- ☐ Air Pollution Control Advisory Board  
☐ Ecological Advisory Committee

#### HEALTH & HUMAN SERVICES

- ☐ 1 Lincoln-Lancaster County Board of Health  
☐ Lincoln Area Agency on Agency Advisory Council  
☐ Lancaster Manor Advisory Committee  
☐ 2 Veterans Services Committee  
☐ Lincoln-Lancaster Women's Commission  
☐ 5 Mental Health Center Advisory Committee

#### GENERAL GOVERNMENT

- ☐ Budget Monitoring Committee  
☐ Keno Prevention Advisory Committee  
☐ Lancaster County Personnel Board  
☐ Public Building Commission  
☐ Government Access & Info Committee

#### RECREATION

- ☐ Parks & Recreation Advisory Board

#### AGRICULTURE

- ☐ Lancaster County Extension Board

#### TOURISM

- ☐ Visitors Promotion Committee

#### HOSPITAL AUTHORITY NO. 1

- ☐ Board of Trustees

OTHER AREA(S) OF INTEREST OR EXPERTISE: \_\_\_\_\_

PLEASE RETURN COMPLETED APPLICATION TO:  
Lancaster County Board of Commissioners  
555 S. 10<sup>th</sup> Street, Lincoln, NE 68508  
Fax: 441-6301

**ERIC D. HUNSBERGER**

2252 Brannen View Court, Lincoln, NE 68512  
cellar (402) 450-9034~e-mail [eric.hunsberger@us.army.mil](mailto:eric.hunsberger@us.army.mil)

**OBJECTIVE:**

Serve as the Officer over Strategic Plans and Training for the JFHQ-State incorporating my interagency skills and deployment experience.

**EDUCATION:**

1994/1998 Bachelor of Business Administration-Human Resource Management,  
University of New Mexico  
1998/2001 Masters of Science-Community Health Education,  
University of New Mexico

**PROFESSIONAL EXPERIENCE:**

*Plans & Operations Specialist, U.S. Army, Nebraska National Guard, Lincoln, Nebraska  
01/12 - Current*

Serves as the State Physical Security Officer within the Joint Operations section responsible physical security of all Army installations statewide. Coordinates with state, local, and federal agencies to implement physical security measures with emphasis on homeland defense/homeland security. Oversees National Guard Response Force state training meeting federal homeland security requirements. Applies current DoD, NGB, and State doctrine/statutes to maintain security guard contracts over \$800K among major Army/Air installations.

**Training Operations:**

- Primary staff coordinator for developing state physical security plans and training objectives for stand alone and joint installations statewide.
- Coordinates physical security training for all physical security inspectors within the Nebraska National Guard.
- Facilities training and coordination requirements for contracted employees to provide access control into Army/Air installations in accordance with National Guard Bureau directives.
- Plans, coordinates, and conducts training exercises to facility joint National Guard Response Force operations address local and state emergencies.

**Administration:**

- Develop performance measurement tools and data collection methods for continuous monitoring of operational data to ensure all physical security measures are integrated.
- Conducts trend analysis of physical security practices to identify areas of improvement and sustainment for commands.
- Forecasts and assessment of program allocations and costs ensuring financial management and service implementation.
- Liaison officer for the Director of Military Support responsible for coordinating civil support missions and other activities in support of state and federal emergencies.
- Coordinates and oversees development of measurable timetables, goals, local plans, policies, and programs ensuring force protection measures statewide.

*Brigade Plans Officer, U.S. Army, California Army National Guard, COS Taji, Iraq  
10/10 – 12/11*

Responsible for developing and recommending methods; organizing and carrying out specific orders, evaluating and recommending changes in methods of operations within the Iraq area of operations for aviation elements. Plans, organizes, coordinates, implements, evaluates and provides technical guidance of aviations asset disposition to units and major commands assigned to United State Forces – Iraq. Provides key stakeholders and leaders an analysis regarding US reposturing efforts addressing critical risks and strategic decision points. Stakeholders among the group include the United States Forces, Iraq Commanding General, Department of the State Senior Representatives, Iraqi Ambassadors, as well as a vast number of division and corps staff members.

Training Operations:

- Integrates non-lethal and lethal fires resources in support of brigade operations addressing fire support coordination measures and Electronically Warfare Techniques, Tactics, and Procedures.
- Application of current doctrine, division and corps procedures, and Army Central Command polices emergency management procedures supporting tactical and strategic objectives.

Administration:

- Analyzes management of the unit integration within the theater addressing aviation mission set capabilities in support of maneuver elements.
- Analyzes new authorization orders or directs, identifies conflicts, substantive changes and rules of engagement issues, and recommends courses of action.
- Publishes revised procedures and orders ensuring continued mission support and maneuver throughout Iraq.

*Program Manager, Division of Behavioral Health Services, Nebraska Department of Health and Human Services, 12/2005 to 9/2010*

Facilitate treatment, prevention, and consumer services that address and reduce problem and compulsive gambling statewide among adults and youth (1.3 Million Dollar Budget Annually). Services are developed based on current risk factors, protective factors, as well as communities' cultural norms ensuring efficiency. Monitor fiscal operations and assessment program outcomes reportable to the stakeholders and advisory board.

Specific Responsibilities:

- Designs and implements information collection methods for evaluation and analysis necessary to provide support for statewide services.
- Communicates agency policy, procedures and processes providers, elected officials and consumers.
- Develops, reviews, manages and/or review grant proposal funding community based programs statewide.
- Serves as lead staff in program fidelity and unit audits of provider clinical records.
- Gathers and produces fiscal materials and charts for the federal Mental Health and

Substance Abuse Block Grant Applications.

- Served as Vice President for Association of Problem Gambling Service Administrators addressing national outcome measures for problem gambling in effort to identify milestones and long-term benefits of health services provided.
- Facilitates long term planning, development and implementation of statewide gambling prevention initiatives.
- Responsible for the hiring and training of clinical and program staff to implement statewide services.
- Lead the Behavioral Health Division in Continuation of Operation plans and services with other division among DHHS.

*Battery Commander, U.S. Army, California Army National Guard, Santa Maria, California  
08/03 – 12/05 (Reserve status 08/03 to 09/04, Active Duty Title 10 - 10 months)*

Responsible for deploying soldiers in support of the global war on terrorism; through providing training procedures and standards, personnel administration, resource allocation, as well as serving as a community liaison with local media, county, and state authorities providing public announcements/publications. Deployed unit (110 soldiers) to Guantánamo Bay Cuba to provide detainee operations and served as the Brigade S-1 (09/04-09/05).

Training Operations:

- Implement individual, platoon (30 personnel), and unit emergency and non-emergency procedures
- Application of current joint doctrine as well as and state emergency management operations.

Administration:

- Provides overall supervision and quality assurance of personnel administrative services for Joint Forces to include evaluations, travel and assignment orders, awards, and leave requirements.
- Coordinate with local and state agencies to include public school districts, local law enforcement ensuring collaborative community and personnel activities
- Provide administrative authority for brigade operations in absence of the Executive Officer providing liaison services with higher headquarters and other governmental agencies.

Resource Allocation:

- Accountable for over \$850,000 dollars of individual and unit equipment.
- Responsible for acquiring equipment in order to theater specific training operations during pre-post mobilizations through lateral coordination among staff and subordinate units.
- Oversee property and operational contracts with local communities and joint units.
- Facilitate lateral transfer of theater provided equipment and the redeployment of unit equipment through coordination of JOPES with unit movement officers.

*40th Infantry Division Plans Officer, U.S. Army, California Army National Guard, Los Alamitos, California 08/03 – 09/04 (Active Duty Title 32, 13 Months)*



As Battery Commander, served in lead planning role directing day to day operations of deploying units in support and stability operations overseas. Identified and recommended priorities for integration in order to meet force projection requirements of deploying units. Assessment of doctrine and equipment requirements in accordance with FORSCOM 500-3-3 pertaining to the mobilization and deployment of reserve units.

Specific Responsibilities:

- Evaluated unit training readiness requirements pertaining to Deployment Mission Essential Tasks List as well as reserved and implemented training resources for pre-mobilization operations.
- Forecasted training ranges and ammunition requirements for deployment units in accordance with Title 10 and Title 32 training year parameters.
- Prepare 180/90 day conferences and training events, and oversee the planning staff when necessary.
- Participated in leaders pre-deployment site surveys in order to determine theater specific training needs and requirements for deploying units.
- Prepared written orders, plans, and regular presentations addressing all functions of the mission analysis process in support of the Division's multiple planning efforts.

*Health Educator, County of Sacramento, Department of Health and Human Services  
Sacramento, California, 03/02 – 12/05 (released for active duty periods indicated above)*

Design health interventions that address state and county grants to improve the well-being of the community. Interventions are developed based on current risk factors, protective factors, as well as a community's cultural norms ensuring efficiency.

Specific Responsibilities:

- Assess, plan, implement and evaluate educational programs through the designing and development educational materials and resources.
- To build and improve staff and community cooperation and communication to address and respond to public health issues.
- Promote public health issues through active networking, information dissemination, partnership building, and publications.
- Evaluate program services through qualitative and quantitative measures improving the delivery of health interventions.

*Family Facilitator, Wraparound Sacramento, Stanford Home for Children, Sacramento,  
California, 08/01 – 03/02 (Program Overseen by the County of Sacramento)*

Implement the development of high-risk youth programs through intense family inclusion strategies of success for the Department of Mental Health, the Department of Probation, and the Department of Child Protective Services.

Specific Responsibilities:

- Provide clinical based assessments defining the health conditions, program interventions, and measurable outcomes of the target population(s) identified by the county.
- Develop Child Family Team (consisting of social workers, probationary officers, educators, health care providers, family members, community members, and primary clients) goals, objectives, and supportive (clinical and

- non-clinical) activities through continuous collaboration and facilitation.
- Provide direction and resources to family specialists focusing on valid strategies related to the specific needs sensitive to cultural and clinical aspects.
- Present/Provide extensive reports/documents focused upon the safety, recovery, and reliability of services to those directly/indirectly affiliated.

*Mentorship Coordinator, New Mexico National Guard, Counterdrug Support Task Force,  
Santa Fe, New Mexico 05/99 – 08/01 (Active Duty Title 32, 27 Months)*

Designed, directed, and overseen the process of a statewide mentoring service offered through community partnerships between local, city, and state organizations including health agencies, federal organizations, colleges, and schools.

Developmental Operations:

- Researched and determined target populations to be served through state agencies based on need assessments.
- Designed and implemented technical and operational procedures, anti-drug, alcohol, and tobacco curricula, learning workshops, surveys, and evaluation tools used to measure efficiency.
- Recruited, interviewed, and hired potential educators for employment.
- Trained staff through cooperative learning models within public school.
- Provided services of marketing, leadership, and public relations for communities through coalition building.

Management Responsibilities:

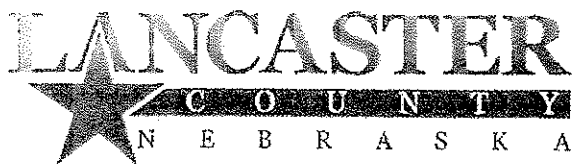
- Administered all documentation for employees, partnership agreements, and assessment.
- Provided overall guidance, resources, and interventions to support program and employees' objectives and goals.
- Maintained and provided stakeholders, (public administrators, community representatives, and division directors.etc) specific information through grant proposals, program models, and collected and analyzed data.

*(Army Field Artillery Officer Basic Course from 11/98 through 05/99, National Guard Member Since 93)*

*Wellness Center Coordinator University of New Mexico, Student Health Center  
Albuquerque, New Mexico 05/98 – 11/98*

- Recruited and trained health student volunteers to consult individuals on personal health behaviors, attitudes, and beliefs of their wellbeing.
- Managed all operations including budgeting, marketing, human resource development, and customer relations.

REFERENCES: Available upon request.



## Appointment Application for County Advisory Boards, Commissions & Task Forces

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### PERSONAL INFORMATION

JACKSON WILLIAM  
Name (please type or print last name, first name, middle initial)

Home Address/City/State/Zip

Telephone Number

Business Name/Job Title

Telephone Number

Business Address/City/State/Zip

Email Address (home or work)

*To assist in the selection of appointees, you are asked to voluntarily provide the information below which is necessary for statistical reporting purposes. Under State and Federal Law, this information may not be used to discriminate against you.*

Affirmative Action Information: ☐ Male ☐ Female

Racial Background: \_\_\_\_\_

### EDUCATION

High School	Location	Dates	Major/Degree
College	Location	Dates	Major/Degree
Other	Location	Dates	Major/Degree

### EMPLOYMENT

Past Employer	Location	Dates
Past Employer	Location	Dates
Past Employer	Location	Dates

### PRESENT OR PREVIOUS COMMUNITY/VOLUNTEER ACTIVITIES

PLEASE COMPLETE REVERSE SIDE



## Appointment Application for County Advisory Boards, Commissions & Task Forces

### LANCASTER COUNTY Advisory Boards, Commissions & Task Forces

Please check County advisory boards, commissions or task forces below  
for which you would like to be considered for appointment.

**Please number your selections in order of preference.**

#### 3 JUSTICE & LAW ENFORCEMENT

- ☒ Juvenile Detention Center Advisory Board  
☐ Indigent Defense Advisory Committee

#### 5 PUBLIC SAFETY

- ☒ Emergency Management Advisory Board

#### PLANNING & DEVELOPMENT

- ☐ Lancaster County Board of Zoning Appeals  
☐ Lincoln-Lancaster County Planning Commission

#### ENVIRONMENT

- ☐ Air Pollution Control Advisory Board  
☐ Ecological Advisory Committee

#### HEALTH & HUMAN SERVICES

- ☐ Lincoln-Lancaster County Board of Health  
☐ Lincoln Area Agency on Agency Advisory Council  
☐ Lancaster Manor Advisory Committee  
1 ☒ Veterans Services Committee  
2 ☒ Lincoln-Lancaster Women's Commission  
3 ☒ Mental Health Center Advisory Committee

#### GENERAL GOVERNMENT

- ☐ Budget Monitoring Committee  
☐ Keno Prevention Advisory Committee  
☐ Lancaster County Personnel Board  
☐ Public Building Commission  
☐ Government Access & Info Committee

#### 4 RECREATION

- ☒ Parks & Recreation Advisory Board

#### AGRICULTURE

- ☐ Lancaster County Extension Board

#### TOURISM

- ☐ Visitors Promotion Committee

#### 6 HOSPITAL AUTHORITY NO. 1

- ☒ Board of Trustees

OTHER AREA(S) OF INTEREST OR EXPERTISE: \_\_\_\_\_

**PLEASE RETURN COMPLETED APPLICATION TO:**  
**Lancaster County Board of Commissioners**  
**555 S. 10<sup>th</sup> Street, Lincoln, NE 68508**  
**Fax: 441-6301**

## VITA

### A. Personal History

William C. Jackson Jr., PsyD

22 Mar 14

Mailing Address:

P.O. Box 94623

Lincoln, NE 68509-4623

Telephone: 402-613-9774

Email: [drwcjacksonjr@yahoo.com](mailto:drwcjacksonjr@yahoo.com)

Website: <http://www.wjackson.net>

Home Address:

436 S. 24th Street

Lincoln, NE 68510-1207

FAX: 402-939-0672

Citizenship: United States of America

### B. Educational History

#### 1. University of Delaware

Newark, DE

Major: English

Minor: Secondary Education

Degree: B.A.

Graduation: 1974

## VITA

### 2. Barry University

Miami Shores, FL

Major: Community Counseling

Minor: N/A

Degree: M.S.

Graduation: 1983

### 3. California Southern University for Professional Studies

Irvine, CA

Major: Psychology

Minor: (clinical; i.e., licensure emphasis)

Degree: PsyD Cum Laude

Graduation: 2006

### 4. Northcentral University

Prescott Valley, AZ

Major: eLearning

Minor: N/A

Degree: EdD

Graduation: 2016

## C. Professional Positions

### 1. Psychology Instructor, Community

College of Southern Nevada,

N. Las Vegas, NV. Full-time,

## VITA

Temporary-Hire. Fall 1999 –

Spring 2000

Duties: taught PSYs 101 and 102,  
including curriculum development,  
test construction, student  
counseling, grading, and lecture/discussion

Supervisor:

Charles McBride, PhD

### 2. Adjunct Instructor, CCSN.

Part-time. 1990 – 1999

Duties: taught ENG 10, PSY 101 and  
PSY 102 (same responsibilities as  
with the F/T position)

Supervisor:

Charles McBride, PhD

### 3. Co-facilitator/Counselor, Domestic Violence and Impulse Control classes

Municipal Court Alternative Sentencing Division

Las Vegas, NV part-time, 1994 – 1996

Supervisor:

Wanita Harris

### D. Membership in Professional Associations

## VITA

1. Cambridge Who's Who,  
honored membership
  2. Court-Appointed Special Advocate (i.e., CASA)  
for the Children of Lancaster County
  3. Lincoln Public Schools TeamMates  
Mentoring Program
  4. American Red Cross  
Cornhusker Chapter  
Disaster Action Team
  5. Commander  
American Legion Post# 3
  6. The Gideons International
  7. LinkedIn member professional network
  8. Facebook social network
- E. Editorial Activities
1. Editor, U.S. Air Force (Hellenikon AB, Greece)  
*The Olympian*, 1984 – 1986
  2. Editor, U.S. Air Force (ARC newsletter, Greece), 1985
  3. Author, Chaplain's Column, then  
Commander's Call, *The Lincoln Legionnaire*,  
American Legion Post #3 Lincoln, NE, 2010 – present



## VITA

### F. Military Service, 1976 - 1987

1. U.S. Air Force (worldwide)
2. Military Positions
  - a. Medical Service Specialist, 1976 – 1979
  - b. Public Affairs Specialist, 1980 – 1987
3. Military Education
  - a. On-the-Job Trainer Course  
Homestead AFB, FL, 1983
  - b. Noncommissioned Officers Leadership School  
Homestead AFB, FL, 1982
  - c. Information Specialist Course  
Defense Information School  
Fort Benjamin Harrison  
Indianapolis, IN, 1979
  - d. NCO Orientation Course  
Rickenbacker AFB, OH, 1979
  - e. USAF Supervisor Course  
Rickenbacker AFB, OH, 1977
  - f. Medical Services Specialist Course  
Shepherd AFB, TX, 1976
  - g. Basic Military Training Course  
Lackland AFB, TX, 1976

## VITA

### G. Projects Underway

1. Research, Homelessness,  
Lincoln, NE, 2004  
(2013: being revised for dissertation)
2. Research, new theory of personality  
and therapy, with preliminary testing  
(unpublished manuscript, raw data)  
CCSN, 1992 - 1995  
N. Las Vegas, NV

### H. Statement of Professional Interests

1. Co-founded *KarWil Associates LLC*, 2011, to: tutor, mentor, and provide career development guidance to grade-schoolers and college or university students; in-home and campus visits; and online sales of self-paced booklets covering the same
2. Ongoing training as a *CASA* volunteer here in Nebraska to stand up for the same involved with domestic violence, child abuse, and child neglect in order to find them a safe and permanent home
3. Once again pursue my interests in academia with teaching online in the area of Behavioral Science, and particularly in Psychology
4. I will seek full membership with the American Psychological Association as an academician, and as a consultant, along with doing behavioral research

## VITA

5. Working on second doctorate degree (i.e., EdD/eLearning) to teach  
Psychology online as an adjunct

### I. Professional References

1. Steve Bartos, PE, Assistant Construction Engineer  
State of Nebraska Department of Roads  
402-479-4455  
[steve.bartos@nebraska.gov](mailto:steve.bartos@nebraska.gov)
2. Barbara Grimes, PhD, California Southern University, Santa Ana, CA,  
1-800-477-2254 ext.4222  
[bgrimes@calsouthern.edu](mailto:bgrimes@calsouthern.edu)
3. Dawn Rockey, Executive Director  
CASA for Lancaster County  
402-474-5161  
[casa-dawn@neb.rr.com](mailto:casa-dawn@neb.rr.com)
4. William A. Bowman, USAF (Ret.)  
Former commander, Sons of the American Legion  
402-489-6447  
[WB52207@TTNE.com](mailto:WB52207@TTNE.com)
5. Amanda Boltz, AP Secretary  
Freshman Girls Basketball Coach  
Lincoln North Star High School

## VITA

402-436-1305

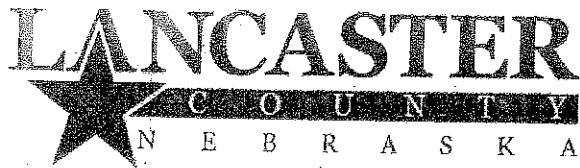
[mbolts@lps.org](mailto:mbolts@lps.org)

6. Kent L. Frobish

Assistant counsel for discipline  
of Nebraska Supreme Court

402-471-1040

[Kent.frobish@nebraska.gov](mailto:Kent.frobish@nebraska.gov)



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### PERSONAL INFORMATION

Name (please type or print last name, first name, middle initial)

LECHNER RONALD G

Home Address/City/State/Zip

4332 HALLCLIFFE RD LINCOLN, NE 68516

Telephone Number

402

560-3342

Business Name/Job Title

RETIRED USAF

Telephone Number

Business Address/City/State/Zip

Email Address (home or work)

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Affirmative Action Information: ☒ Male ☐ Female

Racial Background:

Cm

### EDUCATION

High School

SYRACUSE NE

Location

SYRACUSE

Dates

73-77

Major/Degree

H.S. DIPLOMA

College

CCAF

Location

USAF

Dates

77-97

Major/Degree

MILITARY

Other

UNO

Location

OMAHA NE

Dates

82-85

Major/Degree

BACHELORS

### EMPLOYMENT

Past Employer

DAV TRANSPORTATION

Location

LINCOLN, NE

Dates

2006-2008

Past Employer

USAF

Location

1977-1997

Dates

Past Employer

USPS

CAMDEN DE

Dates

1998-2000

### PRESENT OR PREVIOUS COMMUNITY/VOLUNTEER ACTIVITIES

CURRENT

CHAIRMAN VETERANS GARDEN ADVISORY CMTE

CMDR AMERICAN VETERANS (AMVETS) POST #4

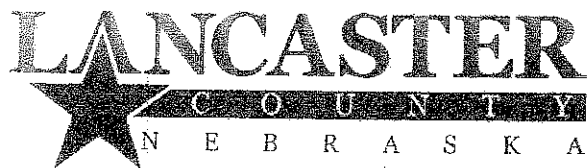
PARADE CHAIR LINCOLN MEMORIAL DAY OBSERVANCE ASSOC.

PAST

CMDR DAV CHAP 7

Adjutant CHAPTER 35  
NEBRASKA  
CITY

PLEASE COMPLETE REVERSE SIDE



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- ☐ Indigent Defense Advisory Committee

#### PUBLIC SAFETY

- ☐ Emergency Management Advisory Board

#### PLANNING & DEVELOPMENT

- ☐ Lancaster County Board of Zoning Appeals
- ☐ Lincoln-Lancaster County Planning Commission

#### ENVIRONMENT

- ☐ Air Pollution Control Advisory Board
- ☐ Ecological Advisory Committee

#### HEALTH & HUMAN SERVICES

- ☐ Lincoln-Lancaster County Board of Health
- ☐ Lincoln Area Agency on Agency Advisory Council
- ☐ Lancaster Manor Advisory Committee
- ☒ Veterans Services Committee
- ☐ Lincoln-Lancaster Women's Commission
- ☐ Mental Health Center Advisory Committee

#### GENERAL GOVERNMENT

- ☐ Budget Monitoring Committee
- ☐ Keno Prevention Advisory Committee
- ☐ Lancaster County Personnel Board
- ☐ Public Building Commission
- ☐ Government Access & Info Committee

#### RECREATION

- ☐ Parks & Recreation Advisory Board

#### AGRICULTURE

- ☐ Lancaster County Extension Board

#### TOURISM

- ☐ Visitors Promotion Committee

#### HOSPITAL AUTHORITY NO. 1

- ☐ Board of Trustees

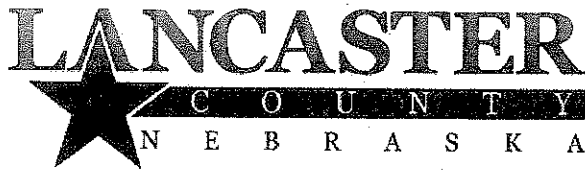
OTHER AREA(S) OF INTEREST OR EXPERTISE: \_\_\_\_\_

**PLEASE RETURN COMPLETED APPLICATION TO:**

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**555 S. 10<sup>th</sup> Street, Lincoln, NE 68508**

**Fax: 441-6301**



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### PERSONAL INFORMATION

NEAL, MARTIN E.

Name (please type or print last name, first name, middle initial)  
16700 S. 72nd STREET, HICKMAN, NE 68372

(402) 770-4992

Home Address/City/State/Zip  
NEBRASKA ARMY NATIONAL GUARD / COMMISSIONED OFFICER

Telephone Number  
(402) 309-8020

Business Name/Job Title  
2433 NW 24th STREET, LINCOLN, NE 68524

Telephone Number  
meneal1970@gmail.com

Business Address/City/State/Zip

Email Address (home or work)

*To assist in the selection of appointees, you are asked to voluntarily provide the information below which is necessary for statistical reporting purposes. Under State and Federal Law, this information may not be used to discriminate against you.*

Affirmative Action Information: ☒ Male ☐ Female

Racial Background: CAUCASIAN

### EDUCATION

High School	Location	Dates	Major/Degree
NORTH PLATTE SENIOR HIGH SCHOOL - NORTH PLATTE, NE		1987-1989	DIPLOMA
DOANE COLLEGE - LINCOLN, NE		1998-2001	BA-PUBLIC ADMIN
College	Location	Dates	Major/Degree
UNIVERSITY OF NEBRASKA - LINCOLN AND OMAHA, NE		2013-Present	MA-POL SCI/PUBLIC MGMT
Other	Location	Dates	Major/Degree

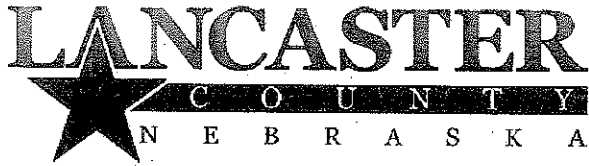
### EMPLOYMENT

Past Employer	Location	Dates
NEBRASKA ARMY NATIONAL GUARD	SCOTTSBLUFF, LINCOLN, OMAHA	2000 - Present
NEBRASKA DEPT OF CORRECTIONS	LINCOLN	1997 - 2000
WOODS & AITKEN LAW FIRM	LINCOLN	1995 - 1997

### PRESENT OR PREVIOUS COMMUNITY/VOLUNTEER ACTIVITIES

SEE ATTACHED RESUME

PLEASE COMPLETE REVERSE SIDE



## Appointment Application for County Advisory Boards, Commissions & Task Forces

### LANCASTER COUNTY Advisory Boards, Commissions & Task Forces

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- ☐ Juvenile Detention Center Advisory Board  
☐ Indigent Defense Advisory Committee

#### PUBLIC SAFETY

- 2 Emergency Management Advisory Board

#### PLANNING & DEVELOPMENT

- ☐ Lancaster County Board of Zoning Appeals  
☐ Lincoln-Lancaster County Planning Commission

#### ENVIRONMENT

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☐ Ecological Advisory Committee

#### HEALTH & HUMAN SERVICES

- ☐ Lincoln-Lancaster County Board of Health  
☐ Lincoln Area Agency on Agency Advisory Council  
☐ Lancaster Manor Advisory Committee  
1 Veterans Services Committee  
☐ Lincoln-Lancaster Women's Commission  
☐ Mental Health Center Advisory Committee

#### GENERAL GOVERNMENT

- ☐ Budget Monitoring Committee  
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☐ Lancaster County Personnel Board  
☐ Public Building Commission  
☐ Government Access & Info Committee

#### RECREATION

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#### AGRICULTURE

- ☐ Lancaster County Extension Board

#### TOURISM

- ☐ Visitors Promotion Committee

#### HOSPITAL AUTHORITY NO. 1

- ☐ Board of Trustees

OTHER AREA(S) OF INTEREST OR EXPERTISE: \_\_\_\_\_

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Lancaster County Board of Commissioners  
555 S. 10<sup>th</sup> Street, Lincoln, NE 68508  
Fax: 441-6301



## **Martin E. Neal**

16700 South 72nd Street, Hickman NE, 68372 68372

402.770.4992

meneal1970@gmail.com

### **OBJECTIVE**

---

To use my diverse skills and abilities in an administrative capacity and continue my career in the public service sector.

### **WORK EXPERIENCE**

---

#### *Logistics Management Officer*

**United States Army**, Lincoln, Nebraska

01/2012 - Present

Responsible for planning sustainment to include maintenance, multi-model transportation, supply, field services, distribution, and contracting support. Coordinates the logistical sustainment of customers field level operations. Supervises personnel and manages human resources functions to include selection, training, evaluations, awards, disciplinary actions, and termination. Provides comprehensive sustainment planning and coordination for the customer. Oversees the development of plans, policies, and procedures for all sustainment support functions. Conducts contracting management.

#### *Mobilization Plans and Readiness Officer*

**United States Army**, Lincoln, Nebraska

05/2009 - 01/2012

Reviewed and analyzed inter-agency and national level plans and procedures with regard to mobilization of Reserve Component Forces to support National Security Objectives. Developed intra-agency policy and implementing directives. Coordinated life-cycle support for small (100 person) to mid-size (500 person) level organizations to include multi-model transportation, bed down, sustainment, training, and medical support. Managed public funds in excess of \$3.5M annual budgets to include programming and execution while complying with strict legal guidelines. Developed intra and inter-agency training programs to provide instruction on current plans, policies, and procedures with regard to mobilization of Reserve Component Forces. Analyzed statistical data to ensure intra-agency organizations were meeting required readiness objectives with regard to manning, training, and logistics functions. Supervised personnel and managed human resources functions to include selection, training, evaluations, awards, disciplinary actions, and termination.

#### *Human Resource Manager*

**United States Army**, Lincoln, Nebraska

01/2007-04/2009

Provided human resource support to 1000 intra-agency personnel including both

uniformed and career civilian employees. Directed the implementation of departmental plans, policies, and procedures with respect to achieving optimal levels of required manning, awards, evaluations, training, health standards, benefits and payroll. Supervised the implementation of information management systems to ensure accurate maintenance of employment, health, and personally identifiable information. Coordinated the safety and accident prevention plans of the agency. Provided coordination of casualty notification and assistance services when required. Supervised personnel and managed human resources functions to include selection, training, evaluations, awards, disciplinary actions, and termination. Supervised uniformed and state-employed personnel and managed human resource functions to include selection, training, evaluations, awards, disciplinary actions, and termination.

*Administrative Officer*

**United States Army**, Omaha, Nebraska

11/2002 - 12/2006

Planned and assigned work for subordinate personnel engaged in a variety of occupations based on departmental priorities and degrees of difficulty. Reviewed inter-departmental policies, activities, and programs to ensure intra-departmental agencies achieved desired readiness goals. Developed policy programs to ensure compliance with occupational safety and work-place harassment standards. Managed overall human resource, sustainment, and training functions of the organization and advised supervisors on legal, medical, and personnel disciplinary matters. Provided facility management to include ensuring physical security, building maintenance, and space allocation standards were complied with.

*Personnel Manager*

**United States Army**, Scottsbluff, Nebraska

07/2000 - 10/2002

Provided human resource support to 300 intra-agency personnel including both uniformed and career civilian employees. Directed the implementation of departmental plans, policies, and procedures with respect to achieving optimal levels of required manning, awards, evaluations, training, health standards, benefits and payroll. Supervised the implementation of information management systems to ensure accurate maintenance of employment, health, and personally identifiable information. Coordinated the safety and accident prevention plans of the agency. Supervised personnel and managed human resources functions to include selection, training, evaluations, awards, disciplinary actions, and termination. Supervised uniformed and state-employed personnel and managed human resource functions to include selection, training, evaluations, awards, disciplinary actions, and termination.

## **EDUCATION**

---

### **University of Nebraska - Lincoln & Omaha**

MA in Political Science - Public Policy Analysis & Public Management

GPA: 3.0

2005 - Present

### **Doane College**

BA in Public Administration

GPA: 3.85

1998 - 2001

### **University of Nebraska - Lincoln**

Earned 93 Credits toward a BA in Political Science

1989 - 1997

### **United States Army Command and General Staff College Fort Leavenworth, Kansas**

Advanced Operations Course

2011 – 2013

Received instruction in: Military Innovation in Peace and War; Roots of Today's Operational Environment; Leadership Applied; Joint Force Land Component Command (JFLCC) Operations; Force Generation; Major Combat Operations; Irregular Warfare-Stability Operations

### **United States Army War College Washington, DC**

Reserve Component National Securities Issues Seminar

2011 – 2011

### **United States Army Command and General Staff College Fort Lee, Virginia**

Intermediate Level of Education - Common Core

2008 – 2008

Received instruction in: Foundations; Strategic Studies; Operational Studies; Army Operations; Joint Functions; Planning; Force Management; Transformation in the Shadow of Global Conflict; Leadership

### **United States Army Logistics Management College Fort Lee, Virginia**

Combined Logistics Captains Career Course

2002 - 2002

Received instruction in: sustainment operations; multi-model transportation management; maintenance activity, medical service support; and leadership

### **United States Army Transportation School Fort Eustis, Virginia**

Transportation Officer Basic Course

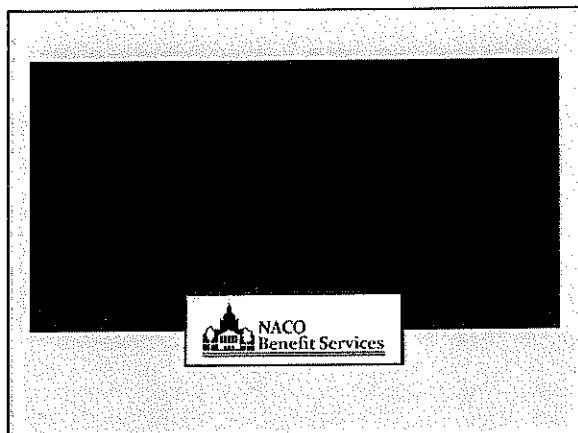
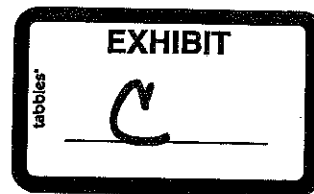
1998 - 1999

Received instruction in: multi-model transportation operations; leadership


### **Volunteer Activities**

---

Life Member, National Guard Officer's Association  
Life Member, Association of the United States Army  
Life Member & Former Secretary, National Guard Association of Nebraska  
Life Member, Veteran's of Foreign Wars  
Member & Current Wing Inspector General, Nebraska Wing, Civil Air Patrol, USAFA  
Member, Air Force Association  
Member & Current Post #105 Commander, American Legion  
Member, Theta Chi Alumni Organization  
Member, St. Paul United Methodist Church




**The Challenges of PPACA**  
Patient Protection & Affordable Care Act



- ▶ Created Three Market Segments
  - ▶ Small Groups (under 50 EE's)
    - ▶ Guaranteed Issue, Modified Community Rates
    - ▶ 4 Classes of Plans – about 35 choices
  - ▶ Mid-Sized Groups (50-100 EE's)
    - ▶ Rating Flexibility – Group Gatekeeper Applications?
    - ▶ 4 Classes of Plans – More Plan Choices
    - ▶ Moving to Modified Community Rating on 1/1/16
  - ▶ Large Groups (over 100 EE's)
    - ▶ Same Underwriting
    - ▶ More Plan Options
- ▶ Alternative Funding Options (targeted for groups over 35 EE's)
  - ▶ Reduce Taxes
  - ▶ Assume More Risk – How to Manage Risk

▶ 2 NACO Benefit Services

**How can NACO Help our Members Adjust to the new Post-PPACA Market**



- ▶ Small Group Strategy – under 50 Employees
  - ▶ Build a Program that uses Modified Community Rating
  - ▶ Give Members Access to All Carriers
- ▶ Mid-Sized Groups
  - ▶ Educate Member Groups on the Various U/W Options
  - ▶ Give Members Access to All Carriers
- ▶ Large Groups
  - ▶ Maintain Existing NACO BC/BS Pool as Viable Option
  - ▶ Educate Members on Alternative Funding Options
- ▶ All Groups
  - ▶ Maintain Existing Value Added Benefits
  - ▶ Add New Services to Help Manage Future Rate Increases
    - ▶ Emphasize Post Retirement HRA
    - ▶ Wellness
  - ▶ Cafeteria Plans – Cash Out options for Older EE's

▶ 3 NACO Benefit Services

## Small Group Market Employer



- ▶ How do you Count Employees
  - ▶ Full-Time Employees (30 Hour Definition)
  - ▶ Full-Time Equivalency (30 Hour Definition)
  - ▶ Total Employees
  - ▶ Seasonal & Temporary employees can be excluded
  - ▶ Contract Employees are Excluded
- ▶ Modified Community Rating – Filed Rates
  - ▶ Age Rating
  - ▶ Average Rates
  - ▶ Adjusting Contribution Resolution

NACO Benefit Services

## Small Group Market Employer



- ▶ What we Know About the Rates
  - ▶ Blue Cross Blue Shield
  - ▶ United Healthcare
  - ▶ Coventry
  - ▶ CoOpportunity
- ▶ What we Know About the Plan Designs
  - ▶ Deductibles – Aggregate vs. Embedded
  - ▶ Out of Pockets
  - ▶ Co-Pays
  - ▶ Rx Benefits – Step Therapy
  - ▶ HRA's
  - ▶ Wellness Rewards
  - ▶ Smoker/Non-Smoker Rates
  - ▶ Networks

NACO Benefit Services

## Sample Spreadsheet



SAMPLE GROUP			
100% PLAN - 100% COVERAGE			
EMPLOYEE	EMPLOYEE	EMPLOYEE	EMPLOYEE
1	2	3	4
5	6	7	8
9	10	11	12
13	14	15	16
17	18	19	20
21	22	23	24
25	26	27	28
29	30	31	32
33	34	35	36
37	38	39	40
41	42	43	44
45	46	47	48
49	50	51	52
53	54	55	56
57	58	59	60
61	62	63	64
65	66	67	68
69	70	71	72
73	74	75	76
77	78	79	80
81	82	83	84
85	86	87	88
89	90	91	92
93	94	95	96
97	98	99	100

NACO Benefit Services

### The Mid-Sized Market (50-100 EE's)



- ▶ Variety of Rating Philosophies
  - ▶ NACO Blue Cross Blue Shield Pool
  - ▶ Stand Alone Blue Cross Blue Shield
  - ▶ Coventry
  - ▶ United Healthcare
  - ▶ CoOpportunity
- ▶ Plan Designs
- ▶ Change in 2016?
- ▶ HRA's
- ▶ HSA's

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## NACO Benefit Services

[illegible]

## Sample Spreadsheet

[illegible]

3

**NACO Benefit Services**

[illegible]

### The Large Group Market (100+ EE's)




- ▶ Variety of Funding Options
  - ▶ NACO Blue Cross Blue Shield Pool
  - ▶ StandAlone Blue Cross Blue Shield
  - ▶ Coventry
  - ▶ United Healthcare
  - ▶ CoOpertunity
- ▶ Custom Plan Designs
  - ▶ Minimum Premium – Reserves?
  - ▶ Self-Funding (ASO or TPA) – Reserves?

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**NACO Benefit Services**

[illegible]

## Why NACO Benefit Services



- ▶ Current Ancillary Coverages
  - ▶ Dental
  - ▶ Life & AD/D
  - ▶ LTD
  - ▶ Section 125
  - ▶ COBRA
- ▶ Coordination with MIPS – Age Rated Tables
- ▶ Claims Service
- ▶ Employee Education
- ▶ Legislative Updates
- ▶ NACO Benefit Services provides more Customized Service

▶ 10
NACO Benefit Services

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## How NACO Benefit Services can Help You Control Costs



- ▶ Post Retirement HRA
- ▶ NACO Wellness Plan – In Discussion Phase with Board
- ▶ Cafeteria Plans – Cash Out Option
  - ▶ Gives all EE's the right to take cash (taxable)
  - ▶ Setting the Level Right
    - ▶ Encourage EE's to select other Coverage Options
    - ▶ Discourage Younger EE's from going to the Exchange
- ▶ Exclusive NACO Comparative Study's

▶ 11
NACO Benefit Services

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**Sample Group**  
 2013-2014 100% of Employees  
 2015-2016 100% of Employees

**2013-2014**

2013-2014 100% of Employees

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## The Safe Harbor Option

LARGE  
GROUPS  
ONLY

- ▶ Your Plan Must be Offered to all EE's working over 30 Hours
  - ▶ Must at least offer coverage to employees & children
  - ▶ Eligibility, Contributions & Benefits must be non-discriminatory under IRS Section 105(h)
- ▶ Your Plan Must provide Minimum Value
  - ▶ Provide all essential benefits
  - ▶ Pay at least 60% of eligible charges
- ▶ Your Plan Must be Affordable
  - ▶ Contribution for single coverage less than 9.5% of family income -- Now employee W-2 Earnings
- ▶ Nearly All Public Employers already have a Safe Harbor Plan

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NACO Benefit Services

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## Contact Information



- ▶ Dennis Maggart
- ▶ Doug Leafgreen
- ▶ Leslie Preston
- ▶ Jane Limbach

▶ 14
NACO Benefit Services

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