

FORTIFY



October 24-25

**Younes Conference Center North
Kearney, NE**

Welcome to your prime annual opportunity to fortify and embrace the power in unity of NIRMA member officials and employees throughout Nebraska.

Our 2024 program is built to support your efforts to stay ahead of claim and loss trends, obtain sound legal guidance, and recharge your personal and professional batteries, so that you can return home to your county or agency ready to overcome obstacles and meet whatever is next with confidence and resolve.

Because each of you is a vital link and we are stronger, together.

Sessions at a Glance

Wednesday, October 23

3:00 - 5:00 p.m. Registration Desk Open



Thursday, October 24

7:00 - 10:00 a.m. Registration Desk Open

8:00 - 8:30 a.m. Presentation of Colors, Pledge of Allegiance, Opening Remarks, Veterans Recognition

8:30 - 9:30 a.m. Keynote Address: **Igniting Your Warrior Mindset** with *Nick Lavery*

9:30 - 9:45 a.m. Refreshment Break

9:45 - 10:45 a.m. **Don't Get Burned: Hot Legal Topics** with *Jeff Kirkpatrick and Patrick Guinan*

10:45 - 11:00 a.m. Refreshment Break

11:00 - 12:00 p.m. **When it Rains it Pours: Steering Through the Surge of Employment Law Updates** with *Pam Bourne*

12:00 - 1:00 p.m. Buffet Lunch

CONCURRENT SESSIONS

1:15 - 2:15 p.m.

Ballots and Badges: Election Security for Law Enforcement
– *Todd Duncan*

Resilience and Risk Calculus
– *Nick Lavery*

Kickstart Your Day: Breakfast & Elevating Your Cooking Skills
– *Brittany Spieker*

Civility in Open Meetings
– *Joe Wright*

2:30 - 3:30 p.m.

Good in a Crisis: the NIMS/ICS Framework
– *Jim Davidsaver & Amanda Burki*

Road Rules Revamped – Delving Into the New MUTCD
– *KC Pawling*

Trust Your Gut for Improved Wellness
– *Kaiti George*

Scripting Successful HR Conversations
– *Pam Bourne & Ashley Connell*

3:45 - 4:45 p.m.

Steer Clear of the Nuclear Verdict Blast
– *Rob Keith*

Smooth Rides Ahead: Key Issues for County Transit
– *Multiple Presenters*

Protecting Your Legacy When It's Time to Pass the Torch
– *Brian Kelly*

Huddle Up, NIRMA Contact Persons!
– *Staff Serving the NIRMA Program*

5:30 - 6:00 p.m. Pre-Banquet Cash Bar Social

6:00 - 8:30 p.m. Annual Awards Banquet with Entertainment

Friday, October 25

6:45 - 7:45 a.m. Hot Breakfast Buffet / Registration Desk Open (at 7:00 a.m.)

8:00 - 8:45 a.m. **In Pursuit of Change** with *Kim Schlau*

8:45 - 9:15 a.m. **Someone's Always Watching** with *Josh Holmquist*

9:15 - 9:30 a.m. Refreshment Break & Door Prizes

9:30 - 10:30 a.m. **Gone Phishing** with *Ed Knott & Jared Dendinger*

10:30 - 11:30 a.m. **Affliction to Audacity** with *Rob Keith*

11:30 a.m. NIRMA Membership Luncheon and Annual Association Business Meeting

Earlier Start Time!



Why You Should Go

In addition to outstanding general sessions of broad interest and importance on Thursday morning, our concurrent block schedule on Thursday afternoon hits on dedicated law enforcement, roads, transit, emergency management, human resources, leadership, wellness and other topics for you to choose from based on your individual work responsibilities, needs, and interests.

And we're saving some of the best for Friday morning. The morning sessions will pack a good punch then transition a bit earlier than usual to the essential business of the Annual Association Membership Meeting. Your presence there is very much needed, and we'll strive to get you back on the road to your home counties as quickly as possible.

Don't let the closeness of the election or the press of work be a deterrent, let it be a driver instead to get you to Kearney for these two days.

Those needing continuing education hours before year-end should also remember that this is a rare and timely chance before year-end to obtain up to 9.5 hours. Plus there's NO registration fee, we'll hold door prize drawings throughout the two days, and every delicious meal is included. It's all a privilege of NIRMA membership, so take advantage!

See the next page for all the details of what's in store.

Wednesday October 23

3:00 - 5:00 p.m.

Registration Desk Open

Stop by the registration desk on the far side of the pre-function area to pick up your attendee binder containing your name badge and paper copies of all conference materials.

Thursday, October 24

8:30 - 9:30 a.m.

Keynote Address: Ignite Your Warrior Mindset



Army Special Forces Green Beret Nick Lavery is the first above-the-knee amputee to return to active duty – ever. He relied on passion and purpose to get there. In his keynote address, Nick will take us through his incredible journey of service, courage, pain, and resiliency. You'll come away changed by his story and inspired to find the strength and perseverance to overcome whatever obstacles you may be facing and attain your own highest goals. He'll explain how nothing should stop you from maintaining a positive outlook and keeping what matters front and center.

Learning Keys:

- 🔗 Allow the story of Nick's extraordinary strength and resilience to serve as a means of self-reflection and motivation
- 🔗 Learn the four tenants of the "warrior mindset" framework, and how they can help you reach your goals in the workplace
- 🔗 Discover how to better manage your most valuable resource – your time – with Nick's tips

9:30 - 9:45 a.m.

Refreshment Break

9:45 - 10:45 a.m.

Don't Get Burned: Hot Legal Topics for Counties



One of the key benefits of NIRMA membership is the chance to hear about the kinds of claims and legal challenges experienced by fellow counties and agencies, to learn from them and be best positioned to mitigate or avoid similar problems. That's the focus of this crucial run-down from Jeff Kirkpatrick and Patrick Guinan of Governmental Law, LLC, who speak from their experience in answering member calls to the NIRMA Legal Link help line and defending members in civil litigation.

Learning Keys:

- 🔗 Acquire knowledge on common recurring issues confronting counties straight from the attorneys who litigate them
- 🔗 Gain an understanding of legal parameters surrounding how to handle tort claims from citizens, closed/executive sessions in county board meetings, the bringing of service animals and firearms to public buildings, and the need to enter private property to perform a county job

10:45 - 11:00 a.m.

Refreshment Break

11:00 - 12:00 p.m.

When it Rains, It Pours: Steering through the Surge of Employment Law Updates



In the ever-changing landscape of labor and employment law, staying informed is crucial. From the U.S. Department of Labor and Equal Opportunity Commission's regulatory changes to a string of landmark U.S. Supreme Court decisions, this presentation by Pam Bourne, attorney at Woods Aitken LLP and longtime NIRMA partner, equips you with actionable insights to ensure compliance, minimize risks, and foster a fair and productive work environment.

Learning Keys:

- 🔗 Get an easy-to-understand summary of the latest HR-related developments critical to fulfilling your legal responsibilities as a manager or supervisor of employees
- 🔗 Strengthen your knowledge of how current labor and employment laws interplay with best practices for labor relations to recruit and retain top-quality personnel
- 🔗 Have the opportunity to ask HR-related legal questions of an experienced attorney in a safe space and hear answers to your colleagues' questions about their HR challenges

12:00 - 1:00 p.m.

Buffet Lunch

CONCURRENT SESSIONS

1:15 - 2:15 p.m.

Ballots and Badges: A Law Enforcement Guide to a Safe, Secure Election Season

It's barreling toward us whether we like it or not: Election Day. The role of law enforcement is critical in ensuring citizens are able to exercise their fundamental voting rights in a safe, secure way. Get prepared with this walk-through by Todd Duncan, NIRMA Law Enforcement and Safety Specialist of must-know information and helpful guidance. In addition to law enforcement, this session is for any county election commissioners who may have missed or have more questions following Todd's June presentation at the NACREC Workshop.

Learning Keys:

- 🔗 Gain insight on the safety and security concerns of our county election commissioners and how law enforcement can be a trusted partner
- 🔗 Acquire an understanding of potential scenarios and attendant legal issues that might arise on election day to be best prepared to handle them

Resilience and Risk Calculus

Keynote speaker Nick Lavery returns for this breakout session for those who want to continue to learn how to apply his learned military experiences to their everyday work life in county-related operations and public service. Using relatable scenarios, Nick will talk about forging resilient paths through uncertainty by planning before incidents occur and using Boyd's OODA Loop -Observe, Orient, Decide, and Act- to make good decisions when you are under pressure or facing difficult people and circumstances.

Learning Keys:

- 🔗 Enhance your readiness to navigate a crisis with proven tactics applicable to not just the battlefield but also the boardroom and across the counter from an angry county constituent
- 🔗 Gain tips for staying cool, calm, and collected under pressure
- 🔗 Achieve what you want out of difficult interactions

Kickstart Your Day: How to Make Delicious Breakfasts & Elevate Your Cooking Skills

Join Brittany Spieker, a seasoned Registered Dietician with Uniquely You Nutrition, for an engaging and informative session on creating nutritious breakfasts and mastering healthy cooking strategies and skills. This presentation will equip you with practical tips, delicious recipes, and essential cooking techniques to start your day on a healthy note. You'll learn how to prepare balanced breakfasts that fuel your body and set a positive tone for the rest of your day. Perfect for busy county officials and employees looking to improve their morning routine, this session will inspire you to make nutritious choices that support your overall well-being.

Learning Keys:

- 🔗 Receive holistic, personalized nutrition guidance from an expert in the field to improve your individual wellness
- 🔗 Pick up tips to prepare you to tackle each new work day with the right mood and mindset

Civility in Open Meetings

Tensions and emotions can run high in public meetings for all participants, both citizens in attendance and the officials involved in decision making. It's essential for county officials in the room to be prepared to recognize potential conflicts and de-escalate them to ensure everyone's safety. In this session, drawing from his 26 years in law enforcement and school security, Joe Wright, current Director of Security for Lincoln Public Schools, will share how a forward-thinking concept of Threat Assessment Process can help counties develop a planned, proactive and strategic response to potential threats during an open meeting, with the emphasis on prevention and the importance of maintaining civility.

Learning Keys:

- 🔗 Learn to identify concerning behaviors and potential incidents that may need attention ahead of a public meeting and how to address potentially threatening situations in a public meeting context
- 🔗 Hear examples of the effectiveness of using a Threat Assessment Process for your county board meetings and the importance of maintaining or restoring civility as a leader in the meeting room

CONCURRENT SESSIONS

2:30 - 3:30 p.m.

Good in a Crisis: the NIMS/ICS framework

It's only a matter of time until the next crisis surfaces and they can happen anywhere. This session will familiarize you with the NIMS framework (National Incident Management System) and ICS (Incident Command System) that are probably already referenced in your county's Local Emergency Operations Plan (LEOP), but to which county officials may not be affording enough attention. James Davidsaver and Amanda Burki bring their county emergency management experience to this session to help you speak the right language and understand how various county officials can plan ahead and collaborate with other public entities to swiftly and effectively deal with and recover from any large or small incident that jeopardizes public safety. These frameworks, once understood, can be scaled to fit many situations. Remember, the courts, news media and citizens will be second-guessing local government's every move after an incident, so don't be caught off guard. Instead, make your constituents proud.

Learning Keys:

- 🔗 Educate yourself on universal and nationally accepted frameworks intended to help you plan for and execute safe events, respond to disasters without chaos, and avoid potential liability that can arise when such matters are mishandled
- 🔗 Consider how periodic tabletop exercises and online advanced training for key roles can give you practice in putting NIMS and ICS concepts into action
- 🔗 Get motivated to better comprehend your county's LEOP and get credit for the work you're already doing

Road Rules Revamped: Delving Into the New MUTCD

The new frontier of traffic control devices is here with the release of the Federal Manual on Uniform Traffic Control Devices (MUTCD), 11th Edition. NIRMA Road Safety and Loss Prevention Specialist KC Pawling has spent several months examining what changes counties need to begin working toward now to be ahead of compliance requirements that will be forthcoming with the anticipated Nebraska State Supplement. In this session, he'll share what he has identified as key and challenging areas of the MUTCD for counties to focus on.

Learning Keys:

- 🔗 Distill the 1161-page MUTCD to the most pertinent changes that county road personnel will need to implement
- 🔗 Examine how certain changed provisions may impact county road department operations as a practical matter – such as how increased sign distance requirements interplay with the sight triangle measurements in your driveway agreement forms
- 🔗 Uncover the "why" for some of the new provisions and how they can help your county avoid potential liability risks

Trust Your Gut for Improved Wellness

A key to better health and longevity can often be hiding right in your middle, that is, your gut. Get ready to embark on a journey with Kaiti George, Registered Dietician and Licensed Medical Nutrition Therapist, to learn about your gut from the inside out and find your digestive harmony through proper nutrition, hydration, and awareness of the mind-gut connections. You may find that these tips boost your mood, energy levels, and ultimately your work productivity.

Learning Keys:

- 🔗 Learn about the relationship between diet and digestion and the range of foods to consume or avoid for optimal gut health
- 🔗 Explore specifically how dehydration and probiotics impact digestion and what to look for to decipher which dietary choices are evidence-based and more likely to produce desired results
- 🔗 Get practical advice on how lifestyle and emotions can negatively affect digestion and lead to discomfort



Scripting Successful HR Conversations

To manage labor relations, mastering the art of effective communication is paramount. Labor and employment law attorney Pam Bourne will return for this session, joined by her colleague and fellow attorney Ashley Connell, also of Woods Aitken LLP, for an interactive presentation delving into the essential skills needed to navigate difficult conversations with employees. From performance coaching to termination, addressing mental health concerns to handling reasonable accommodations, and directing political discourse in a contentious election year, this session provides practical strategies and roleplaying exercises. Participants will gain confidence in their ability to approach these conversations with empathy, clarity, and professionalism, fostering a positive workplace culture and

ensuring compliance with HR best practices. Join us to enhance your HR toolkit and elevate your communication skills to the next level.

Learning Keys:

- 🔗 Prepare for tough conversations with employees and how to avoid negative fallout
- 🔗 Ensure you don't say something while frustrated or angry that will adversely affect your county's future ability to recruit and retain rock star employees
- 🔗 Hear about some of the best and worst tactics from Pam and Ashley from their experiences in counseling clients on employment law matters on the HR Help Line and in litigation

CONCURRENT SESSIONS

3:45 - 4:45 p.m.

Steer Clear of the Nuclear Verdict Blast

Political rhetoric, COVID checks and the increasing focus on mental health have created an unexpected byproduct: NUCLEAR VERDICTS. Nuclear verdicts are defined as those more than \$10 million. Thermonuclear verdicts exceed \$100 million. Some might argue it will never happen in a conservative jurisdiction like Nebraska. But public desensitization, governmental mistrust, and shifting juror demographics make nuclear verdicts here a very real possibility for our member counties, particularly in federal civil rights cases where there are generally no caps on damages. Robert Keith, an experienced attorney who has long partnered with NIRMA to defend member claims in

litigation, will discuss strategies to avoid being the first county to be hit with a nuclear verdict in Nebraska.

Learning Keys:

- 🔗 Develop an improved awareness of the types of cases where nuclear verdicts are a risk to counties
- 🔗 Study nuclear verdicts popping up all over the country to consider how similar scenarios could play out here in Nebraska
- 🔗 Identify the drivers motivating judges and juries to enter these massive verdicts and how to counteract them

Smooth Rides Ahead: Key Issues for County Transit Authorities

Is your county involved in the operation of a transit authority? If so, you won't want to miss this first-of-its-kind session. We've listened to your concerns and plan to address some of the specific risks associated with this facet of county operations. Mitchell Locken of the Nebraska Safety Center, Sarah Soula, Transit Program Manager with the Nebraska Department of Transportation, and Christy Warner, Director of the Kimball County Transit Service will join Brandy Johnson and Chad Engle from NIRMA in identifying the loss leaders of county transit operations and discussing the unique and often-overlooked tools available to reduce liability risks, as well as some hot topics like managing child riders and legal and safety constraints for ride denials.

Learning Keys:

- 🔗 Unravel legal requirements under the ADA and other laws that impact county transit operations
- 🔗 Analyze specific areas of risk management struggles for county transit authorities and how to proactively mitigate or avoid them
- 🔗 Utilize the opportunity to ask questions of professionals operating in the transit field and draw guidance from their experiences



Protecting Your Legacy When It's Time to Pass the Torch

We'd all like to be fortunate enough to retire on our own terms, at our own time, leaving a positive legacy in our workplace and our families in a strong financial position. But it takes sound advance planning, and the right attitude. Are you planning now for retirement, and the possibility of the unexpected? Financial wellness is part of our overall wellness and spending some time and focus in this area can alleviate stress. Join Certified Financial Planner Brian Kelly at this interactive session, where he will share guidance that can help give you greater peace of mind in the present and for the future, no matter your stage in life.

Learning keys:

- 🔗 Develop a strategy to improve your financial wellness
- 🔗 Consider what legal documents everyone should have in place to make sure your wishes are carried out in case of the worst
- 🔗 Discern how to dispel myths about retirement and social security basics

Huddle Up, NIRMA Contact Persons!

It's become an important tradition at our conference for member-designated NIRMA contact persons, whether new to the role or longstanding in their position, to come together at this session and review how to carry out key responsibilities and their importance. This session presents the best opportunity of the year for contact persons and others interested in NIRMA's day-to-day operations to interact and ask questions of staff serving the program including Risk Manager & Underwriter Larry Pelan, Senior Systems Engineer Tod Thieman, Claims Managers John Christensen and Denise Hardison, and Administrative Assistant Shawna Lammers. From nuances of managing property schedules, to best practices for using the Origami claims software to submit claims, and more, it is always an informative and helpful discussion.

Learning Keys:

- 🔗 See real-time demonstration of critical features of NIRMA's Origami risk management information system
- 🔗 Openly communicate about any member challenges experienced in the role of a contact person and come away with solutions
- 🔗 Receive a refresher on some of the ways that NIRMA contact persons can ensure smooth claims processing and most effectively utilize the benefits of NIRMA membership

5:30 - 6:00 p.m.

Pre-Banquet Cash Bar Social

6:00 - 8:30 p.m.

Annual Awards Banquet with Entertainment



He was with us for our very first NIRMA Self Defense for County Officials Conference back in 2008, and Nebraska's own "cowboy poet" R.P. Smith will be returning to our stage this year after making the rounds in recent years to fourteen states and Canada to entertain folks with his Home Grown, humorous stories of life on the ranch and country commentary. Come relax and enjoy the show!



7:00 a.m. Registration Desk Opens

6:30 – 7:45 a.m. Hot Breakfast Buffet

We treat you to an expansive complimentary hot breakfast that vastly exceeds the typical hotel fare!

8:00 - 8:45 a.m. In Pursuit of Change



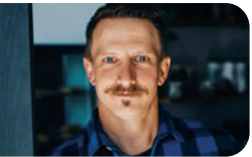
“Drive like a life depends on it.” After hearing Kimberly Schlau’s unforgettable story, her core message is sure to resonate, as it applies to everyone. During the first half of 2024, Nebraska saw a 29% surge in traffic deaths over the same point the previous year. Many of these fatalities were in rural locations. And often, they were preventable and caused by poor decision making behind the wheel. Earlier this year a Nebraska jury deemed a NIRMA member law enforcement officer’s driving conduct while responding to a call for service to be without sufficient regard for safety. Before our member county and agency officials and employees depart Kearney on

the roadways to return home, we want you to hear Kim’s heartfelt reminder of what’s truly at stake..

Learning Keys:

- 🔗 Stop, think, and reevaluate your own driving habits through the lens of their potential impacts
- 🔗 Evaluate some data and surprising statistics on driver behaviors
- 🔗 For law enforcement officers, recommit to a safety-minded approach when responding to calls for service, and review the legal rules that apply

8:45 - 9:15 a.m. Someone’s Always Watching



Ethics and integrity are among the most crucial characteristics the public expects from those who serve in governmental positions and roles. It’s true – you are held to a higher standard than the average citizen. Your reputation can be tarnished

and your career affected in an instant if you make the wrong move in today’s environment of near-constant recording and the lightning speed of social media. Or, you could become the example of a strong leader to which future generations will aspire. To illustrate these principles, Josh Holmquist an EMT first responder and Burwell business owner, will share

a harrowing personal experience, challenging you to think about how your every interaction in life as a public official or employee has the potential to do good . . . or do damage.

Learning Keys:

- 🔗 Consider how the ideals of public service apply to you and whether you are upholding them in your day-to-day life
- 🔗 Gain new insight into the ways in which your words and actions have real impact – and who might be watching you

9:15 - 9:30 a.m. Refreshment Break

9:30 - 10:30 a.m. Gone Phishing



In light of recent cyber schemes to accomplish payroll theft and the adverse impact of these and similar losses on NIRMA members and other entities right here in Nebraska, it’s critical to build greater awareness of what to watch out for. Nebraska

counties have made strides in advancing cyber security since NIRMA’s 2022 regional cyber security seminars, but the attacks are always evolving, particularly with the widespread use of artificial intelligence, and now “adversary in the middle” attacks that bypass the multi-factor authentication protections that have long been hailed as a failsafe. Ed Knott

and Jared Dendinger of Applied Connective Technologies will join us to analyze real examples and point out the red flags to avoid when using email and the internet, so you don’t inadvertently open the door to a bad actor.

Learning Keys:

- 🔗 Discover how each individual can be the county’s greatest vulnerability or greatest asset when it comes to avoiding cyber-related claims
- 🔗 Get up to speed on the latest types of cyber attacks and how they manage to trick unsuspecting employees

[Continued on next page]

10:30 -11:30 a.m. **Affliction to Audacity**

You get one shot. Are you wasting it? Have you created your path leading to an exceptional life or are you living the path created by others for you? It is time to take a leap and stop bowing at the altar of comfort and conformity. It will not be easy. It will not happen overnight. There will be setbacks. Attorney Robert Keith will close our conference educational program on a high note, by motivating you to unleash the power of turning pain into purpose, so you can return home to

live more boldly and fill your life with joy.

Learning Keys:

- 🔗 Think about your own “why,” and how it drives your work achievements
- 🔗 Consider how your attitude impacts your individual contribution to your workplace culture
- 🔗 Return home inspired, reinvigorated, and ready for action

11:30 a.m. **NIRMA Membership Luncheon, Annual Association Membership Meeting**

Before heading home, we’ll get down to business over one last wonderful meal at the NIRMA Annual Association Membership Meeting. It is packed with information on the pools’ financial standing, the election for open seats on the NIRMA Board of Directors, and an anticipated distribution of dividends. Make sure all your county or agency’s representatives attend for a complimentary photo to be forwarded along with a dividend press release to your local newspapers. This is also where the drawings for the top door prizes will occur, and you must be present to win!



Where To Go

Ample free parking is available surrounding the Younes Conference Center North and the attached Crowne Plaza Hotel, located at 707 Talmadge Street, Kearney, NE 68845. Enter the Conference Center directly through an exterior door, or through the interior of the Crowne Plaza hotel. If entering through the hotel, turn right at the front desk, go past the boutique and Fyre restaurant into the conference center, then continue all the way to the NIRMA registration desk at the far end.

Be sure to visit the registration desk in the northwest corner of the conference center on your arrival to pick up your name tag, binder with conference materials, and NIRMA’s gift to you for attending. The registration desk will be open from 3:00 to 5:00 Wednesday evening and starting at 7:00 a.m. on Thursday and Friday mornings.

The General Sessions and meals will be held in the Silver block of conference rooms, while some concurrent sessions will be located in the Gold block. Attendees will find a layout map and session room assignments in their conference binder distributed at the registration desk.



See These Top-Quality Speakers

Amanda Burki

Deputy Director, Lancaster County Emergency Management
Lincoln, NE

Pamela Bourne

Attorney
Woods Aitken LLP
Omaha, NE

Ashley Connell

Attorney
Woods Aitken LLP
Omaha, NE

John Christensen

NIRMA Property/Liability Claims Manager
Lincoln, NE

James Davidsaver

Director, Lancaster County Emergency Management
Lincoln, NE

Jarod Dendinger

Business Development Manager
Applied Connective Technologies
Norfolk, NE

Todd Duncan

NIRMA Law Enforcement and Safety Specialist
Lincoln, NE

Chad Engle

NIRMA Loss Prevention Manager and Safety Specialist
Lincoln, NE

Kaiti George

Registered Dietician
Hy Vee Food Stores
Kearney, NE

Patrick Guinan

Attorney
Governmental Law, LLC
Lincoln, NE

Denise Hardison

NIRMA Workers' Compensation Claims Manager
Lincoln, NE

Josh Holmquist

Burwell Volunteer Fire Department,
Co-Owner, Normal Roasting Co.
Burwell, NE

Robert Keith

Attorney
Rembolt Ludtke, LLP
Omaha, NE

Jeff Kirkpatrick

Attorney
Governmental Law, LLC
Lincoln, NE

Ed Knott

President, Applied Connective Technologies
Albion, NE

Shawna Lammers

NIRMA Administrative Assistant
Lincoln, NE

Nick Lavery

United States Army Special Forces
Co-Owner, Precision Components, LLC
Boston, MA

Mitchell Locken

Rural Transit Lead Trainer
Nebraska Safety Center
Kearney, NE

KC Pawling

NIRMA Road Safety and Loss Prevention Specialist
Lincoln, NE

Larry Pelan

NIRMA Underwriting and Risk Manager
Lincoln, NE

Kimberly Schlau

Public Safety Speaker
Collinsville, IL

R.P. Smith

Cowboy Poet
Broken Bow, NE

Sarah Soula

Transit Program Manager
Nebraska Dept. of Transportation
Lincoln, NE

Brittany Spieker

Wellness Coach
Norfolk, NE

Tod Thieman

NIRMA Senior Systems Engineer
Lincoln, NE

Christy Warner

Kimball County Transit Administrator
Kimball, NE

Joe Wright

Director of Security,
Lincoln Public Schools
Lincoln, NE

Registration and Other Details

Registration

Conference registration is free and exclusive to NIRMA members and pre-approved partners. Registrations must be submitted in advance through the NIRMA website – <https://nirma.info>.

Click the Registration banner on the Home page, go to the Events page, or use the QR code. If you are registering multiple individuals, you must submit a separate registration for each.

During the online registration process, you will be prompted to select the sessions and meals you plan to attend, and to identify any dietary restrictions. The form also contains space for you to enter any advance questions for our speakers.

You will receive an automated confirmation email verifying the registration has been received. The registration deadline is **Friday, October 11**.

Cancellation Policy

In keeping with NIRMA's long-standing tradition, there is no registration fee for member officials and employees to attend the conference. But please be aware that in accordance with rising costs and a policy adopted by the NIRMA Board of Directors, a member who registers but fails to attend without providing NIRMA sufficient advance notice of their cancellation will be billed in the amount of \$75. This fee partially covers NIRMA's incurred costs for each registrant. If a need arises to cancel your registration, please call the NIRMA office at 800.642.6671 no later than **Wednesday, October 16** to avoid this fee.

Hotel Reservations

We've pre-arranged a room block at the Crowne Plaza Hotel connected to the Younes Conference Center North for attendees who require overnight accommodations and wish to stay on site October 23 and/or 24. Reservations are on a first come, first served basis, and the discounted group room rate is \$123.95. **You are encouraged to make your reservation as soon as possible, as reservations made after September 25 will be subject to availability.** To make a reservation, use the QR code to register online, or call the Crowne Plaza at 308.238.7000, and specify that you are attending the NIRMA Conference and wish to use our discounted group room rate.

Alternative hotels within walking distance of the conference center include the Hampton Inn, Fairfield Inn & Suites, Candlewood Suites, Comfort Inn, LaQuinta Inn, and the Holiday Inn & Conference Center [contact each facility directly for rates and availability].

Continuing Education Credits

NIRMA has submitted requests to several State agencies and professional associations seeking pre-approval of continuing education hours for attendees who are required to meet mandatory annual training requirements, including county attorneys, sheriff's office personnel, county clerks, clerks of the district court, assessors, emergency managers, and highway superintendents. A certificate of attendance for these purposes will be available in the conference binders.

Notice – Photography and Filming

By attending this event, you agree to be photographed and/or recorded by NIRMA and its presenters, and consent to the free use of such materials in NIRMA publications, news releases, and presenters' future promotional materials.





Serving County Government

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Lincoln, NE 68501-5210

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FORTIFY

October 24-25, 2024

Younes Conference Center North – Kearney
707 Talmadge Street

Choose from over 18 hours of educational sessions over two days focusing on timely and relevant topics that are of interest and importance to our members!



presented by

