

December 2016 Newsletter

WAM Connection



WAM Winter Workshop



January 11-13, 2017 in Cheyenne

wam

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WAMConnection

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WAM members had a visit from Flat Stanley this fall! He helped the team prep for their presentation before the Joint Appropriations Committee in Casper.



Mayor Rick Kaysen, Cheyenne and Mayor H.H. Buck King, Edgerton pose with Flat Stanley, a fictitious character that traveled out to Wyoming from Morgan Hill, California. Flat Stanley's Wyoming adventures also included traveling with students from Edgerton over to Casper for school. Edgerton's school remains closed, displacing its students and teachers who are temporarily using the new Pathways Innovation Center campus for Midwest high schoolers and the old Westwood building for grades K through 8th.

DECEMBER

December 12 - 17

*Joint Appropriations
Cheyenne*

December 12 - 13

*Transportation Committee
Casper*

December 25 - 26

*Christmas Holiday
WAM Office Closed*

JANUARY

January 1-2

New Years Holiday
WAM Office Closed

January 10

*General Legislative Session
Begins*

January 11-13

WAM Winter Workshop

January 19

SLIB

FEBRUARY

February 2

SLIB

February 14

Valentines Day

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Workshop Event
Schedule and Details



WAM Winter Workshop

Online Registration
www.wyomuni.org
then visit the Events page

2016 Allied Members

Accountants	City	Phone
Anton Collins Mitchell, LLP	Laramie	(307) 755-1040
McGee, Hearne & Paiz, LLP	Cheyenne	(307) 634-2151
Porter, Muirhead, Cornia & Howard	Casper	(307) 265-4311

Associations/Councils	City	Phone
SENIORx Patient Advocates	Casper	(307) 472-1770
WY Association of Risk Management	Cheyenne	(307) 433-9400
WY Business Council	Cheyenne	(307) 777-2800
WY Conference of Building Officials	Gillette	(307) 682-1970
WY Press Association	Cheyenne	(307) 635-3905
WY Economic Development Association	Cheyenne	(307) 772-9100

Attorneys	City	Phone
Freudenthal & Bonds, P.C.	Cheyenne	(307) 634-2240
Hathaway & Kunz, P.C.	Cheyenne	(307) 634-7723
Pence and MacMillan LLC	Laramie	(307) 745-3626

Collection Services	City	Phone
Collection Center, Inc.	Rawlins	(307) 321-6629

Community Planning	City	Phone
Align	Cheyenne	(307) 772-9001
Community Builders In.	Douglas	(307) 359-3311

Construction Materials & Services	City	Phone
Concrete Stabilization Technologies, Inc.	Wheatland	(307) 322-3990
Desert Mountain Engineering America, Inc.	Riverton	(307) 856-9730
Russell Industries Inc.	Loveland, CO	(970) 962-9400
	Casper	(307) 265-9566

Energy	City	Phone
Energy Laboratories	Casper	(307) 235-0515

Engineers	City	Phone
ACEC of Wyoming	Laramie	(307) 745-8100
Baker & Associates, Inc.	Torrington	(307) 532-5211
Burbach Aquatics	Platteville, WI	(608) 348-3262
DOWL	Sheridan	(307) 672-9006
ECS Engineers	Sheridan	(307) 675-1919
Engineering Associates	Cody	(307) 587-4911
HDR Engineering	Gillette	(307) 682-8936
Ingberg-Miller Engineers	Riverton	(307) 856-8136
Jorgensen Associates P.C.	Jackson	(307) 733-5150
KLJ	Gillette	(307) 682-9500
Manufacturing-Works	Laramie	(307) 766-4811
Morrison-Maierle, Inc.	Gillette	(307) 685-3780
Nelson Engineering	Jackson	(307) 733-2087
Short Elliott Hendrickson Inc. (SEH)	Laramie	(307) 745-1492
Solid Waste Professionals of WY, LLC.	Sheridan	(888) 842-1325
Sunrise Engineering	Cheyenne	(307) 775-9500
Vista West Engineering	Sheridan	(307) 672-9310
WLC Engineering, Survey & Planning	Casper	(307) 266-2524
WWC Engineering	Laramie	(307) 742-0031

Equipment	City	Phone
Ameri-Tech Equipment Co.	Lander	(307) 332-4000
Fremont Motor Company	Lander	(307) 332-8340
Wyoming Machinery	Casper	(307) 472-1000

Financial/Investments	City	Phone
First Interstate Bank	Cheyenne	(307) 633-8400
Kaiser Wealth Management	Cheyenne	(307) 634-1547
RBC Wealth Management	Cheyenne	(307) 634-7781

Geographical Info Systems	City	Phone
Five V Solutions	Laramie	(307) 996-6888

Housing	City	Phone
WY Community Dev. Authority	Casper	(307) 265-0603

Insurance	City	Phone
Blue Cross Blue Shield of Wyoming	Cheyenne	(307) 442-2376
HUB International Mountain States Limited	Sheridan	(307) 672-5833
Local Government Liability Pool	Cheyenne	(307) 638-1911
WY Association of Risk Management	Cheyenne	(307) 433-9400

Lodging	City	Phone
Blair Hotels	Cody	(307) 587-3654
SpringHill Suites by Marriott	Cheyenne	(307) 635-0006

Mail & Shipping Services	City	Phone
AMBI Mail & Marketing	Casper	(307) 266-2223

Public Works Materials	City	Phone
Dana Kepner Co., Inc.	Casper	(307) 235-1300

Software	City	Phone
Black Mountain Software	Polson, MT	(800) 353-8829
Caselle, Inc.	Provo, UT	(800) 228-9851

Telecommunications	City	Phone
Charter	Cheyenne	(307) 331-3448
Motorola, Inc.	Westminster, CO	(303) 877-3128
Union Wireless	Mountain View	(307) 782-6131

Transportation	City	Phone
Union Pacific Railroad	Denver, CO	(303) 405-5010

Utilities	City	Phone
Cheyenne Light, Fuel & Power	Cheyenne	(307) 638-3361
Kemmerer/Diamondville JPB	Kemmerer	(307) 877-2261
One-Call of Wyoming	Cheyenne	(307) 778-5210
Rocky Mountain Power	Rock Springs	(307) 352-5202
SourceGas	Casper	(307) 261-3261
Waterworks Industries, Inc.		
A Ferguson Enterprise	Casper	(307) 265-9566



Property & Casualty

Employee Benefits

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Risk Management

Loss Control

HUB International Mountain States Ltd.
 800-300-4370
www.hubinternational.com

Local Government Leadership

WAM's Education Program formally known as LTS/CEP

Sign up at WAM Winter Workshop! This program offers training on the fundamentals of municipal government. Use it as a tool to help you discover more success in your community leadership role!



FIRST TIMER TO A WAM EVENT!

Attends a WAM Conference (WAM Winter Workshop or WAM Convention) for the first time and receives a reduced rate!



SECOND BASEMAN!

Completes 8 Fundamental Courses



THIRD TIMES THE CHARMER!

Expands knowledge by attending Elective Courses that offer additional topics helpful to the municipal leader.

LOCAL GOVERNMENT LEADER!

Accomplishes all program requirements explained in detail on the following page.
Congratulations!!



WAM'S SPONSORSHIP PROGRAM

LET'S BUILD STRONG COMMUNITIES TOGETHER

We strive to be a progressive organization that stays relevant to our members and to our supporters. Contributions from our sponsors help us provide valuable experiences, at affordable costs to our members and makes Wyoming's communities stronger.

This year we are providing a new sponsorship program and invite organizations, businesses, and agencies to join our team and make an impact in Wyoming's cities and towns. For more information contact Earla Checchi, 307-632-0398 or by email at checchi@wyomuni.org.

Gold Dome \$10,000	Cowboy \$5,000	1st Class City \$2,500	Home Town \$1,000	WAM Partner \$500
<p>Event Benefits</p> <ul style="list-style-type: none"> • Sign and Verbal Recognition at WAM Events • Logo on Event Materials • Full Page Ad in Convention Program • Exhibit Booth at WAM's Conferences • Registration for Six to WAM Conferences • Registration for a Team of Four at the WAM Convention Golf Tournament <p>Publication Promotions</p> <ul style="list-style-type: none"> • Full Page Ad in WAM Directory & Listing as a WAM Sponsor • Full Page Ad in WAMConnection (Six Newsletter Publications) • Business Logo in Word from WAM (40 Weekly e-message) • Website listing with Logo and linked to YOUR Website. 	<p>Event Benefits</p> <ul style="list-style-type: none"> • Sign and Verbal Recognition at WAM Events • Exhibit Booth at WAM's Conferences • Registration for Three to WAM Conferences <p>Publication Promotions</p> <ul style="list-style-type: none"> • Half Page Ad in WAM Directory & Listing as WAM Sponsor • Business Ad in WAMConnection (Six Newsletter Publications) • Website listing with Logo and linked to YOUR Website. 	<p>Event Benefits</p> <ul style="list-style-type: none"> • Sign and Verbal Recognition at WAM Events • 20% Reduced Exhibit Booth at WAM's Summer Convention <p>Publication Promotions</p> <ul style="list-style-type: none"> • WAM Directory Listing as a WAM Sponsor • Business Ad in WAMConnection (Six Newsletter Publications) • Website listing with Logo and linked to YOUR Website. 	<p>Event Benefits</p> <ul style="list-style-type: none"> • Sign and Verbal Recognition at WAM Events • 10% Reduced Exhibit Booth at WAM's Summer Convention <p>Publication Promotions</p> <ul style="list-style-type: none"> • WAM Directory Listing as a WAM Sponsor • Website listing with Logo and linked to YOUR Website. 	<p>Event Benefits</p> <ul style="list-style-type: none"> • Sign Recognition at WAM Events <p>Publication Promotions</p> <ul style="list-style-type: none"> • WAM Directory Listing as a WAM Sponsor • Website listing with Logo and linked to YOUR Website.



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Spring Hill Suites by Marriott
WWC Engineering
Waterworks Industries A Ferguson Enterprise
Wyoming Association of Risk Management
Wyoming Community Development Authority
Wyoming Conference of Building Officials
Baker & Associates, Inc.
Sunrise Engineering, Inc.
Wyoming Economic Development Authority

SPONSORSHIP OPPORTUNITIES STILL AVAILABLE! CONTACT WAM AT 307-632-0398

Plowing the Way

WAM Winter Workshop



Register before January 2nd to receive a reduced rate!

Request the **WAM ROOM BLOCK** when making your accommodations.



307-638-4466

Rate: \$85



307-635-0006

Rate: \$89



307-514-6051

Rate: \$89

AGENDA DETAILS HERE!

Wednesday, January 11

11:00 a.m.

Leadership Training Services Meeting

12:00 p.m.

Legislative Leadership Committee Meeting

1:00 p.m.

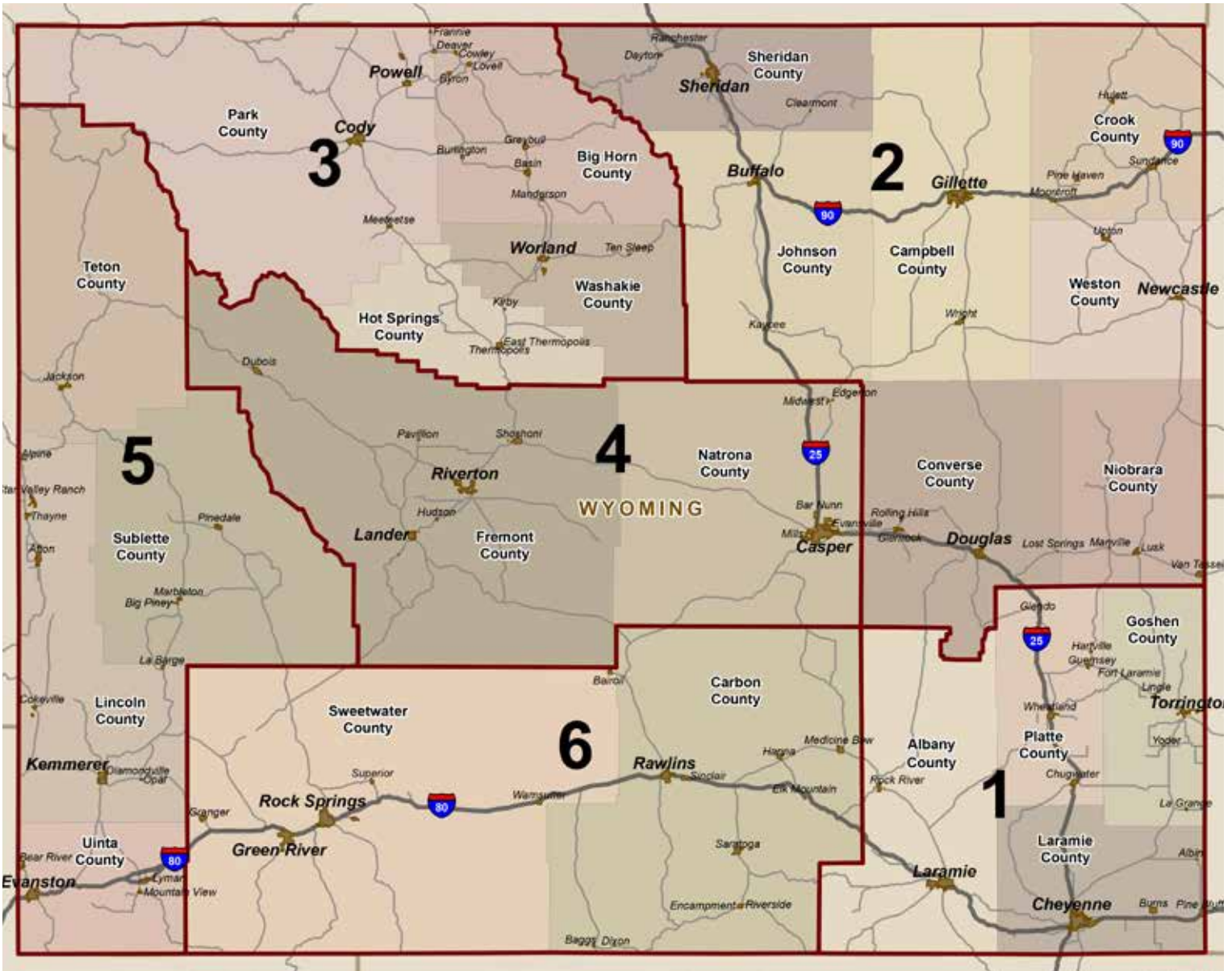
WAM Board Meeting

3:00 p.m.

Advocating for Your Community

Mayor Marian Orr, City of Cheyenne

Advocating happens all year round, not just during the legislative session. Join us this afternoon and learn from Cheyenne's newly elected Mayor Marian Orr, a seasoned lobbyist, who will provide insight on how to build working relationships with your legislators and tips on how to communicate your communities needs.



4:00 p.m.

WAM Region Meetings


Learn more about WAM's plans for the 64th Wyoming Legislative Session, elect your new Board Members, and hear what is happening in neighboring communities. (NEWY/REGION 2 will meet Thursday, January 12 at 6:00 p.m.)

Local Government Liability Pool



**Mark Pring
Executive Director**

Phone: 307-638-1911
Email: LGLP@LGLP.net
www.lglpwyoming.org



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WAM's Legislative Reception

Be sure to invite
your legislators!

January 11, 2017

6:30 p.m. - 9:30 p.m.

Cheyenne Depot Museum

121 West 15th Street



For over a year Wyoming leaders have been talking about shortfalls in the State, the downturn in oil, gas, and coal prices, and sales tax decline. These issues are on the forefront of Local Government concerns and legislative decisions. The 64th Wyoming Legislative General Session opens on Tuesday, January 10th (one day before WAM Winter Workshop begins). WAM's Legislative Leadership Committee has met monthly to prepare a legislative agenda addressing topics important to Wyoming's cities and towns. Major bills and issues that WAM will be monitoring on the members behalf are related to municipal funding, economic development, municipal jurisdiction, and other relevant topics. The Municipal Finance Report prepared by WAM members representing various cities and towns has been well received as a guiding document for this upcoming legislative discussion.


As you have conversations with your legislators here are talking points to consider.

1. Until other sources of revenue are explored, Wyoming cities and towns depend on the direct distribution funding from the State and **support securing the \$105 million appropriation for direct distribution to Local Government for the current biennium.**
2. Funding for Local Government was approved in the 2016 Budget Session in the amount of \$105 million for direct distribution (no Consensus funding), with the funds coming from the Legislative Stabilization Reserve Account (LSRA) **This is a 43% reduction from the previous biennium for Local Government.**
3. **We strongly support fully funding grant and loan programs** from the Wyoming Business Council, Mineral Royalty Grant Program, Wyoming Water Development Commission and other programs.
4. **Wyoming's cities and towns have little control and ability to predict their financial conditions.** Sales and use tax primarily funds municipalities and the State Legislature determines the share of, the maximum amount of, the use of, and even any exemptions from sales and use taxes. The State also determines whether or not State-aid (under-the-cap and over-the-cap funding, State grant and loan programs) receive appropriations and the State agencies determine the rules that govern the use of the appropriated funds.

5. Nearly 70% of Wyoming citizens live in a city or town. ALL Wyoming citizens are impacted by Local Government. When the Legislature and the State work with locals, they are making Wyoming better for their kids, their parents, their spouses and themselves.
6. WAM believes Wyoming's strength and character start at the local level. Local tax payers expect services like clean water, repaired streets, and safe neighborhoods in order to make Wyoming communities livable and productive.
7. WAM's Municipal Finance Report can be found online at www.wyomuni.org. In a collaborative effort WAM members formed a Municipal Finance Task Force with a charge to review current State-to-Municipal funding mechanisms, examine sources of available municipal revenue, consider typical and mandated municipal expenses, evaluate other national municipal funding models, and prepare reasonable recommendations. Below are WAM's recommendations in order of priority:
 - Secure the \$105 Million appropriation for direct distribution in this biennium
 - Modify the direct distribution formula adopted by the 2016 Legislature
 - Ensure funding for State Grant and Loan programs to fund capital construction
 - Provide more autonomy and revenue generating authority to Local Government
 - Increase State Sales Tax to 5%
 - Pass a constitutional amendment raising the municipal Property Tax
 - Evaluate Sales and Use Tax exemptions
 - Incentivize operating efficiencies

The Wyoming State Legislature can empower Wyoming's diverse municipalities by creating a menu of Local Government revenue generating options that will allow every city and town to take advantage of the relative strengths within their local economies. WAM acknowledges that funding for Local Government will only become more challenging in the coming years and wishes to stay a proactive resource to initiate change that will collaboratively manage Wyoming through these difficult times.

If you have any questions on any of these topics, please feel free to call us at the WAM office 307-632-0398 or send an email to wam@wyomuni.org.



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307-632-0398

THIS YEAR'S KEYNOTE SPEAKER



President Laurie Nichols

**University of Wyoming's
26th President**

Thursday, January 12

President Laurie Nichols began her duties as the University of Wyoming's President on May 16 during a fiscally challenging time. Like all government entities the university is entering a second fiscal year of heavy budget cuts. Join us at the WAM Winter Workshop, to hear more about UW's five-year strategic plan to serve Wyoming's higher education needs. Hear how they are managing important line items while highlighting success along the way!

President Nichols had been the Provost and Executive Vice President for Academic Affairs at South Dakota State University since 2009, helping the university of 12,600 students advance during financially difficult times. Before that, she was Dean of the SDSU College of Education and Human Sciences from 1994 to 2008. From August 2008 through mid-June 2009, Dr. Nichols served as Interim President of Northern State University in Aberdeen, South Dakota. She began her career in higher education as a member of the faculty at the University of Idaho from 1988 to 1994.

Thursday, January 12

7:00 a.m.

Breakfast with Exhibitors

Make some time to visit with some of Wyoming's most supportive organizations, agencies and business. Exhibit booths are still available. Contact Earla for more information at hecchi@wyomuni.org.

8:00 a.m.

Visit the Legislature

Remember, policymaking is not a spectator sport- participate! Visit the Wyoming Legislative Services Office for more information and to sign up for email updates.

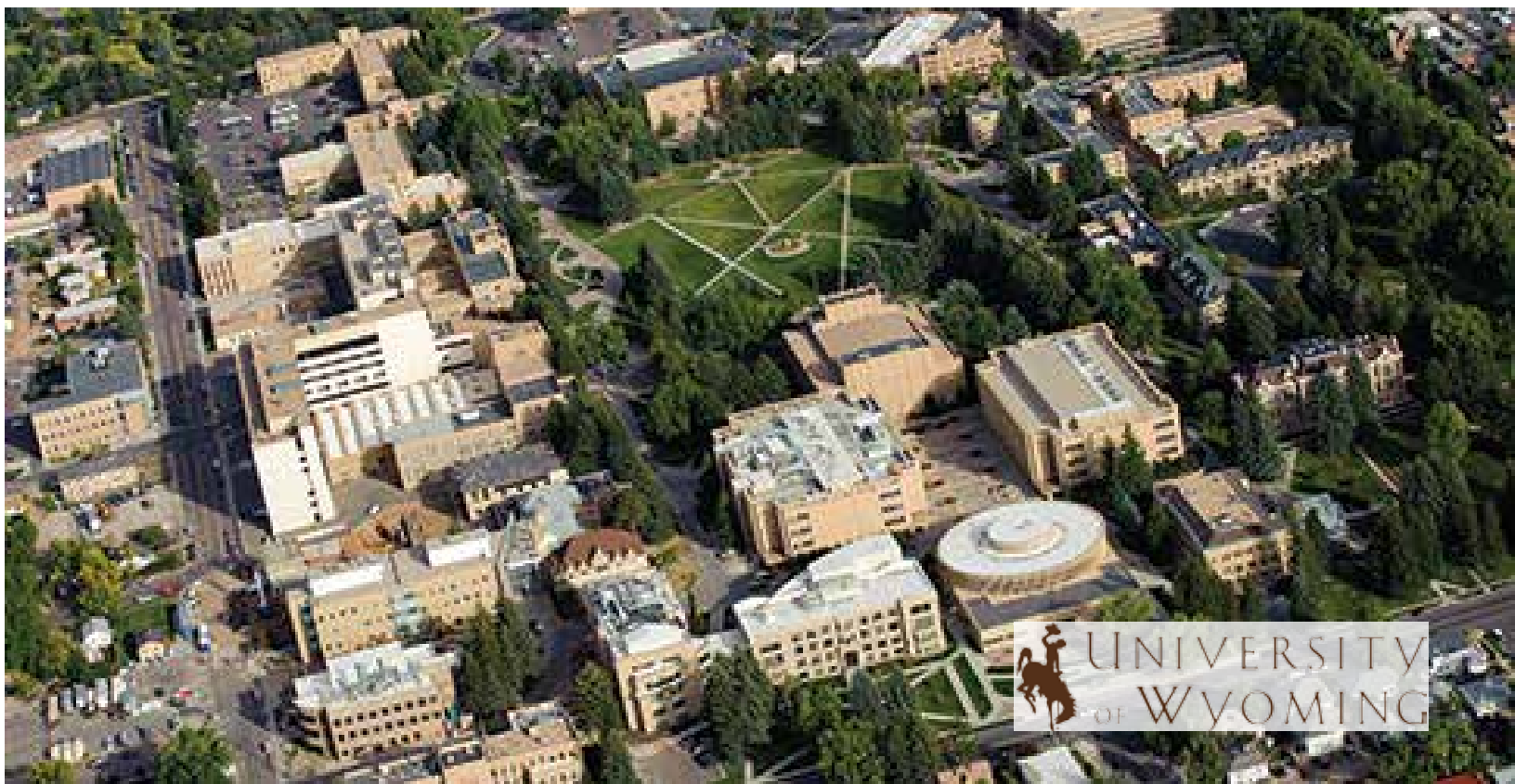
www.wyoleg.gov

10:30 a.m.

WAM Opening Session

President Laurie Nichols, University of Wyoming

Come hear what President Nichols has been working on for our university and how she will continue to serve Wyoming's education needs with a five-year strategic plan. Like all government entities UW is entering its second fiscal year of heavy budget cuts. Learn how Nichols plans to manage many important line items and find success along the way!



What Exhibitors are attending?

**Geroge K. Baum & Company/Wyoming
Government Investment Fund**

Joan Evans
evans@gkbaum.com

Caselle, Inc.
Aimee Gamble
alg@caselle.com

Earth Work Solutions
Tyler Miller
Tyler.miller@earthwork.us.com
Shay Lundvall
shay.lundvall@earthwork.us.com

Local Government Liability Pool
Bill Miller
lglp@lglp.net

Rocky Mountain Power
Ronnie Zimmerman
rzimmerman@nexant.com

SeniorX Patient Advocates
Terry Bay
terry.bay@seniorpatientadvocates.com

Technical Framework
Sylvia Yost
syost@techframework.com

Wyoming Business Council
Karen Fate
karen.fate@wyo.gov

**Wyoming Community Development
Authority**
Sarah Saulsburg
saulsbury@wyomingcda.com

Wyoming Department of Audit
Mike Ruckman
mayanns@wyo.gov

Wyoming Retirement System
George Eason
George.eason@wyo.gov

Wyoming State Forestry Division
Tara Costanzo
tara.costanzo@wyo.gov

WAM-JPIC Blue Cross Blue Shield of WY
Lee Shannon
Lee.Shannon@bcbswy.com

Wyoming Association of Risk Management
Carrie Krause
Carrie@warmpool.com

Thursday (Continued)

11:15 a.m. - 1:15 p.m. **Concurrent Workshops**

Government Operations Part 1 *(Fundamental Course)*

Bobbe Fitzhugh & Joe Coyne, CBI

Whether you are new to municipal government or just looking for a refresher of the operations of Local Government, this two-part course will be for you. During the morning session we will answer the following questions (and many more)! What does “Home Rule” mean? What’s the difference between a Town and a First Class City? What is a Council/Manager Form of Government? What are Council’s statutory and practical roles and responsibilities?

Budget Cutback Strategies

Reed Clevenger, Green River City Administrator & Chris Meats, Clerk/Treasurer

Many of us are feeling the pressure with shrinking revenues and increasing demands for services. Join us for the discussion on “guiding principles” to get through some tough times ahead.

Update from DEQ

Todd Parfitt, Director of Wyoming Department of Environmental Quality

Come learn about important DEQ and EPA issues relative to your community. Topics like sanitary sewer surveys, EPA standards, landfill closure funding options, and other DEQ related issues will be discussed.

1:15 p.m.

Lunch



Thursday (Continued)

2:30 p.m. - 4:30 p.m. **Concurrent Workshops**

Government Operations Part 2 *(Fundamental Course)*

Bobbe Fitzhugh & Joe Coyne, CBI

This session can stand alone or be combined with the morning Part 1 course. Here the focus will be on how to conduct a meeting; understanding the Wyoming Open Meeting and Public Records Law; governmental liability and basics of municipal elections.

Municipal Revenues

Mark Harris & Scott Badley, WAM

Understanding where municipal funding comes from can be difficult and challenging. Join Mark and Scott and discover where the \$\$ comes from, where the \$\$ goes and who has \$\$ in the bank!

Liquor Laws: Working with Wyoming Liquor Division

Tom Montoya & Kelly Hunt, Wyoming Department of Revenue Liquor Division

This session is about the role the Wyoming Liquor Division plays in the liquor licensing process. If you want to know more about license types and qualifications, license availability and allocation this is the class for you. Proposed 2017 legislative bills will also be discussed.

5:00 p.m. - 6:00 p.m.

WAM Member Business Meeting

Come learn what WAM has been up to this past year and discover the new ways you can stay engaged throughout this Legislative Session.

6:00 p.m.

Region 2 (NEWY) Meeting

7:00 p.m.

WAM Dinner

(At the Radisson)



Friday, January 13

7:30 a.m. - 8:30 a.m.

WAM Breakfast Theater “The Mistaken City”

A must see event where your own peers will play roles in a mock city council meeting. Among the laughs will be lessons to take home to your municipal leadership.

8:45 a.m. - 10:45 a.m. **Concurrent Workshops**

Ethics & Integrity *(Fundamental Course)*

Bobbe Fitzhugh & Joe Coyne, CBI

It's important to remember the importance of fairness, honesty, accountability, awareness of abuse, necessity of dealing with conflicting values, political influences and decisions, appearances, and perception. Join Bobbe and Joe and stay in the know!

Finding Grants for Your Community

Beth Blackwell, SLIB & Wyoming Business Council

As funding continues to decrease, finding programs that finance the needs of your community can be challenging. This session will offer tools that will help you find funding a little easier. You will also learn what techniques will help you find success when applying for your next competitive SLIB grant.

Social Media and Your Community

Scott Smith, City of Cheyenne Projects Information Officer

When Facebook captured over 100 Million users in less than 9 months, we should have known the world of communication was going to be impacted! Join Scott Smith, and learn how you can develop a Facebook following that benefits your community! Also, become familiar with social media guidelines to prepare for the next technology update!



Friday (Continued)

11:00 a.m. - 1:00 p.m. **Last Concurrent Workshops**

Welcome to the World of Municipal Finance *(Fundamental Course)*

Bobbe Fitzhugh & Joe Coyne, CBI

Learn to develop financial policies for Local Government; understanding the budget process, auditing, capital project budgeting, bidding and contracting, investments, and grant procurement.

Setting Internal Controls

Mark Harris, WAM Legal Council

Having a check and balance system is important when dealing with the public's money and business. Does your community have policies and procedures in place to ensure continued reliability and proper accountability? Join in for a discussion on how to prevent your community from legal disputes with WAM's Legal Council, Mark Harris!

Wyoming State Archives: Record Retention & File Management

Mike Strom, Wyoming State Archives Manager

Come discuss basic record management and learn more about the new rule changes the State of Wyoming has made on records retention. In this class, you will learn helpful techniques on electronic and hard copy file management as well as how long those dusty files need to be preserved!



2017 WAM CONVENTION

EXPERIENCE GILLETTE!

HEAR from expert speakers

SHARE your experiences

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I found It in the Archives

Mother Mayor's Management Secrets

by Lorene Rasmussen

The Holiday Season was my mother's favorite time of year. I sincerely believe the woman's drug of choice was pine scent and fruit cake. Her idea of an extreme sport was baking fifteen different flavors of cookies and ten varieties of homemade candy. In Mother's heyday, she could have put Martha Stewart to shame. Like Martha, Mom had a few enemies, but she forged them into friendships at her kitchen table over a cup of coffee and an exclusive sampling of whatever she just baked.

Mom (Gloria Stratton) was a colorful, magnificent and multi-faceted individual. She did not go to college; she never received prestigious awards; she never ran a marathon or made a million bucks.

Nonetheless, she did raise six hard working children, ran a "greasy diner" and stayed married to my father for well over fifty years. She had a passion for good food, good kids, and a good community.

Mom's last paying job was mayor of my hometown, Kaycee, Wyoming, population 272. The community called her "Mother Mayor," a term of endearment, even after she retired. At the next election, Mom won another race for office by the write-in votes alone, but she decently declined the position in favor of the second-place gentleman who accepted the seat graciously.

Mom was a big woman; she stood 5'8" tall, weighed well over 200 lbs most of her life, and her voice entered the room before she did. Mom accomplished everything she needed to without the aid of computers, cell phones, or Blackberries. She drove a big green Cadillac and always had a cigarette lit, which was used for dramatic emphasis when she needed to make a point (which was most of the time).

Mom wasn't a perfect manager, but the woman knew how to manage projects and people, and she did it from the gut, straight through her heart. Her management style would be considered

commonsensical with confidence, which lead to some



much needed reforms for our small town, such as a \$5 Million water system (circa 1980).

As the mayor, Mother attended municipal conventions throughout the state. The conventions were designed to teach mayors and city managers how to write bonds, negotiate contracts, how to understand basic laws, and work with governing bodies such as the DEQ. So to imply that my mother was not educated would be a misnomer, even though she never took a class on management or was exposed to any "pop" management books that could have honed her skills. Mom exhibited the management skills found in the very books I had to read in order to graduate from Boise State University.

So with that said, let me share four of my mother's management secrets that might help inform your management style, whether you are a hometown mayor, a small business owner, or someone who just needs to rethink some old principles in a new, down-home way.

Speak Frankly - Mom was accused of being bold, speaking her mind and not mincing words, but I do not ever remember anyone reporting that she was harmful or brutal, just truthful. Yet in his newest book, *Speed of Trust*, Stephen M.R. Covey calls it "Talk Straight," which he says is honesty in action.

Mom believed there was an urgency when she took office. She was only going to be there for one term, just long enough to accomplish what she set out to do. Consequently, she needed to "speak frankly" regarding the details about the water system and community pride.

Lead the Vision - Originally, Mom campaigned for the office of mayor because our town's drinking water was running through 100-year-old rusty and rotted pipes that could not keep pressure and needed

flushing regularly so the water would not be brown. Even though this was an obvious problem, many of the town folk feared that their water bills would increase well beyond the five dollars a month they were paying. We had people in our community who would drive to the next town (45 miles away) to haul their drinking water and do their laundry, but not everyone had that luxury.

As a citizen tired of nasty water, my mother was prepared with the knowledge that if the town did not take responsibility for their own drinking water, the state was going to have to step in and take over.

Over gallons of coffee, one cup at a time, Mom communicated a vision of clean water. This project was unpopular with many of the townspeople. She even had a few lifelong friends question the validity of her decision to put in this expensive pipeline, believing that the bill increase would be more painful than the nasty water folks had to use.

Just Do It! – Long before Dan Wieden released the very successful “Just Do It!” Nike’s ad campaign in 1988, Mom lived by those three simple words. In his book, *7 Habits of Highly Effective People*, Stephen Covey would have called Mom “proactive.” Mom would not accept the myth that “there is nothing that can be done about the circumstances of bad drinking water and low community morale.” She knew it would be a lot of hard work, but complaining about it wasn’t going to fix anything.

Armed with desire and determination, she did the things that were required and spent time with the people who would be able to help achieve the results the community needed. If Jack Welch had written *Winning back* in the late 1970’s, he would say Mom was living by “Rule #5: Leaders have the courage to make unpopular decisions and gut calls.”

Value Others – It would be ridiculous to insinuate that Mom was able to pull off this \$5 Million water line installation by herself. Mom knew there were some people she desperately needed on board to accomplish the mission, and she knew there were others who would criticize her the entire way. Both groups had value. The dichotomy created, became a natural check and balance system that kept Mom

on target to envision the completed project. Mom would esteem others by listening to their concerns, communicating the genuine need, and serving them in her home. Basically, Mom had the audacity to believe our town deserved good, clean, drinking water, and showed value to the town’s people by taking on the dubious task for them. I guess if you can raise a houseful of good kids, you already have a fundamental understanding how to value others.

No doubt I have painted a picture of Mom to be somewhat “bigger than life.” I’ll even admit I may not have remembered some of the details as accurately as they occurred. However, I do believe even within a legend, we can all glean the essential principles that can be incorporated into our own management/ leadership style.

May this holiday season be a time for you to reflect on the individuals who made a positive impact on your leadership style. If possible, why not take the time to thank them this year?

Gloria Stratton served as a council member and mayor in Kaycee from 1980 - 1986.

Lorene Rasmussen is a freelance writer, editor and regular contributor to The Leadership Advisor. On October 30, she completed her fifth Marine Corps Marathon along with her oldest son, Sean, and comedian Drew Carey. Lorene has adopted a new mantra, “40X85,” that powers her when she starts believing she should quit.

Lorene earned a Bachelor of Business Administration degree in marketing from Boise State University and is a certified Life Coach through Genesis Enterprises in Seattle, Washington. Lorene is number five of six children and has been listening to Christmas music since October.

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HIGHWAY SAFETY



buzzed
driving is
drunk
driving

December is National Impaired Driving Prevention Month which focuses on raising awareness about the consequences of impaired driving. Crashes involving a driver impaired by alcohol or drugs only account for 7% of total crashes statewide but account for 49% of fatal crashes over the past 5 years. Since 2 out of 3 impaired crashes occur within urban boundaries, local safety initiatives can have a huge impact on public safety. Safety advocates are encouraging all drivers to “drive with reason” this holiday season. What is your community doing to crack down on impaired driving?

Impaired Crashes & Resulting Fatalities or Injuries

City	2014		2015		2016*	
	Total Impaired Crashes	Resulting Fatalities or Injuries	Total Impaired Crashes	Resulting Fatalities or Injuries	Total Impaired Crashes	Resulting Fatalities or Injuries
CASPER	328	70	289	62	92	44
CHEYENNE	285	80	234	65	88	58
CODY	24	4	17	3	10	9
DOUGLAS	58	13	26	7	5	2
EVANSTON	5	2	18	1	5	1
EVANSVILLE	8	5	11	1	4	3
GILLETTE	161	38	124	31	44	28
GLENROCK	1	0	3	1	1	1
GREEN RIVER	24	2	27	6	7	5
JACKSON	28	5	33	5	13	3
LARAMIE	72	22	79	10	15	6
LOVELL	2	0	5	1	1	0
PINEDALE	0	0	14	3	0	0
POWELL	12	3	9	3	4	2
RAWLINS	44	18	19	5	10	0
RIVERTON	72	14	38	14	23	13
ROCK SPRINGS	120	25	81	18	40	19
SHERIDAN	70	7	51	10	29	6
THERMOPOLIS	9	1	0	0	1	1
TORRINGTON	17	4	8	2	5	2
WHEATLAND	18	4	4	1	1	0
WORLAND	15	1	14	2	6	8

What can Highway Safety do for you? If you would more information on your community, or information on a community not listed, please contact Andrea Jones with WYDOT Highway Safety at andrea.jones@wyo.gov or 307 777 4452.



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