

## Our Presenters



**Brandy Johnson** directs Governmental Law, LLC, in Lincoln where her legal practice is devoted almost entirely to providing guidance and civil litigation representation for NIRMA member counties. Brandy, also serves as general counsel for NIRMA, assisting with legal matters affecting the pools. She earned her juris doctorate from the University of Nebraska College of Law.



**Tom Freeman** is an attorney with Governmental Law, LLC, where he advises and handles litigation for NIRMA member counties. Tom is a graduate of the Creighton University Law School and also has earned a Master of Science degree in negotiation and dispute resolution, as well as an MBA. In addition to his work with Governmental Law, Tom teaches classes at the Creighton Law School and Business College.



**Eric Rodriguez** is the financial crimes risk manager for Nelnet, Inc., and also serves as an independent financial crimes risk consultant and lecturer. Eric is a 36-year veteran in the prevention, detection and control of fraud. His knowledge and expertise in the fraud arena has helped both the public and private sectors create unique solutions for mitigating fraud risks.



**Terry Baxter** has served as NIRMA's law enforcement and safety specialist since 2009. Terry has over 40 years of law enforcement experience, including 26 in the Harrison County, Iowa, Sheriff's Office, the last 12 of which he was sheriff. In his current position, Terry provides training, courthouse security assessments and risk management services to NIRMA members.



### NIRMA

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[www.nirma.info](http://www.nirma.info)

As a public official,  
how you carry out  
your responsibilities  
is a reflection of  
your character.



**There are two roads you can follow.**

Learn how you can be an official whose standard of conduct is beyond reproach and who is part of the foundation for sustainable and productive county government.

**Attend one of NIRMA's free seminars in April.**



**H**onesty, transparency and accountability are three of the basic expectations your constituents have. Without them, you undermine their trust and confidence in local government.

NIRMA's Spotlight Seminar Series will focus on what life as a public official involves. You'll learn about the difference between your legal and ethical obligations, the challenges of conducting open meetings and how quickly and easily the public's trust and confidence can be lost.

You'll discover the many triggers that can lead to both internal and external fraud and the red flags to be on the lookout for. And to demonstrate, you will hear about actual examples that have occurred in Nebraska counties.

Finally, you'll learn what you can do to heighten security at your courthouse and protect personal safety and your integrity.

Attend NIRMA's Spotlight Seminar Series. It'll be a valuable resource to help you follow the right road and avoid getting into trouble.

## Dates and Locations

<b>April 8</b>	<b>Norfolk</b> Divots Conference Center, 4200 West Norfolk Avenue
<b>April 9</b>	<b>Lincoln</b> Champions Club, 707 Stadium Drive
<b>April 15</b>	<b>Gering</b> Civic Center, 1050 M Street
<b>April 16</b>	<b>Ogallala</b> Haythorn Ranch, 5 miles north of Lake McConaughy on Highway 61
<b>April 17</b>	<b>Kearney</b> Holiday Inn, 110 Second Avenue

## MCLE Credit Hours

An application has been submitted to Nebraska's Mandatory Continuing Legal Education Commission seeking credit hours for attorneys who attend this seminar. A decision is pending.

# Agenda

- 8:30 a.m. Living Under a Microscope: Life as a Public Official**  
Understand the difference between your legal and ethical obligations as a county official, the "blind spots" that exist, how unethical acts are being uncovered with greater frequency in the public sector, and gain helpful suggestions for cultivating an ethical culture in county government.
- 9:30 a.m. Transparency in Open Meetings - And Beyond, at Times**  
Discuss the challenges of balancing the public's right to know versus the need for confidentiality, and gain tips for dealing with the media and handling government watchdog groups, email and the vast social media world.
- 10:30 a.m. Break**
- 10:45 a.m. Accountability and Consequences of Unethical or Dysfunctional Behavior**  
Learn how to overcome "outlier" behavior and toxic internal work relationships, explore considerations for reporting ethics issues and the serious consequences of unethical behavior, both legal and otherwise.
- 11:45 a.m. Lunch Provided**
- 12:30 p.m. Fraud Happens Here ... in Nebraska Counties**  
Hear actual examples of claims from Nebraska counties stemming from fraud and unethical behavior and what went wrong.

- 1:00 p.m. Combating Internal and External Financial Fraud**  
Gain a clear understanding of the triggers that can lead to fraud in the public sector, the red flags to watch for and preventive measures that can be taken.
- 2:30 p.m. Break**
- 2:45 p.m. Courthouse Security: Keys to Protecting Your Personal Safety and Integrity**  
Learn best practices for fortifying the physical security of your courthouse and other public buildings and offices in order to protect the personal safety of public officials and employees, and prevent those with unscrupulous motives from disrupting your operations. Attention also will be given to dealing with so-called "First Amendment auditors" showing up unannounced at your office.
- 4:00 p.m. Adjourn**

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## Advance Registration

Advance registrations are required and must be received no later than Tuesday, March 24. To register, log on the NIRMA website – [www.nirma.info](http://www.nirma.info) – and click on the Events tab at the top of the page, then scroll down to Regional Events and Register. Fill in all information fields, including the location you plan to attend, then submit it. You will receive an automated email confirming your registration has been received.

If you are registering multiple individuals, a separate registration must be completed and submitted for each.

NIRMA is pleased to continue its long-standing policy of not charging member officials and employees a fee to attend this seminar. However, a \$25 per person charge will be invoiced to a member for those individuals who register, then do not attend without notifying NIRMA in advance they must cancel. To cancel a registration, contact NIRMA at 800.642.6671 before Monday, April 6.