

JULY 1992

*Published by the
City Clerks and Municipal
Finance Officers
Association of Kansas
Vol . 5, No. 2*

INSIDE

IIMC NEWS

**SPOTLIGHT on the
Executive Committee**

DID YOU KNOW??

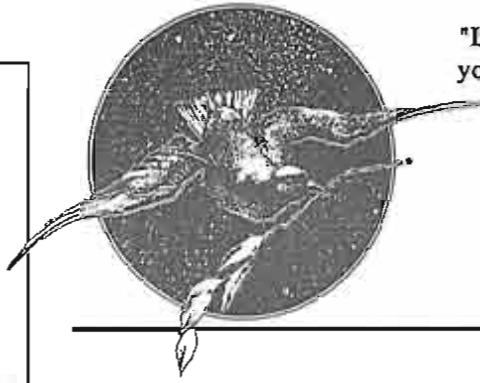
REGION NEWS

**UPCOMING
EVENTS**

**COMMITTEE
REPORTS**

**TOM ROBERTS
ANNOUNCES
CANDIDACY**

**GFOA
MEMBERSHIP**



"Lend me the stone solid strength of the past and I will lend
you Wings to the future" --Robert Jeffers

WINGS

PRESIDENT'S MESSAGE

Karen Fitzmier, CMC/AAE

It is a great honor to be your President. I attended my first school in March of 1977, Bernice Crummett was President, George Colby was Vice President and Margerite Strange was Secretary/Treasurer. We met at the Ramada Inn in Lawrence. I was a part time City Clerk from a city of the third class being on the job all of nine months. In May of the same year I attended the IIMC Conference held in Kansas City, KS. Thus began my education in the profession of City Clerk. That was a long time ago.

As I look through the history of the 36 years of our Association's existence, I see the names of leaders who had a vision. A vision of a way to provide a better understanding of the official duties and obligations of its members by promoting and encouraging individual professional development. It is our responsibility to continue to make that vision a reality.

Today we have regional meetings that encourage continuing education throughout the State on an ongoing basis. This year we began the Mentor program in order to reach out and teach City Clerks and Finance Officers new to the profession. We support IIMC and GFOA scholarship programs both at the State and International level. All this in the interest of enhancing the professionalism of our profession.

I am looking forward to a good year. We will strive to strengthen our relationship with the League, become more active in legislative issues concerning our cities, and continue to promote professionalism through the Association. I thank you for your support and encouragement. Together we can create the Ripple Effect:

If your life works, you influence your family.

If your family works, your family influences the community.

If your community works, your community influences the nation.

If your nation works, your nation influences the world.

If your world works, the ripple effect spreads throughout the cosmos. How do I know this works?

All growth spreads outward from a fertile and potent nucleus. We are that nucleus.

WINGS

Connie Schmidt, Editor (913) 722-3330
9000 W. 62nd Terrace, Merriam, KS 66202

Debbie Durler, Editor 1988-90
Pat Kasper, Editor 1990-92

NEWSLETTER COMMITTEE

Jean Krebbiel, Hesston
(316) 327-4412

Sharon Baxter, Little River
(316) 897-6260

EXECUTIVE COMMITTEE

President Karen Fitzmier
Maize (316) 722-7561

Vice President Verna Ferguson
Concordia (316) 242-2670

Secretary Howard Pevehouse
Olathe (913) 782-2600

Treasurer Sandy Howell
Lenexa (913) 492-8800

Past President Ron Thornburg

BOARD OF DIRECTORS

Leroy Stewart
Wamego (913) 456-9119

Cindy Wixon
So. Hutchinson (316) 663-7104

Laurie Neemann
Hiawatha (316) 742-7417

Jan Meisinger
Hillsboro (316) 947-3162

Debbie Durler
Great Bend (316) 793-4100

Norma Robbins
Topeka (913) 295-3895

EDITOR'S LETTER

Dear Friends,

One of the things that I have always loved about my job is the wide variety of duties and responsibilities. Now I find myself with one additional responsibility - Editor of WINGS. I can't begin this new job without acknowledging my predecessors, Pat Kasper from Potwin, and Debbie Durler from Great Bend. You both deserve a tremendous amount of credit for producing this publication on a quarterly basis. I promise to try my best to keep up the good work.

This will truly be a labor of love - for the Kansas City Clerks and Municipal Finance Officers Association, and for each of its members. I'm excited about having the opportunity to give something back to an organization that has given so much to me.

Our fellow Kansas clerks and finance officers are famous for sharing new ideas with each other. With that in mind, there is a new section in this edition titled, "We solved a problem, here's what we did." Have you recently discovered a better way of doing something, developed a new procedure, or recently passed a new ordinance. If so, please take a few minutes to jot down some information, and send it along to share with everyone.

When I began working for Merriam in 1974, I discovered that there was really no training available for becoming a City Clerk--it was learned "on-the-job." As the new editor of WINGS, I find myself in the same situation of learning as I go along. Just remember, I'm still WINGing it!!

PUBLICATION DATES AND DEADLINES FOR NEWS ITEMS

"WINGS" will be published in July, October, January and April. Information should be submitted by the 15th of the month preceding publication. Anyone wishing to place advertising in "WINGS" should contact Jean Krebbiel for further information and rates. Small classified ads are also available for positions open, special messages, etc. Jean's address is P.O. Box 100, Hesston, KS 67062. Telephone: 316-327-4412



IIMC NEWS
BY
TOM G. ROBERTS
REGION VII DIRECTOR

The 46th Annual IIMC Conference was held in Salt Lake City, Utah, from May 17-21, 1992. Kansas was well represented with 23 clerks, spouses or retired clerks in attendance.

The President's reception kicked off the conference on Sunday at Snowbird Resort. Everyone was able to enjoy a beautiful day in the Wasatch mountains. Unfortunately, the ski lift tram was down for repairs.


The opening session featured United States Senator Jake Garn and the exciting film he took during his flight into space. Other highlights of the week were the Region VII dinner we shared with our friends from Illinois and Missouri, and a wonderful performance by the Mormon Tabernacle Choir.

There was a wide variety of educational sessions to choose from. I had the pleasure of serving as a panelist for the "Doing More With Less" session sponsored by the Big Cities Committee.

At the annual business meeting the membership voted against allowing voting by region. In other words someone from Kansas would not run for election and have only the members from Region VII vote, the entire membership would vote. This keeps a large population state like California from dominating their region.

The Board of Directors voted not to select a conference site for 1998 in the coming year. The thought was that five years is too far in advance. Faces and conditions can change drastically in five years.

Many of you have heard of my announcement to run for IIMC 2nd Vice President. It's a very big step but I'm committed to campaign hard and if elected, to face the challenges that lay ahead. My thanks to my fellow clerks and finance officers from Kansas because without your support I would not be able to attempt this election. I'm very proud to represent my home state of Kansas on an international level.

 **handlin
&
haberman**

P.O. Box 604
1723 Williams
Great Bend, Kansas 67530
316-792-2759

Carl F. Handlin
Joyce C. Haberman

Complete Hardware/Software Solutions & Service Work For Municipalities

IIMC MEMBERSHIP

The theme from this year's Annual IIMC Conference, "Reach Out to Touch Your World," exemplifies what membership in IIMC can do for you and your city. You will be able to share with others innovative programs enacted by your Governing Body and at the same time, read in the News Digest what other cities are accomplishing. You will make a difference!

IIMC is an international organization which has for its members, besides the monthly publication, sample ordinances, information on Clerk's duties, salary surveys, technical bulletins, and case studies. Educational programs such as Certification Institutes, Yearly Conferences and Academics for Advanced Education are presented annually. This organization will help you grow professionally at the same time you are helping others.

Annual dues are based upon municipal population. In this way, persons from smaller municipalities are able to take advantage of membership in IIMC. If you are interested in further information or would like a new member packet, please contact either Delores Suppes, City Clerk, Scott City; or Norma Moffet, CMC, AAE, City Clerk, City of Overland Park, 8500 Santa Fe Drive, Overland Park, KS 66212.

KANSAS CLERKS APPOINTED TO IIMC COMMITTEES

Christina Wilder, IIMC President, has announced that the following Kansas Clerks have been appointed to IIMC Committees for 1992-93.

Big Cities Committee - Tom Roberts, member, Kansas City

Education/Personal Growth Committee - Paula Holle, member, Marysville

Legislation/Library Committee - Jacqueline Schiever, member, Salina

Membership Committee - Vernon Stallman, member, Hutchinson, Brenda Chance, member, Phillipsburg

Technical Development Committee - Connie Schmidt, Chairman, Merriam



Enjoying the festivities at the Opening Ceremony at Snowbird Resort in Salt Lake City. Pictured from left to right are: Norma Robbins, Topeka; Phyllis Walton, Atchison; Mary Reed, Parsons; Ray Hummert, Lawrence; and Karen Fitzmier, Maize, President, CCMFO of Kansas.

THE SPOTLIGHT IS ON THE EXECUTIVE COMMITTEE



Karen Fitzmier, CMC/AAE

Birthplace: Pittsburgh, PA
Spouse: Ted
Children: Tim, Todd, Tedd,
(2 grandsons, Garrett & Levi)

Favorite type of music: 60's and country western
Favorite TV show: 20/20, 60 Minutes, Barbara Walters' Specials
Favorite movie: Dances With Wolves
Favorite entertainer: Natalie Wood
Best book read recently: Bible Commentary by J. Vernon McGee
Best part of my day: Morning--that first cup of coffee and a new day
Worst part of my day: Mid-afternoon--it would be great to take a nap
First job: Hamburger stand in Derby, KS. I was a junior in high school
In my spare time I like to: Analyze handwriting and read
Fondest childhood memory: Being able to climb the backyard tree higher than any boy in the neighborhood
Proudest achievement: Becoming president of CCMFOA
I knew I was grown up when: My mother stopped letting me call home collect
I hope I never have to: Go back and do it over!
If I could change one thing about myself, I would: Be a size 8
If I couldn't do what I am doing, I would: Start my own business based on handwriting analysis in the area of personnel and personal analysis
Five words I hope people use to describe me: Sincere, honest, spiritual, compassionate, and committed
One thing I really can't stand: Man's inhumanity to man
The most rewarding thing I ever did was: Recently spent an afternoon with my youngest brother reflecting on our childhood, gaining insight into ourselves
For one day I'd like to trade places with: Mother Teresa



Verna Ferguson

City Clerk/Dir. of Finance
Concordia
Birthplace: Vici, OK
Spouse: Dale Ferguson
Children: Randy, Steven & Amy
Grandchildren: Brianne & Amanda

Favorite type of music: Country
Favorite TV show: Wheel of Fortune
Favorite movie: Gone with the Wind/Stake Out
Favorite entertainer: Richard Dreyfuss
Best book read recently: Journey to Yesterday
Best part of my day: Mornings
Worst part of my day: Right after lunch
First job: Waitress at Victory Cafe - age 14
In my spare time I like to: Read, putter in flower garden
Fondest childhood memory: Visiting grandparents farm
Proudest achievement: Riding a runaway horse without falling off
I knew I was grown up when: I went to Michigan and got a job on my own
I hope I never have to: Hitchhike any where
If I could change one thing about myself, I would: be thinner
If I couldn't do what I am doing, I would: Be a travel agent or escort on travel tours
Five words I hope people use to describe me: Fair, compassionate, fun, daring, friendly
One thing I really can't stand: Hypocrisy
The most rewarding thing I ever did was: Care for my 2 granddaughters
For one day I'd like to trade places with: Barbara Bush
If I had a million dollars, I would: Build a new house, buy a new car and travel
Most embarrassing moment: Wore my chore shoes to school and discovered, too late, that I had them on.
I can die happy, once I've: Reconciled the differences between my daughter and me.
The one person I would like to have met: Tom Selleck

THE SPOTLIGHT IS ON THE EXECUTIVE COMMITTEE



Howard Pevehouse
Olathe City Clerk
Nickname: Howie
Birthplace: Vigo Park, TX
Spouse: Erli
Children: Cynthia, Atty;
Frances, School Principal;
Gloria, Elementary Teacher



Sandra Howell
City Clerk/Finance Director
Lenexa
Nickname: Sandy
Birthplace: Kan. City, MO
Spouse: Gary
Children: Greg, 16 and
Mike 12

Favorite type of music: Country, but don't tell my wife I said so.
Favorite TV show: Murphy Brown
Favorite movie: Apocalyps Now
Favorite entertainer: Barbara Streisand, although she isn't country
Best book read recently: The Watchers
Best part of my day: Before the first phone call
Worst part of my day: After the tenth phone call, and it is still 7 hours until quitting time
First job: Clerk in a rural general store, age 13
In my spare time I like to: Play golf
Fondest childhood memory: Going to the farm with my Dad, and playing with the baby rabbits he caught for me
Proudest achievement: Finally graduating from college, at age 41, the first in my family to do so
I knew I was grown up when: I realized that my children were growing up
I hope I never have to: Quit playing golf
If I could change one thing about myself, I would: Have more hair
If I couldn't do what I am doing, I would: Play more golf
Five words I hope people use to describe me: A good sense of humor
One thing I really can't stand: People who can't be wrong
The most rewarding thing I ever did was: Serving people who need assistance from their government
For one day I'd like to trade places with: Ross Perot
If I had a million dollars, I would: Act like I had traded places with Ross Perot
Most embarrassing moment: I can't remember ever being embarrassed

Favorite type of music: 50's - 60's rock & roll
Favorite TV show: Entertainment Tonight
Favorite movie: Gone with the Wind
Favorite entertainer: Elvis
Best book read recently: September
Best part of my day: Evenings--after supper
Worst part of my day: Afternoons--around 3:00!
First job: Soda fountain waitress
In my spare time I like to: Fish
Fondest childhood memory: Family vacations
Proudest achievement: Having two wonderful children
I knew I was grown up when: I began paying home mortgages and real estate taxes
I hope I never have to: Sky dive
If I could change one thing about myself, I would: Be more self-disciplined
If I couldn't do what I am doing, I would: Be a bond lawyer
Five words I hope people use to describe me: Friendly, helpful, courteous, sincere, and generous
One thing I really can't stand: Filling out embarrassing profiles!!
The most rewarding thing I ever did was: Having two children
For one day I'd like to trade places with: Any movie star
If I had a million dollars, I would: Buy property in exotic places for retirement
Most embarrassing moment: Getting locked in the stairwell at Commerce Towers Bldg. in Kansas City
I can die happy, once I've: Observed my grandchildren grown up
The one person I would like to have met: Lucille Ball

DID YOU KNOW???

Congratulations to **Sue Martell, Finance Director, City of St. Marys**, who was recently awarded the designation of Certified Municipal Clerk from the International Institute of Municipal Clerks. She has been Finance Director of St. Marys since 1981, and joins 92 other Kansas Municipal Clerks who presently hold the designation of Certified Municipal Clerk (CMC).

The latest news from the **City of Great Bend** indicates that **Debbie Durler** has been busy celebrating quite an accomplishment. On Sunday, May 17, Debbie was the proud recipient of a Bachelor of Science degree in Human Resource Management from Friends University. For those of you who don't know, Debbie was the first editor of WINGS--now we know what she has been doing with her spare time during the past couple of years. Congratulations, Debbie!

It's a GIRL! Congratulations to **Vicki Hesser, City Clerk of Montezuma**, and her husband Troy, who are the proud parents of a little girl, Brigit Leann, born May 11, 1992. Brigit weighed in at 7 lbs. 9 1/2 oz. Best wishes and blessed joy to you and your family.

The **City of Overland Park** recently announced the following job changes: **Kristy Cannon** - Director of Finance, Budget and Administration; **Norma Moffet** - City Clerk; **David Scott** - Manager, Finance and Accounting; **Cheryl Axon** - Manager, Capital Improvements.

WE SOLVED A PROBLEM. HERE'S WHAT WE DID.

Problem: _____

Solution: _____

Name _____

City _____ Telephone _____

Mail to: WINGS
c/o Connie Schmidt, City
9000 W. 62nd Terrace
Merriam, KS 66202
FAX: 913-722-0238

REGION NEWS

On April 27, Kay Leet, City Clerk of Jetmore hosted the quarterly meeting of the **Region 2** clerks. It was an interesting and informative meeting with Nanette Kelton from the Garden City Community College speaking on feminine leadership. The next meeting is scheduled for July, with Betty Shull, City Clerk of Dighton hosting. We encourage all clerk's and staff members to attend the regional meetings whenever possible.

Region 3 city clerks and municipal finance officers met at the Horseshoe in Phillipsburg the evening of January 27, 1992. After dinner the meeting was moved to the Phillipsburg City Library. The program was given by Sandra J. Coyner, Director of Women's Studies Program at Kansas State University, entitled, "Ties that Bind: Women, Work, and Family." Ms. Coyner is a member of the Kansas Committee for the Humanities Speakers Bureau. Funding for the program was provided in part by a grant from the Kansas Committee for the Humanities, an affiliate of the National Endowment for the Humanities.

April 16, 1992, **Region 4** members attended the "Women in Management Luncheon Series" offered by Barton County Community College. This month's program was held at the Anchor Dining Room in Great Bend. Jan Felton, Director of Support Services, Title 9, Helping Hands and Private Consultant, was the guest speaker during our tasteful lunch. Ms. Felton's presentation, "Professionalism Is An Attitude" gave us the chance to reflect on our professional image and goals. At the conclusion of the luncheon we met briefly as a group. It

was decided to try to coordinate our meetings at the same time as the luncheons.

Region 11 held their quarterly meeting on April 21, 1992, at the Family Steak House in Horton. Sheila Gibson, host clerk, introduced Horton Mayor Edwin Buser, who welcomed us to their city. Thirteen city clerks attended this meeting. The next meeting will be in October in Atchison.

Region 17 SEK Kansas City Clerk's met in Girard on May 29, 1992, hosted by City Clerk Coralie Bennett. Twenty-eight were in attendance. The meeting began at 10:30 with a guided tour through the SEKan Cheese Plant. The business meeting followed the luncheon. Girard's Mayor Jerry Staton welcomed everyone in attendance. Harriett Mitts provided the group with a history of the beautiful Raymond Community Home. After lunch we were bused to Girard's new Industrial Park where a guided tour of APICO, Inc. Printing Plant took place. The day concluded back at the City Hall council room where CCMFO T-Shirts were distributed to members for selling in their communities.

The Nation's Leading Codifier



- Ordinance Legal Review
- Professional Indexing
- Continuous Updating
- Special Publications
- Sample Ordinance Service



**Municipal
Code
Corporation**

1-800-262-CODE

Home Office: Tallahassee, Florida

UPCOMING EVENTS

Investment Bill Seminars, sponsored by the League of Kansas Municipalities, the Division of Accounts and Reports within the Kansas Department of Administration, the Kansas Association of Counties, and the State Treasurer's Office, are scheduled as follows:

August 11 and 12 - Hays (Holiday Inn Holidome)

August 13 and 14 - Garden City (Hilton Inn)

August 18 and 19 - Wichita (Hilton East)

August 20 and 21 - Topeka (Ramada Inn Downtown)

Region VII Meeting - The Illinois Municipal Clerks Association will host the Region VII meeting this year. It is tentatively scheduled for December 4-5, 1992, in Chicago at the Westin Hotel. More information to follow in the October issue of WINGS.

Annual League Conference - October 4-6, 1992 - Wichita (Ramada Hotel at Broadview Place)

City Clerks Certification Institute (1st and 3rd year) November 2-6, 1992, 12:00 noon Monday through 12:00 noon Friday, at the Wichita Hilton East.

City Clerks Certification Institute (2nd year) November 9-13, 1992, 12:00 noon Monday through 12:00 noon Friday, at the Wichita Hilton East.

Academy for Advanced Education - November 12-13, 1992, 8:30 a.m. to 4:30 p.m., at the Wichita Hilton East. Topic: Local Government Partnerships.

Annual Conference, City Clerks and Municipal Finance Officers Association of Kansas, March 10-12, 1993, at the Wichita Hilton East.



EDITOR TO EDITOR.....

At the IIMC Conference in Salt Lake City I had the opportunity to meet Erin Gothard, Editor of IIMC's "News Digest". Many of you may not know that Erin is one of us...having grown up in Olathe, and a 1991 graduate of the University of Kansas.

Erin says she is adjusting to life in California, but will always have close ties to Kansas. Hopefully one of her future visits to Kansas will coincide with our annual spring conference, and each of you will have the opportunity to meet her. Remember, if you have information to be published in the IIMC "News Digest", please contact Erin at IIMC headquarters, (818) 795-6153.

PROGRAM PLANNING COMMITTEE

Verna Ferguson, Concordia

The Executive Committee and Program Planning meeting was held in Wichita on June 19. The group met between tornado warnings. Joining other guests of the hotel in the center ballroom on the main floor at 5:45 a.m. was interesting to say the least. The sirens sounded again while we were eating lunch, and once again we were instructed to go to a safe place. Lucky for us, the "bomb shelter" was the room where our meeting was scheduled.

Bill Goering came to our Executive Committee meeting as the coordinator for Tom Roberts campaign to become the Second Vice President of IIMC. The board voted to approve up to \$5,000 in support of Tom's campaign for the vice-presidency.

state who are not able to attend our Institutes or our Annual Spring Conference because of budgetary concerns. This is one area that our committee hopes to be able to "reach out" to and be of help. If you are a new clerk and you would like to be a part of our program, please contact Cindy Bernbeck, committee chairman, (316) 355-6252 or LeAnn Hughes committee member, (913) 672-3611, for assistance. We will find a city clerk who will contact you, help you get started and be there for support.

At the Annual Spring Conference to be held in Wichita in March of 1993, an introduction meeting will be held the first morning during registration. We encourage all of the mentors and the new clerks to attend this meeting. This will be an excellent opportunity to learn firsthand the advantages of belonging to our State association, and to meet other new clerks and experienced clerks. We will also have a special surprise for all new clerks.

We realize that the position of Municipal Clerk has many varied duties and we want you to know that you are not alone as you learn to fulfill your professional responsibilities. We want to help and we look forward to working with you.

MENTORING COMMITTEE

Cindy Bernbeck, Lakin

The "Reach Out and Teach Someone" mentoring program committee has been working on developing new ways to provide sources of knowledge to new city clerks. We hope to be of assistance to new clerks in Kansas who may be in need of substantive directions in order to provide quality service to their constituents. There are many clerks in the

MEMBERSHIP COMMITTEE

Don Drennan, Winfield

The City Clerks and Municipal Finance Officers Association of Kansas provides a network for city clerks and finance officers to grow

professionally and individually. Regardless of city size, each clerk or finance officer has a responsibility to their community to stay abreast of changing laws and conditions which impact city government. The clerk's association, through regional and state meetings and seminars, "WINGS", and networking, is an effective tool to accomplish our duties.

While enjoying this complimentary issue of "WINGS", please take a moment to consider membership for the coming year. The benefits you'll receive will outweigh the small cost of dues. Watch for a membership statement in July and be sure to return your positive response as soon as possible.

For additional information, please call Membership Committee Chairman Don Drennan, City Clerk/Finance Director, Winfield, at (316) 221-3060. We want YOU to be a part of our growing organization.

TOM ROBERTS ANNOUNCES CANDIDACY

Tom Roberts, CMC, City Clerk of Kansas City, Kansas, is a candidate for the office of second vice president of the International Institute of Municipal Clerks.

Tom is well-known among Kansas clerks and finance officers, having served as CCMFOA president from 1988 to 1989. He also served on the planning committee for the annual conference and is currently chairman of the legislative committee. Tom has been a part of many beneficial changes in our organization.

Tom has served on the International Committee, Technological Development Committee, the Professional Status Committee and the Big Cities Committee of IIMC and is currently a director from Region VII.

Kansas clerks can help Tom's candidacy in a number of ways. They can renew contacts with colleagues from other states to let them know of Tom's candidacy and his qualifications and ask them to spread the news. Word of mouth is an important element in any election. Also, they can volunteer to help with the campaign in Orlando in May 1993 by handing out materials or helping at the reception. Participation in any way will be helpful. Please contact Bill Goering, McPherson, or Mary Sue Fry, Lenexa, if you want to sign up to help.

The election will be held at the annual IIMC Conference in Orlando, Florida, in May next year. Make plans now to attend. Tom is a well qualified candidate for this prestigious office. How wonderful it would be to have a Kansan elected and in two years become President of IIMC.

George K. Baum & Company INVESTMENT BANKERS

SPECIALISTS IN KANSAS MUNICIPAL FINANCE

PROVIDING FINANCIAL ADVISORY & UNDERWRITING
SERVICES FOR GENERAL OBLIGATION, UTILITY
REVENUE AND LEASE TRANSACTIONS

Call: ROGER EDGAR OR DAVID PERKINS
1004 Baltimore Avenue
Kansas City, MO 64105
1 (800) 821-7195
1 (800) 474-1100

Interested in joining GFOA? Find your membership fee from the below listing, and contact Sandy Howell, City Clerk, Lenexa, Chairman of the GFOA/Finance Officers Committee, at (913) 492-8800.

GFOA MEMBERSHIP FEE SCHEDULE

The following GFOA membership fee schedule, as adopted by the Executive Board, takes effect January 1, 1992.* An annual subscription to GFNET, GFOA's electronic information service, can be added to your membership fee billing.

<u>Cities and Counties Population</u>	<u>No. of Memberships Included in Base Fee</u>	<u>Base Fee</u>	<u>Additional Memberships</u>	<u>Subscription to GFNET</u>
0-4,999	1	\$ 95	\$90	add \$135
5,000 - 9,999	1	100	90	add \$135
10,000 - 19,999	1	120	90	add \$135
20,000 - 29,999	1	150	90	add \$135
30,000 - 39,999	2	170	90	add \$155
40,000 - 49,999	2	215	90	add \$155
50,000 - 74,999	3	410	90	add \$155
75,000 - 99,999	3	440	90	add \$155
100,000 - 199,999	4	570	90	add \$195
200,000 - 299,999	5	790	90	add \$195
300,000 - 499,999	5	885	90	add \$195
500,000 - 749,999	6	1,200	90	add \$195
750,000 - 999,999	6	2,080	90	add \$195
More than 1,000,000	7	3,155	90	add \$195

EDITOR
9000 WEST 62ND TERRACE
MERRIAM, KS 66202

BULK RATE U.S. POSTAGE PAID Permit No. 53 Hesston, KS
--

710

CHERI HOLLINGSWORTH
 CITY CLERK
 703 ETH
 OSWEGO KS 67354