



# STAY SHARP



October 23-24, 2025

Younes Conference Center North / Kearney, NE

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Change is constant and it makes risk management all the more complex. In today's county government environment, staying sharp isn't just a goal, it's a necessity. The 2025 NIRMA Conference delivers timely updates, tools, insights, and mindset shifts to cut through the noise and move forward with clarity, resilience, and purpose.

Our dynamic lineup is designed to energize and empower. We'll explore critical issues like AI integration, hot topics in legal liability for every county office and agency, and much more—with robust content curated by subject matter experts who know what it takes to protect your people, property, and peace of mind.

You won't regret taking the time because this is more than your average educational conference—it's your moment to reset, refocus, and return ready. Join us this October to **Stay Sharp**.



# SESSIONS AT A GLANCE

## Wednesday, October 22

**3:00 – 5:00 p.m.** Registration Desk Open

## Thursday, October 23

**7:00 a.m.** Registration Desk Opens

**8:00 – 8:30 a.m.** Presentation of Colors, Pledge of Allegiance, Opening Remarks

**8:30 – 9:30 a.m.** Keynote Address: **Build a Better Now** with *Greg Bennick*

**9:30 – 9:45 a.m.** Refreshment Break

**9:45 – 10:45 a.m.** **Slicing Through the AI Commotion** with *Blaine Kahle*

**10:45 – 11:00 a.m.** Refreshment Break, Door Prize Drawings

**11:00 – 12:00 p.m.** **On the Cutting Edge: 2025 Labor & Employment Law Updates** with *Pam Bourne*

**12:15 – 1:15 p.m.** Buffet Lunch, Door Prize Drawings

### CONCURRENT SESSIONS

#### **1:15 – 2:15 p.m.**

Sharp Lessons from the Employer Hall of Shame

When Work Hurts: Understanding and Managing Persistent Pain

Trimming Risk with Smart Tools: Building a Road Department App

Actionable Tactics for Law Enforcement from the Co-Responder Model for Mental Health Calls

#### **2:30 – 3:30 p.m.**

Denial Won't Cut It: Get Proactive About Your Litigation Risk Exposures

Staying Connected with Our NIRMA Contact Persons

Cut to the Case: The Law Behind NIRMA's Guidance on County Roads

Step in or Step Back? Fourth Amendment Concerns for Law Enforcement Home Entries

#### **3:45 – 4:45 p.m.**

Tough Talks: Mastering Feedback Conversations

Stress Less About Public Record Requests

The Human Elements of Protecting County Property & Taxpayer Dollars

Lies, Liquor, & Love: Managing the Risks of Law Enforcement Misconduct

**5:30 – 6:00 p.m.** Pre-Banquet Cash Bar Opens

**6:00 – 8:30 p.m.** Annual Awards Banquet with Entertainment, Door Prize Drawings

## Friday, October 24

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

**8:00 – 9:30 a.m.** **Crafting Exceptional Teams** with *Charlie Colon*

**9:30 – 9:45 a.m.** Refreshment Break, Door Prize Drawings

**9:45 – 10:45 a.m.** **Don't Get Clipped with Legal Liability** with *Jeff Kirkpatrick*

**10:45 – 11:30 a.m.** **A Mission in Opposites** with *Rob Keith*

**11:30 a.m.** NIRMA Membership Lunch and Annual Association Business Meeting  
Board of Directors Election & Anticipated Dividend Distribution/Photos  
**Final Door Prize Drawings for the Biggest Prizes!**

Earlier Start Time!



# Why You Should Go

This is an opportunity unlike any other. You'll receive up to 9.25 hours of truly worthwhile in-person professional development education, customized exclusively for the county government sector, with no registration fee and access to in-demand attorney speakers who can provide valuable legal guidance for county operations.

It's all a benefit of your NIRMA membership, so take advantage!

The Younes Conference Center North provides a centralized venue with top-notch hospitality, fantastic food, lodging, and amenities on site. And we include all kinds of extras — a gift for every guest, chances to win great door prizes, entertainment, and complimentary printed materials to take back home at the end of the two days.

## **Stay for Day 2 - Your Voice Matters!**

Please note, we listened to your feedback and will again be transitioning from the Friday morning sessions to the Annual Association Membership Meeting a bit earlier, to aid those with more miles to travel. Your presence is very much needed at the business meeting, where the election for 4 seats on the NIRMA Directors will be held. And, we anticipate another dividend distribution (for the 30th consecutive year!).

It's a special not-to-be-missed experience - just ask anyone who has attended before!

Flip through this booklet for the full details of what's in store for 2025, including a dedicated track for law enforcement, content for roads personnel, plenty of HR topics of interest, and sessions relevant to all job roles.

# Wednesday October 22

## 3:00 – 5:00 p.m. Registration Desk Open

Stop by the registration desk at the far side of the pre-function area to pick up your gift for attending and your binder with printed copies of everything you'll need.

# Thursday, October 23

## 8:30 – 9:30 a.m. Keynote Address: Build a Better Now



The world is filled with distractions, but this doesn't have to mean a constant sense of chaos. If you've been feeling your attention fragment by the pulls of ever-demanding workloads, constituents, family needs, social media, news cycles and more, Greg Bennick is here to help. In this

dynamic session, he'll share strategies to reclaim the moment and Build a Better Now. Most of our county officials and employees don't suffer from lack of ambition or effort, it's just that they are trying to do too much all at once! Greg comes to us from Seattle with over thirty years of on-stage experience

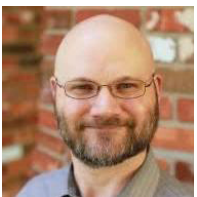
as a powerhouse speaker, author, and comedic performer inspiring audiences in more than twenty-five countries. He looks forward to bringing our group together with ideas and laughter.

### Learning Keys:

- Improve your resilience in a world of fast-paced changes
- Get techniques to improve collaboration and unity on the job
- Receive a solid dose of positivity to kick start your conference experience and build momentum that will continue to inspire your work when you return home

## 9:30 – 9:45 a.m. Refreshment Break

## 9:45 – 10:45 a.m. Slicing Through the AI Commotion



There's plenty of hype surrounding AI, but how can this technology apply to county government operations, and how can it be responsibly explored and safely implemented? Blaine Kahle of Five Nines Technology Group will dive into these questions with a live demonstration of AI

capabilities in action, to better understand what information is safe to input into AI tools, the basics of how to "prompt" to get the best results, and how to experiment securely. Even if you don't think this topic applies to you or your office, it is

critical to know enough to avoid the potential liability pitfalls of this technology curve.

### Learning Keys:

- Receive and examine a model Acceptable AI Use policy for your county or office
- Discover which settings to adjust in AI tools for improved privacy and security
- Demystify emerging technology to better adapt to changing work environments

## 10:45 – 11:00 a.m. Refreshment Break, Door Prize Drawings

## 11:00 – 12:00 p.m. On the Cutting Edge: 2025 Labor & Employment Law Updates



In today's rapidly shifting legal landscape, staying sharp isn't optional — it's essential. In this general session, Pam Bourne will provide an overview of this year's most significant labor and employment law developments. Pam will cover key court decisions, updates from federal employment

agencies, the impact of Presidential Executive Orders, and the legality of medical marijuana in Nebraska. This session will help you stay on the cutting edge with practical implications and best practices for complying with labor and employment laws.

### Learning Keys:

- Stay up to date with the most current legal information in the HR realm
- Hear how legal developments apply specifically to county government employers as distinguished from private sector employers
- Have the opportunity to ask questions of experienced legal counsel with 20+ years of HR expertise

## 12:00 – 1:00 p.m. Buffet Lunch

# CONCURRENT SESSIONS (Choose One)

1:15 – 2:15 p.m.

## Sharp Lessons from the Employer Hall of Shame

The sharpest leaders don't just learn from their own mistakes — they learn from others'. In this breakout session, Pam Bourne and Ashley Connell will examine real-world employment law missteps that resulted in costly consequences for employers—from mishandled accommodation requests involving mental health and religious practices, misclassification of employees as exempt under the Fair Labor Standards Act, flawed sexual harassment investigations, and more. Attendees will walk away with practical guidance to avoid similar pitfalls and sharpen their own workplace policies and practices.

### Learning Keys:

- Prepare for whatever may come your way as a manager of employees
- Study cases across the country to consider how to react in compliance with law
- Utilize the chance to follow up on any pressing legal HR issues you are confronting as a manager that Pam or Ashley can assist with

## When Work Hurts: Understanding and Managing Persistent Pain

Kim Robinson, PT, DPT, Director of On-Site Solutions Physical Therapy, earned her doctorate from the University of Nebraska Medical Center and has 20 years of experience in helping patients manage persistent pain. In this session, she'll help us to explore effective strategies for musculoskeletal (MSK) injury prevention, how to identify when such an injury is causing pain, and outline practical approaches to reduce risk and promote worker (and self) well-being.

### Learning Keys:

- Define a Musculoskeletal injury, early signs and symptoms and its impact at work
- Understand the difference between acute and chronic pain, including how and why pain can persist after an injury has healed
- Discover effective strategies for MSK injury prevention

## Trimming Risks with Smart Tools: Building a Road Department App

There's some great innovation happening within our membership and we want to spread the word so that others can benefit. Greg Schmidt, Adams County co-Highway Superintendent, and Thomas Wilbur, Keith County Highway Superintendent, have each built and implemented apps for their road department employees that enjoy high utilization and effectiveness in managing risk. Come learn about how they did this, how they worked through the bugs during the testing phase, and the extent of the benefits they are now realizing. It's easier than you might think, and could even inspire ideas for other county offices!

### Learning keys:

- Compare and contrast how two different counties developed custom road department apps that improve safety, communication, and risk management
- Gain practical insight into the app development and testing process—even with limited technical experience
- Explore how these tools are delivering real benefits to consider how similar innovations could be adapted for use in other county offices

## Actionable Tactics for Law Enforcement from the Co-Responder Model for Mental Health Calls

Increasingly, county law enforcement in Nebraska confronts a lack of sufficient resources to assist with calls for service involving mentally ill persons. In recent years, co-responder models have emerged as a means of de-escalating these calls, but they remain out of reach for many agencies. That's why Rob Taillon, MS PLMHP Therapist with Live Well Counseling Center and Kearney Police Department Officer, will lead this session to teach his learned techniques for handling these difficult calls alongside Sheriff's deputies in a manner that can help avoid tragedies and claims.

### Learning Keys:

- Identify the liability risks of responding to mental health-related calls in resource-limited environments
- Hear how a successful partnership between a therapist and law enforcement reduces risk and improves outcomes in Buffalo County
- Gain practical strategies you can apply to better manage high-risk encounters

2:15 – 2:30 p.m. **Refreshment Break**

## CONCURRENT SESSIONS (Choose One)

2:30 – 3:30 p.m.

### Denial Won't Cut It: Get Proactive About Your Litigation Risk Exposures

After 25 years defending counties and public officials, attorney Rob Keith of the Rembolt Ludtke law firm has seen the patterns that lead to costly litigation—and the missed opportunities to prevent or mitigate the fallout. In this engaging session, Rob will highlight recurring mistakes made by local governments, from ignoring red flags to mishandling evidence, and offer simple and proactive strategies to reduce risk. Attendees will learn how to use documentation, communication, and technology as tools to strengthen their legal defensibility before problems arise.

#### Learning Keys:

- Recognize common missteps by county officials that frequently lead to or hamper litigation
- Adopt proactive risk mitigation strategies, including effective documentation and evidence handling
- Examine how leveraging technology can help protect your county and minimize future legal exposure

### Staying Connected with our NIRMA Contact Persons

Serving as a member-designated NIRMA Contact Person means being the vital link between your county or agency and the resources and services that help manage risk effectively. In this interactive session, a panel of NIRMA staff will highlight key responsibilities, share updates, and walk through common scenarios using the Origami risk management information system. Whether you're new to the role, need a refresher, or just want to learn more about how the NIRMA pool operates, this session will provide clarity, tools, and tips to help you support full participation in the program.

#### Learning Keys:

- Network with your peer NIRMA Contact Persons to share your experiences
- Watch and hear from staff members how to better manage tasks related to claims, schedules, and more
- Receive key insights from NIRMA staff on common inquiries, helpful resources, and best practices to stay organized, save time, and be responsive

### Cut to the Case: The Law Behind NIRMA's Guidance to County Roads Personnel

Ever wonder why NIRMA's road safety guidance comes with some very specific do's and don'ts? In this informative session, KC Pawling, NIRMA's Road Safety and Loss Prevention Specialist, connects the dots between some of his most common operational recommendations and the legal authority behind them. Drawing from legislation and litigation outcomes, KC will explain how seemingly routine practices on the road can lead to major liability, and how following the law can help protect counties from claims. This session is a must for highway superintendents, roads foremen and workers, as well as county board members who oversee road operations.

#### Learning Keys:

- Familiarize yourself with the legal foundations behind NIRMA's safety and operational recommendations for road departments
- Delve into real case law examples that illustrate how certain practices can increase or reduce liability
- Strengthen your ability to explain and implement risk-reducing procedures with confidence

### Step in or Step Back? Fourth Amendment Concerns for Law Enforcement Home Entries

Recent claims experience teaches the importance of knowing when law enforcement can legally enter a home without a warrant—and when they should reconsider their strategy. In this timely session, Charles Campbell, attorney and partner at Angle Murphy & Campbell, P.C. in York, will walk attendees through the nuances of Fourth Amendment protections related to home entries. Drawing on more than two decades of experience representing NIRMA member counties in litigation, Charles will provide practical guidance on how to assess entry decisions in the field to help avoid civil liability and ensure constitutional compliance.

#### Learning keys:

- Review the legal standards governing warrantless home entries
- Assess real-life scenarios to ensure you are making constitutionally sound entry decisions
- Reveal insight into common pitfalls that lead to litigation and how to avoid them in the field

3:30 – 3:45 p.m. **Refreshment Break**

# CONCURRENT SESSIONS (Choose One)

3:45 – 4:45 p.m.

## Tough Talks: Mastering Feedback Conversations

Difficult feedback conversations need to occur—but they don't have to be dreaded. Andrea Wenburg, founder of Voice of Influence®, introduces the Deep Impact Method: a practical approach to giving and receiving feedback that strengthens relationships, reduces unproductive conflict, and fosters a culture of growth. Whether you need to address poor performance, or you're struggling to be heard, Andrea will equip you with tools you can immediately apply at work—and even at home.

### Learning Keys:

- Determine when a feedback conversation is actually helpful
- Recognize the psychological needs that influence receptivity
- Facilitate three key internal shifts for better collaboration

## Stress Less About Public Records Requests

Public records requests can pop up in any county office or agency and they don't have to cause panic. But mishandling them? That can cause legal headaches. Attorney Katharine Gatewood, the newest addition to the legal team at Governmental Law, LLC and a former deputy County Attorney and Assistant Attorney General, will give you a solid understanding of how to comply with Nebraska law and balance transparency with privacy.

### Learning Keys:

- Decode what's public, what's exempt from disclosure, and gray areas
- Apply lessons learned from members' Legal Link calls related to public records requests
- Understand the potential consequences if you don't comply with the public records laws

## The Human Elements of Protecting County Property and Taxpayer Dollars

County facilities and infrastructure face a wide range of physical risks—but many of the most significant losses can be traced back to human behavior. In this insightful session, Ken Botes, Vice President at Marsh and advisor to County Reinsurance Limited (CRL) explores how decision-making, communication, and complacency by county personnel contribute to property losses and risk exposures. Drawing on global experience in loss prevention, fire protection, and risk consulting across a range of industries including his specialization in government facilities, Ken will offer ways to improve safety and property loss outcomes.

### Learning Keys:

- Uncover how everyday human actions and inactions contribute to costly property losses
- Detect risk mitigation strategies you can use from real-world lessons from across public and private sectors
- Learn how fostering awareness and accountability at all levels can help safeguard county assets

## Lies, Liquor, and Love: Mitigating the Risks of Officer Misconduct

When law enforcement officers find themselves at the center of scandal—whether due to personal conduct, poor judgment, or serious wrongdoing—county officials are left to navigate a complex web of legal, personnel, and public trust issues. This session led by NIRMA Law Enforcement and Safety Specialist Todd Duncan will explore how to proactively prevent problematic hires, what rights and processes apply when discipline or termination becomes necessary, and how to respond decisively while minimizing liability and disruption. While focused on law enforcement, the information shared may also apply to other county officials.

### Learning Keys:

- Discover how lawful and thorough pre-employment screening practices can help identify red flags, and what not to do
- Understand the key procedural steps and rights involved when disciplining or terminating an officer
- Explore when personal misconduct compromises an officer's ability to serve or carry a firearm and how to properly respond to these circumstances

5:30 – 6:00 p.m.

## Pre-Banquet Cash Bar Social

6:00 – 8:30 p.m.

## Annual Awards Banquet with Entertainment and Door Prize Drawings

Time to relax and have some fun! We'll have a delicious meal and honor some of the standout people in the NIRMA membership with our annual awards. Then, keynote speaker Greg Bennick will be back to interact with and entertain us with his unique mix of illusion, comedy, and surprising feats.

# Friday, October 24

**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 – 9:30 a.m. Crafting Exceptional Teams**



What if small shifts in the way you approach work could improve your relationships, productivity, and even your health? It's not only possible, it's easier than you think! To kick off our morning with energy, Charlie Colón—owner of several Nebraska Chick-fil-A restaurants—

will take us on a memorable and hands-on journey through lessons he's learned while facing personal challenges, training new team members and interacting with hundreds of people every day. Through laughter, insight, and a few surprises, you'll gain a fresh perspective.

**Learning Keys:**

- ✂ Watch (or participate in) Charlie's humorous demonstration of different leadership styles and their impact
- ✂ Hear real world examples of how staying focused on each interaction builds respect, trust, and loyalty
- ✂ Discover the connection between compassionate public service and your well-being

**9:30 – 9:45 a.m. Refreshment Break, Door Prize Drawings**

**9:45 – 10:45 a.m. Don't Get Clipped with Legal Liability**



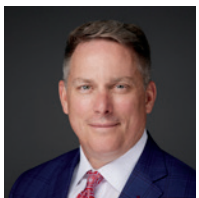
Get a step ahead of legal issues facing Nebraska counties—straight from the claims submitted by NIRMA members and one of the attorneys who frequently defends them. From civil rights claims to contract disputes, attorney Jeff Kirkpatrick of Governmental Law, LLC will spotlight real-

world cases, recent rulings, and trends that raise red flags. This annual session is one of the greatest benefits of attending the conference, as we come together to discuss what peer counties have been dealing with, so you can recognize the risks you may face and mitigate them before they land you in court.

**Learning Keys:**

- ✂ Receive litigation and legislative updates that impact county government
- ✂ Become better prepared for claims that may be headed your way
- ✂ Hone your sense of risk management and how to better position your county

**10:45 – 11:30 a.m. A Mission in Opposites**



The world creates the path most of us have followed. We do what we've been told will lead to happiness and fulfillment, without realizing most of what the world tells us is exactly the opposite of what we should do to find joy in daily life. The addiction to popular philosophy leads to anxiety and

robs you of peace. It is time to move in the opposite direction.

**Learning Keys:**

- ✂ Discover why common beliefs about success and happiness often lead to stress, not fulfillment.
- ✂ Through self-examination, consider how letting go of popular thinking can restore peace and purpose
- ✂ Challenge yourself to break free of limiting expectations

**11:30 a.m. NIRMA Membership Luncheon, Annual Association Membership Meeting  
Final Door Prize Drawings for the Biggest Prizes!  
Board of Directors Election & Anticipated Dividend Distribution/Photos**

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.



# OUR SPEAKERS

## **Greg Bennick**

Keynote Speaker  
Seattle, WA

## **Ken E. Botes**

Vice-President  
Marsh Advisory, Property Risk Consulting  
Atlanta, GA

## **Pamela Bourne**

Attorney  
Woods Aitken LLP  
Omaha, NE

## **Charles W. Campbell**

Attorney  
Angle, Murphy & Campbell, P.C.  
York, NE

## **John Christensen**

NIRMA Property/Liability  
Claims Manager  
Lincoln, NE

## **Charlie Colón, M.B.A.**

Chick-fil-A Owner/Operator/Consultant  
Lincoln, NE

## **Ashley Connell**

Attorney  
Woods Aitken LLP  
Omaha, NE

## **Todd Duncan**

NIRMA Law Enforcement  
and Safety Specialist  
Lincoln, NE

## **Chad Engle**

NIRMA Loss Prevention Manager  
and Safety Specialist  
Lincoln, NE

## **Katharine Gatewood**

Attorney  
Governmental Law, LLC  
Lincoln, NE

## **Will Gross**

NIRMA Workers' Compensation  
Claims Manager  
Lincoln, NE

## **Blaine Kahle**

Chief Technology Officer  
Five Nines Technology Group  
Lincoln, NE

## **Robert Keith**

Attorney  
Rembolt Ludtke, LLP  
Omaha, NE

## **Jeff Kirkpatrick**

Attorney  
Governmental Law, LLC  
Lincoln, NE

## **KC Pawling**

NIRMA Road Safety and  
Loss Prevention Specialist  
Lincoln, NE

## **Larry Pelan**

NIRMA Underwriting and  
Risk Manager  
Lincoln, NE

## **Kim Robinson**

Program Director, PT, DPT  
On Site Solutions PT  
Omaha, NE

## **Greg Schmidt**

Adams County Co-Highway Superintendent  
Hastings, NE

## **Robert Taillon**

Investigator, MS PLMHP, Therapist  
Live Well Counseling Center  
Kearney Police Department  
Kearney, NE

## **Tod Thieman**

NIRMA Senior Systems Engineer  
Lincoln, NE

## **Andrea Wenburg**

CEO  
Voice of Influence  
North Platte, NE

## **Thomas Wilbur**

Keith County Highway Superintendent  
Ogallala, NE

## **Adam Zgoda**

NIRMA Senior Workers' Compensation  
Adjuster  
Lincoln, NE





# Registration and Other Details

## Registration – no fees to attend!

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 10**.

## 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 advance notice before the cancellation deadline 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 **Thursday, 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 on October 23 and/or 24. Reservations are on a first come, first served basis, and the discounted group room rate is \$129.95. **You are encouraged to make your reservation as soon as possible, as reservations made after September 24 will be subject to availability.** To make a reservation, use the QR code to book 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/public defenders, law enforcement/corrections/dispatch personnel, treasurers, clerks of the district court, assessors, emergency managers, and highway superintendents. A certificate of attendance will be available in the conference binders along with information about claiming credits.

## 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. But please note, the conference is an in-person only event, so sessions will not be made available in webcast or video form.



Serving County Government

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# STAY SHARP

**October 23-24, 2025**

Younes Conference Center North – Kearney  
*707 Talmadge Street*



*presented by*



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!