



TLG and LMC 2016 Case Study Application  
Future Ready Communities



DUE: September 4, 2015

Email to: Ryan Spillers at [rspillers@transformgov.org](mailto:rspillers@transformgov.org)

COVER PAGE

1. Case Study Title: \_\_\_LIMIT YOUR PERSONAL & MUNICIPAL LIABILITY - Lessons Learned from the Audit From Hell \_\_\_\_\_

2. Case Study Category (Select only one, selection identified by highlighting your choice):

Planning for Your Future

Creating an Inclusive Community

**Reinventing Local Government**

Community Networks

Blinders

3. Jurisdiction Name: \_\_\_NCMA - Nebraska City-County Management Association \_\_\_\_\_

4. Jurisdiction Population (US Census): \_\_\_100+ Member Communities in Nebraska \_\_\_\_\_

5. Would you like the application to be considered for our Rapid Fire Session? (Rapid Fire presentations are fast-paced, entertaining, interactive presentations. Each jurisdiction will have five minutes to make their presentations using 15 PPT slides set on auto-forward primarily containing photos/graphics. Participants will be seated at round tables to facilitate an energetic idea exchange. A cash bar will be available.)

YES

**NO**

6. Project Leader (Primary Contact for case study notification):

Name: \_\_\_Brett R Baker \_\_\_\_\_

Title: \_\_\_NCMA Past President & Former City Administrator \_\_\_\_\_

Department: \_\_\_ NCMA & League of Nebraska Municipalities \_\_\_\_\_

Phone Number: \_\_\_ 402-430-3199 \_\_\_\_\_

eMail: \_ [CityManagerbrb@gmail.com](mailto:CityManagerbrb@gmail.com) \_\_\_\_\_

US Mail Address, including zip code: \_\_\_ PO Box 64 - Seward, NE 68434-0064

Twitter Account: \_\_\_#CityManSewardNE \_\_\_\_\_

List additional presenters contact information below:

Same as above

1. Presentation title and description of the innovation. *100 word maximum.*

LIMIT YOUR PERSONAL & MUNICIPAL LIABILITY: Lessons Learned From A Case Study On Local Government Ethics, Audits, Media Relations, Change & Control in Government Operations

Government accountability through the Audit RFP process and the unethical reactions of Chief Elected Official and City Legal Counsel to audit findings.

2. When and how was the program, policy or initiative originally conceived in your jurisdiction? *100 word maximum.*

The program was originally conceived after a successful 8-0 verdict by this former City Administrator against the Chief Elected Official of this Nebraska Municipality. Due to the extreme lack of ethics, extreme audit violations, observations, comments, unjust local media reporting and the extreme control and power exhibited by this Chief Elected Official. Creighton Universities Business & Ethics Department then commissioned the facts and documents surrounding the City Administrator's successful 8-0 Administrative Hearing and events before and after, to create this Case Study Presentation.

3. How exactly is the program or policy innovative? How has your innovation changed previous processes, products or services? *100 word maximum.*

The Case Study innovation changes both elected and appointed officials processes on Financial Audits and the proposals used to obtain them, react legally to their results, findings and observations, in order to limit ones Personal and Municipal Liability.

4. Explain how the program or initiative substantially stretched or improved the boundaries of ordinary governmental operations. *200 word maximum.*

This Creighton University produced Case Study looks outside the norm and examines ethics responsibilities of the Elected and Appointed Officials to do the right and ethical thing for the good of the community when the Audit from Hell shows up and how to ethically react and instill accountability.

5. What individuals or groups are considered the primary initiators of your program? How does the innovation engage stakeholders or demonstrate high performance teaming? Were strategic partnerships and/or community networks developed as a result of the innovation? *200 word maximum.*

The Nebraska City-County Managers Association

Creighton University and the Hieder College of Business and Ethics

The Nebraska League of Municipalities

League Association of Risk Management

Many partnerships with the above groups evolved into high performance relationships and teaming to make this Creighton University Case Study a reality and excellent learning tool for all. This case study examines governmental ethics, financial audits, media relations, and the power and control exercised unethically by the Chief Elected Official.

6. If a private consultant was used please describe their involvement, identify the consultant and/or firm and provide contact information. *100 word maximum.*

Creighton University and its affiliate Business and Ethics College is currently the private institution responsible for this Case Study content and the Lessons Learned.

Creighton University - Omaha Nebraska

Beverly Kracher, Ph.D. - CEO & Executive Director

Business Ethics Alliance

Heider College of Business & Ethics

7. To what extent do you believe your program or policy initiative is potentially replicable within other jurisdictions and why? To your knowledge, have any other jurisdictions or organizations established programs or implemented policies modeled specifically on this project? Please provide verification of the replication. *200 word maximum.*

The Lessons Learned from this Case Study can be studied and replicated by other jurisdictions when they follow the RFP procedures and obtain new Municipal Auditors. Elected and Appointed Officials can implement the modeled policies and procedures this Case Study addresses to make the right and ethical decisions to correct and address all of the Audit Findings & Comments

8. What were the costs? What were the savings? *100 word maximum.*

The costs to correct and address the new Audit findings are minimal compared to the documented savings that resulted in the Insurance bidding innovation practice that was utilized and resulted in a hard savings on the policy renewal billing of over \$119,000.00.

9. Please describe the most significant obstacle(s) encountered thus far by your program. How have they been dealt with? Which ones remain? *200 word maximum.*

**LIMIT YOUR PERSONAL & MUNICIPAL LIABILITY:** Lessons Learned From A The biggest obstacle to correct and address the new City Audit findings were made by the Chief Elected Official, Mayor, and the Cities Attorney of record thru their documented obstruction of justice actions and false statements stricken during the 8-0 Administrative Hearing Verdict which was conducted in Public, Open Session at the request of the prevailing City Administrator and his legal team. Other obstacles were placed by the local paper editor who buried the evidence along with being close personal associates with the Mayor.

10. What outcomes did this program or policy have? What baseline data did you collect? How did you measure the change based on the intervention, and why do you believe in the credibility of this assessment? *200 word maximum.*

The Hearing resulted in a 8-0 verdict for the City Administrator who endorsed the new Audit and bid consultant innovation process. The public and open hearing process contained

many credible court exhibits, including the transcripts, audio and video recordings. The change of culture and innovations used to address the new audit findings and observations had lasting outcomes and policy changes for the community and staff employees affected.

11. Has the program received any press or other media coverage to date? If yes, please list the sources and briefly describe relevant coverage. *100 word maximum.*

The Administrative Hearing received press coverage with the Lincoln Journal Star publication. The Creighton University production of the Case Study has not been fully released to any public formats or media as it is still in development form and scheduled to be released in January of 2016.

12. Please provide web links where the innovation can be seen/tested (in the case of something that is web-based) *100 word maximum.*

No web links available at this time and are under development.

13. Please provide any key references and their contact information who can be interviewed/called to discuss the innovation and its impact. *100 word maximum.*

L. Lynn Rex, Executive Director  
Nebraska League of Nebraska Municipalities  
Lincoln, Nebraska  
LLR@lonm.org  
402-432-4436

14. You've been to a lot of conferences. TLG should be a unique experience for everyone. Describe how your case study presentation will be different than other conference presentations. *200 word maximum.*
- How will you make the session creative and unique?
  - How do you plan to be both entertaining and educational?
  - Include a description of how your session will facilitate group activities and/or interaction.

This Creighton University produced program will be very creative and unique as it will address the City Audit, contents, observations, reactions, and the right and ethical actions required to correct items, address the media, and the elected officials power and control tactics and limit your personal and municipal liability.

15. Anything else you would like to add? *200 word maximum.*

Conference participants will surely agree that the magnitude of these Audit Findings and actions to cover-up items by the Chief Elected Official are astounding and shocking! In the end, the right and ethical participants prevail and the public Hearing 8-0 verdict can never be taken away.