Addendum

DIRECTORS'/ORGANIZATIONAL AGENDA ADDENDUM

Monday, February 4, 2019

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III. DIRECTORS CORRESPONDENCE
PLANNING

IV. CONSTITUENT CORRESPONDENCE

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4. Proposed Krueger Development Project, opposition - Krystine Kercher
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20. Uber and Lyft downtown parking - Sasha
21. Uber and Lyft downtown parking - Gavin Garcia

Angela M. Birkett

From: Tim Stauffer <lemartstauffer@gmail.com>
Sent: Saturday, February 02, 2019 1:01 PM
To: Council Packet
Subject: Porter Ridge building proposal

Dear City Council members,

I was present at the council meeting in 2018 where there was a very close vote on R. Krueger's request to build multi-use buildings on the strip of land between the South Pointe strip mall and the town homes and residential area just south of the present Star Bucks down to the Red Robin restaurant near 27th and Pine Lake. Your close vote led to the mayor's veto and I (and I think others too) thought things were settled.

We bought our home in 2006 and we were told that there would be more offices put in behind us; we bought anyway. Since then we have seen the Pet Mart go in and the Guitar Center music store; there have also been various restaurants in the strip of businesses where the building structure was already there.
Star Crest dry cleaners went in more recently east of the U- Stop. All of this has been according to what the city had indicated would happen in this area.

To hear again that the area behind us was up for a change in zoning was what happened. I went to the planning commissioner's meeting January 23, 2019 and saw that the request for rezoning did not pass. All 7 votes were against the request to make it multi-use (apartments and offices, not just offices.)
The sign for zone change has remained at the corners of the property behind us and now I'm finding out the planning commission only makes a recommendation, not a decision.
So I am writing to you, council members, in hopes that you will follow the recommendation of your planning commission.

Privacy is a concern of many of the neighbors on the north side of Porter Ridge where we live. We do not want renters across the fence, to the north, peering southward into our back yards, rear windows and next to our patios.

We live at the corner on the west end of Porter Ridge, so just west of us and across the street is Duteau Chevrolet. We are at the bottom of the land in this area. When we walk east we feel the incline. Neighbors who have lived here for years have seen how there used to be an actual hill where the proposed new building is supposed to go in. For days (or I heard near to a month) land was hauled away from behind us which removed the "hill." The town homes to the east of us I heard were also built on artesian springs. Water drains down to our end of the street and when rain comes down fast we get a big pool (it is more than a puddle) behind us by our utility hookups in the back yard. The water does drain away now by going under the fence and seeping down on the land that is supposed to become buildings and roads.. I hear the water system over there will be redone - "tweaked" - maybe enlarging the retention pond. I wonder if this all has been studied thoroughly enough. We and many of the neighbors have sump pumps. We even have a back up pump that would work if there's power failure. We don't want to have water problems and hope this change across the fence can be studied thoroughly and not dealt with after the fact. It makes me especially think/worry when what I hear is that there will be an underground swimming pool and underground parking as part of the proposed complex across the fence. If there were just offices and street parking as was the original plan I'd feel that is true to what we were told when we purchased our nice home here and we wouldn't fear change which could make more trouble.

We have appreciated having a view of sky as we look to the side and out the back from our property. With new buildings that are to go in which are higher than the 35' office buildings of the original zoning we will see less sky. I know there is talk about screening with landscaping (trees) so that we won't be looking as much at the building that will go so close. My concern is not so much having a building there, but having a tall building so close to our fence. At least with offices (and a road between the office building and our fence) the new structure wouldn't be so near to us. Also most offices are open durning the day time hours and we wouldn't have people around us in the evening hours when we are home. We have been told that in years to come the building can be totally screened by green. I am much more concerned about the height than the color of the wall (green trees or whatever color building material.) To me a 40' 45' or 50' height is too much next to our residences. I have been told that what is proposed is only 1 floor shorter than Scheels. That nice store is far enough away that it is fine, but compare what is between the neighbors next to Sheets to the north and what will be between us and the building that will come north us if the zoning is changed. They have a public bike path and a lot more distance before the high rising building. With offices we will have our fence and an alley and then the building, but with multi use - parking below, then offices on street level and then multiple floors of apartments above that we will have our privacy, our type of living encroached upon. Would you like to stand on our deck and see it or sit out there and feel like the space around you is swallowed up?

Please respect the recommendation of the planning commission to not allow mixed use in the strip of land behind us. We do not live out on an acreage anymore like we did before. We live on a street with many neighbors where this will not only affect the two people that live in this house - patio home to be precise. We live on a public street, in a city that I hope has a good system of government where the council will listen to other people's wisdom and recommendations. Even our mayor had the wisdom to veto the passing of this before. Can we count on you to vote against Mr. Krueger's request to change the zoning? Can we count on you to stick with the original zoning and not go along with the new-urbanization fad?

There seems to be many commercial spots available; there seem to be other rentals available. Why does this changed proposal come up? Is it for the good of the city, for the good of people who need a place to live? I would envision that the rent across the fence will be fairly high. The townhomes in the Porter Ridge area which have already turned into rentals do not rent for a small amount. Will the value of the properties here stay as high in values as they are now? I think a study should be done on homes that are near to newly built new-urban concept apartments. Those who own homes on our street and those who rent out their property now will surely want values to stay up.

I repeat **please respect the recommendation of the planning commission to not allow mixed use i**n the strip of land behind us. We live on a street with many neighbors where this will not only affect the two people that live in this patio home. We live on a public street, in a city that I hope has a good system of government where the council will listen to other people's wisdom and recommendations. Will your wisdom match the mayor's who had the wisdom to not want such a tall structure behind many concerned citizens? Can we count on you to vote against Mr. Krueger's request to change the zoning? Can we count on you to stick with the original zoning? Can we know that what was told us when we moved in will be upheld?

Sincerely,
Tim and Connie Stauffer 2800 Porter Ridge Road, Lincoln, NE 68516

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Saturday, February 02, 2019 3:19 PM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/2/2019 3:19:10 PM

name Sally and Thurman Hinds
address 2800 Lawson Drive
city Lincoln
state NE
zip 68516
email srae365@gmail.com
comments 2-11-19 hearing for zone change by Krueger Development.

This letter is in opposition to the zone change request by Krueger Development. Before we purchased our townhouse in Porter Ridge we checked zoning for the small property just south of Starbucks at 29th and Pine Lake. We did our homework. The zoning for this land needs to remain as it is.

The Planning Commission has twice voted against this zoning change and we request the City Council follow suit.

Thurman and Sally Hinds

IP: 76.84.2.212
Form: https://lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (iPhone; CPU iPhone OS 12_1_3 like Mac OS X) AppleWebKit/605.1.15 (KHTML, like Gecko) Version/12.0 Mobile/15E148 Safari/604.1

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Saturday, February 02, 2019 4:03 PM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/2/2019 4:02:43 PM

name Kathryn Dunagan
address 2831 Porter Ridge Road
city Lincoln
state NE
zip 68516
email KDunagan@neb.rr.com
comments RE: Use Permit 100D and Special Permit 16291

I am writing once again to request that the above-referenced permits be denied and the original zoning be maintained.

When I purchased my home I knew that commercial buildings could be constructed on this vacant land. I have no objection to that. However, I do object to building two mixed-use buildings that will be four stories high with only a small portion of the first floor being using for commercial so it can qualify as mixed use.

If these apartments are built, everyone in the area will see nothing but a gigantic 4-story building soaring over neighboring properties. Make no mistake about the height of this project and the impact it will have on the privacy of homeowners. Renters will be looking directly into the patios and living areas of neighboring homes. No amount of screening to a 4-story building will ever be sufficient to grant adequate privacy to nearby homeowners. Think of planting trees in front of the new Scheels building!!

I hope that you will make a visit to look at this small strip of land and see for yourself why this request should be denied.

Please also take into consideration what this will do to our property values and ability to sell. For many this is a large part of their investment (family, retirement and otherwise) and quality of life.

Please deny this request. I am in favor of commercial development in this area and leaving the zoning unchanged.

Thank you for your consideration.

IP: 76.84.3.31
Form: https://lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/64.0.3282.140 Safari/537.36 Edge/17.17134

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Saturday, February 02, 2019 10:20 PM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/2/2019 10:19:47 PM

name Krystine Kercher
address 8200 S. 57th St.
city Lincoln
state NE
zip 68516
email krystikercher@msn.com
comments I understand that the developer is still trying to do an end-run around the neighbors of the property in Porter Ridge.

I also understand that if he is successful in persuading you to rezone his land, his proposed apartment complex will place an unreasonably heavy load on the drainage systemsthat are not built to handle that load but are intended to drain low, marshy ground that has a high saturation level. This won't just negatively impact the Salt Creek watershed, it could also be bad healthwise for his tenants on the ground floor, and mold problems may even travel higher in the structure.

I further understand that if he succeeds, that his proposed apartment complex will significantly overload available parking in the neighborhood and congest traffic patterns around South Pointe Mall. We like to shop at South Pointe now, but Scheels has really caused the parking lot where we prefer to park to fill up. If we can't find a parking space, then we can't spend money there, and neither can anyone else.

I also understand that if he gets away with this, there are other allotments that are similarly zoned for equally good reasons that might then become bones of contention in neighborhoods around the city.

I think this is a really bad idea, to let one greedy developer create such an inordinate amount of legal trouble, not to mention negatively impacting South Pointe Mall parking and traffic, and eroding protections for zoning across the city.

Please find a way to tell him no with enough firmness that he cuts his plans down to a size that will fit in the zoning that already exists for this allotment.

Thank you.

IP: 108.167.1.226
Form: https://lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (Windows NT 6.3; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/71.0.3578.98 Safari/537.36

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Sunday, February 03, 2019 7:18 AM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/3/2019 7:18:02 AM

name Wiebe
address 6040 Meridian Drive
city Lincoln
state NE
zip 68504
email cwiebe7991@yahoo.com
comments Please vote against sending the street repair sales tax increase proposal to the public ballot. Yes, there is an obvious and urgent need to repair our current city streets but this money should come from the current budget, not new money.

IP: 151.213.41.63
Form: https://www.lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/64.0.3282.140 Safari/537.36 Edge/17.17134

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Sunday, February 03, 2019 12:07 PM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/3/2019 12:07:03 PM

name Duane and Laurie Miller
address 2806 Porter Ridge Road
city Lincoln
state NE
zip 68512
email laurieot@windstream.net
comments Please support our neighborhood by preventing the Porter Ridge rezoning request by Krueger construction. A multi-story apartment building that abuts right to our home would be a huge detriment to our home value and quality of life. Whereas we also do not want a multi-story commercial building, that would be much better. We had always hoped and assumed it would be 1-story commercial as that is consistent with all other commercial developments in the area. So many of our neighbors in addition to us are fearful that the huge loss of value to our homes will be something many will not recover from. Thank you so much for consideration.

IP: 40.131.162.165
Form: https://lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (Macintosh; Intel Mac OS X 10_14_3) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/70.0.3538.110 Safari/537.36

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Sunday, February 03, 2019 1:35 PM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/3/2019 1:34:35 PM

name carrie ray
address 7500 Whitlock Place
city Lincoln
state NE
zip 68516
email carrieannray@gmail.com
comments Dear Lincoln City Council members,
I am writing again in opposition of the near S. 27th & Pine Lake mix use building project that Krueger Development is proposing. Myself and many neighbors are very concerned about the amount of traffic congestion it will create on top of the ridiculous amount of traffic already in that block's radius. There are many young families in the area with kids that walk or bike to school. Allowing the already set zoning/use ordinance to be changed is going to put many at risk for motor vehicle accidents. This could be simply avoided by voting "no" to the changes Krueger Development wants to make in my neighborhood.
Thank you for your time.
Sincerely,
Carrie Ray
This is only one of my concerns for this project. Other concerns are the building looking out of place and too big for the area, not enough parking even with an underground lot, and all the many water issues this will cause which this area already deals with. Please vote "no."

IP: 104.218.65.188
Form: https://lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/71.0.3578.98 Safari/537.36

Angela M. Birkett

From: swaynes1@windstream.net
Sent: Sunday, February 03, 2019 2:15 PM
To: Bennie R. Shobe; Carl B. Eskridge; Cyndi Lamm; Jon Camp; Jane Raybould; Leirion Gaylor Baird; Roy A. Christensen
Subject: Zoning Rules Waiver

Dear City Council Members:

Please don't approve a height waiver to exceed 35 feet for the apartment plan at about 29th St and Porter Ridge Road.

The zoning rules are set in place, and people living in the neighborhood have certain expectations based on those rules.

Sincerely,

S. Wayne Smith
6345 S. 35th Ct
Lincoln, NE 68516
402 327-2085

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Sunday, February 03, 2019 4:28 PM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/3/2019 4:28:22 PM

name Leonard Wilsey
address 1626 Hilltop Road
city Lincoln
state NE
zip 68521
email lwilsey@gmail.com
comments If the quarter-cent sales tax earmarked for city streets makes it on the April ballot, will there be any wording that the City Council cannot raise the wheel tax as long as the quarter-cent sales tax earmarked for city streets is in effect?

IP: 104.218.65.48
Form: https://www.lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/71.0.3578.98 Safari/537.36

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Sunday, February 03, 2019 6:14 PM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/3/2019 6:13:42 PM

name Richard Clark emeritus professor
address 7731 O'Rourke Drive
city Lincoln
state NE
zip 68516
email rtclk@windstream.net
comments I do not live in the immediate area of the proposed Kreuger development; however, I drive through the area frequently. I patronize some of the businesses on the north side of the area e.g. Petsmart and Jimmies Egg. Many of those businesses use the street south of them for employee parking. If the development goes, that street will be full of apartment dwellers' cars. Take a look at the street on the south side of Anderson's Mazda. It is usually full of cars from those apartments. South 29th will also become an overflow parking lot for the apartments negatively affecting travel through the area as well as those businesses e.g. Starbucks and Elders jewelry. Putting that development in that small area is like trying to put a size 12 foot into a size 9 shoe. Please oppose this development as currently proposed. Thank you !

IP: 40.131.175.35
Form: https://lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (Linux; Android 8.1.0; SAMSUNG SM-J727U Build/M1AJQ) AppleWebKit/537.36 (KHTML, like Gecko) SamsungBrowser/8.2 Chrome/63.0.3239.111 Mobile Safari/537.36

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Sunday, February 03, 2019 6:36 PM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/3/2019 6:36:03 PM

name Ranette Engstrom
address 2847 Porter Ridge Rd
city Lincoln
state NE
zip 68516
email ranetteng@yahoo.com
comments Please be sympathetic to the needs of our neighborhood. We have expressed our concerns with Mr. Krueger's apartments looking into our backyards. We agreed to his commercial permit and reduction in height of the structure.

My question to you is, How many times do we have to fight for the privacy and value of our neighborhood? Do we as homeowners have no say when big money talks?

Previously I asked that each of you come out and envision the 5 story building in the space he has. I hope you took the time to research that area. I hope that you would look at it as if you were living on our street..Porter Ridge Rd.

I trust you will hear us and be empathetic.
Thank You
Ranette Engstrom

IP: 72.216.67.157
Form: https://lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/64.0.3282.140 Safari/537.36 Edge/17.17134

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Sunday, February 03, 2019 8:54 PM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/3/2019 8:53:52 PM

name Dave & Alice Dingle
address 2828 Porter Ridge Rd
city Lincoln
state NE
zip 68516-5845
email akdingle@gmail.com
comments City Council Members,

We are residences of the Porter Ridge Association and own one of the townhouses that abuts the Krueger Development plan. Here are some points we would like to make:

• When we purchased our home we knew the zoning was for medical/office buildings. We still have no problem with that. That is what the city promised us then. Why change the zoning now?
• The city did a nice job of initially laying out this area and zoned this land for medical/office space. It didn't feel a mixed-use building fit into this area at that time. It still doesn't fit on this small parcel of land now. Why downgrade this area with a building that is too large to fit now?
• There is no benefit to the residents of the Porter Ridge Association. There are negative effects such as people being able to see directly into our home 24/7 (bedrooms and living rooms) and our property values go down while our property taxes go up.
• This project is not on arterial street, but on a residential street which is already busy with traffic. There are no sidewalks.
• Dirt fill will be needed which only increases the height.
• The water/drainage issues are still a concern. Krueger stated he needed to "tweak" those issues. We would like to see that be done before any approval of his plan.
• Krueger was asked to work with the neighbors to find a solution that works for all of us. The manner in which he 'worked with us' was to send out letters regarding a meeting, giving us very little notice, during the holiday season, and only to the 17 home owners abutting the property. He is asking that you approve the exact same plan as before (4 stories of apartments) except he is moving the air-conditioner/ condensers to the 4th story roof because someone said in the previous complaints that it was going to be loud. This will add to the height of the building. To show good faith on his part he is also willing to offer up to $1000.00 to each of the 17 townhomes to add additional landscaping of their choice. There is not enough room as our back yards our 25' deep but he said that is not his fault. Also, these trees won't be tall enough to provide a screen for probably 50 years, not doing those of us living here now any good. Finally, he is going to give the 17 townhouses access to the apartment amenities like the pool & club house. Due to the age of most of us, this isn't necessarily a bonus.

Finally, we understand you have to use the facts and data, just as we do. We'd like to ask you to take the perspective of the homeowners…think about if you lived here. We know that Krueger has said he would

not live here but have rentals. There was a picture in the Lincoln Journal Star on August 21, 2018 showing the view from our bedroom window. We don't think you'd want people being able to see into your bedroom and living room, nor to be able to see into theirs. We also don't want to have to keep our blinds closed 24/7.

We ask you to please deny this zoning request. It needs to be built elsewhere in the city.

Dave & Alice Dingle

IP: 76.84.0.237
Form: https://www.lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (Macintosh; Intel Mac OS X 10.14; rv:64.0) Gecko/20100101 Firefox/64.0

Angela M. Birkett

From: midekalb@aol.com
Sent: Monday, February 04, 2019 8:56 AM
To: Council Packet
Subject: support for streets sales tax

Good Afternoon, I'm Mike DeKalb and I served on the recent Citizen's Transportation Coalition that looked at the issue of Lincoln streets. Neighborhood representation was one of my roles. I would like to say a few words in particular on the importance of local residential street maintenance and repair.
We have 1,200+ miles of residential roadway. That's 63% of all centerline road miles (not lane miles) in the city.

Along with things like schools, parks, sidewalks, and playgrounds, residential streets are one of the critical elements that help support the high quality of life in Lincoln neighborhoods. Think about all the that happens on a neighborhood street: driving kids to school, biking to class, catching a bus, picking up a co-worker, going to work. Driving to the grocery store, delivering the mail, and so much more. It's easy to see how much neighborhoods depend on good residential street maintenance. The neighborhood street is you connection to the world. In addition, well-maintained streets help keep existing neighborhoods as an attractive choice for new renters and new homeowners (think of the impression when selling your house).

The sales tax package would increase funding to repair and maintain our neighborhood streets. The City has shifted priorities to "taking care of what we have" and has done a good job over the last ten years of increasing resources for streets. But we identified in the study that we want and need much more then we are currently providing and we should not have to choose between new roads on the edge and well-maintained roads in the existing City. We looked long and hard to find potential new sources of funds. The fact that a sales tax would capture other users of the street to help pay for the streets was noted as a big benefit. The sales tax package would create new revenue that would address some of those needs. New revenue for streets also helps protect existing revenue that is supporting other important neighborhood needs like parks, pools, and libraries.

One of the keys to Lincoln's future continues to be healthy neighborhoods – both new and old. The sales tax package would provide additional funding for both and help maintain our neighborhood streets as an important part of our high quality of life.
I understand compromises were made. 1.5% for the RTSD at the 33rd and Cornhusker is an important major project in my neighborhood. 25% for new growth is appropriate. However, there is no direct allocation of how much will be dedicated to existing local residential streets, I would suggest that at least 60% of this new revenue stream be so targeted.
I hope that the Council will support putting this on the ballot for the people to decide.
Thank you

Angela M. Birkett

From: Rob Ravndal <rbravndal@gmail.com>
Sent: Thursday, January 31, 2019 12:47 AM
To: Council Packet
Subject: Documents
Attachments: Gmail - The optimal level email_.pdf; Defendant's Responses to Plaintiff's Request For Admission 5-24-18.pdf; Dr Haley Letter.pdf; IAFF COE Discharge summary.pdf; Dr Bellamy Service Dog.pdf; LetteraccomodatingPride.docx; Levy Letter Requesting Accomodation.pdf; LFRpolicy.pdf; Levy Service Dog Rx.pdf [SHARED]; Service Animal Policy.pdf; Reasonable Accomodation Emails.pdf

Levy Letter Requesting Accomodation.pdf

Dr Haley Letter.pdf

LetteraccomodatingPride.docx

LFRpolicy.pdf

Defendant's Responses to Plaintiff's Request Fo...

Please find the attached documents. I know there is a lot of material here and that the City Council meeting on Monday was the first time the council had become aware of the circumstances I faced. As always any member of the council may contact me at any time with further concerns or questions. I will be at future council meetings to express my concerns over the circumstances that occured as we should do our best to prevent this set of circumstances and behaviors from repeating.

Here is a brief summary. In my case I resp[onded to the drowning of a 3 year old child, Charlie, on October 24, 2015. From that time until May, 2017 I spiraled downward and by May, 2017 my therapist, Stephanie Levy (whom is trained in first responder mental health) diagnosed me with PTSD and in June, 2017 pulled me from the rigs. At that time I sought help from the city and applied for work comp benefits. Will Gross, through Chief Despain stated that no benefits woyuld be awarded as there was no physical injury. Upon a brief google search I located the law which stated that mental injury without physical injury was covered under Nebraska Work Comp law. I retained an attorney and filed suit.

I used available sick, vacation and FMLA leave while the issue was in dispute. In September, 2017 I returned tyo work light duty. I returned to work too soon but had a family to support. By November, 2017 my condition worsened and I was placed into residential treatment for PTSD. January, 2018 I was released from residential treatment and began inquiring about accomodation for my service dog while I was on light duty. The attached emails tell the story.

In short, the city policy still today, refuses to acknowledge that mental injuries are a work injury according to law. I attempted to get healthy and back to work and the legal department, Don Taute, refused to even discuss the matter, the ADA calls this the "interactive process". The City went so far as to ignore my requests to have the interactive process, refuse to aswer what date my FMLA would expire and went so far as to state that optimal performance was not expected while I performed any job duties.

To further exascerbate the incompetence of the city legal department you will find attached a policy concerning service animals from my former employer Campbell County Memorial Hospital. They have a papramedic working in a setting much like a fire station that uses a service dog. In addition, the attached Successful Service Dog Accomodation outlines a paramedic in Ohio whom works in a 911 system and responds to calls with his service dog. This paramedic Louis is featured in the documentary "A New Leash on Life". The documentary is featured on Amazon Prime Video as well as PBS and has been awarded 4 Emmy Awards. These documents were never released to the city before now. The reason being that the city refused to have a dialogue with me until August, 2018 and they never asked any questions of research I had done. I was aware of the document concerning successfukl accomodation before the January 10, 2018 email was ever sent.

As I stated at the open mic night, the city errored in my case many times. What is apparent in review of the written evidence is that the City Legal Department had no intnetion of ever having the interactive process. When they finally did have the interactive process the attitude of the attornies present could not have been more obtuse than what was exibited. In fact, Disability Rights Nebraska sent a Junior Attorney to that meeting. The reason being that this was such an elementary case it was nothing short of rediculous. As I stated, I was using Google and good comprehension of the English language and knew nby that time that the city had no leg upon which to stand.

When the city did accomodate Pride the legal department was not yet done showing their complacency, lack of regard for anyone other than themselves and showed reckless disregard of law in writing their letter. In the letter granting accomodation it is stated, "if any of your coworkers are not comfortable with the dog or are allergic to the dog, the dog will no longer be permitted." This too was rather daft of the city attorney's office part. Once again, google what the ADA says about allergies to service animals or fear of service animals. There too you can easily access the Department of Justice, EEOC and federal court cases that all clearly state that this is discrimanatory behavior. According to the ADA these remarks are no more legal than an employee stating that they will not work with XYZ groups of people and the employer subsiquently firning those groups of people. In addition, the legal department states that my time on light duty is running short. While tis may be true, if time was of the essence why were the previous 8.5 months of communications ignored or responded to in the most ignorant manner possible?

What is even of more concern and source of heartburn is the simple fact that the City government is supposed to be a model for other employers in the city to follow. If this is the case and these actions condoned then what do we say to others with disbilities requesting reasonable accomodations? What would it have cost the city to allow my service dog from day one? What could have been gained? Is this truely a wise use of tax payer dollars? How about the catch 22s? Does this remind you of the Jim Crow South?

Lastly, I would allow that the letters of my care givers presribing a service dog are attached. Furthermore, I would challenge you to contact the Job Accomodation Network and ask for Lee. He helped me in formulating my request and is familiar with it as truthfully, I think he was flabergasted at what we encountered. The Job Accomodation Network is referenced in the emails to the city and is a free service contracted by the Department of Justice to help employees and employers negiotiate reasonable accomodation and reduce the number of court cases on the subject. I do not think the city used this service, likely because of the expertise exhibited in their emails and letters on the subject.

Thank you for your time and consideration. As always, you may contact me at any time with any questions. Pride and I will see you at future City Council Meetings.

Sincerely,
Rob Ravndal

Thank you,
Rob Ravndal
402 328 8638

Gmail

Rob Ravndal <rbravndal@gmail.com>

The optimal level email.

1 message

Rob Ravndal <rbravndal@gmail.com> Fri, Oct 26, 2018 at 4:23 PM
To: Lee.Allen@jan.wvu.edu

From: Don W. Taute [mailto:dtaute@lincoln.ne.gov]
Sent: Friday, July 13, 2018 2:29 PM
To: Stephanie Levy
Cc: Margaret Blatchford; Doug J. McDaniel; Will J. Gross; Rick W. Tast
Subject: RE: Rob Ravndal

Ms. Levy: There was no response to the April email because you already had stated Mr. Ravndal was performing the duties of his modified work assignment and the dog was necessary only for him to perform at an “optimal” level. You are now saying that Mr. Ravndal cannot return to his full duty assignment as a Firefighter Paramedic without the service dog. This statement requires further clarification. First, is it your opinion that it is necessary for Mr. Ravndal to have the service dog with him at the scene of a medical call to which he is dispatched to adequately perform his paramedic ALS duties? If so, what duty is the service dog performing while at the scene of the medical call? Second, and alternately, can Mr. Ravndal perform his ALS duties at a medical call without the dog present? Finally, do you still plan on responding to the questions posed in the June 28, 2018 letter sent by Mr. Gross? Thank you for your time and anticipated responses to the items set forth herein.

Don W. Taute

IN THE NEBRASKA WORKERS' COMPENSATION COURT

ROBERT B. RAVNDAL, Plaintiff, v. CITY OF LINCOLN, NEBRASKA, Defendant.	)))))))))	DOC. 217 NO. 0904 **DEFENDANT'S RESPONSES TO PLAINTIFF'S REQUESTS FOR ADMISSION**

REQUEST FOR ADMISSION NO. 1: Admit or deny that the Plaintiff has been diagnosed as suffering from post-traumatic stress disorder.

RESPONSE: Admit.

REQUEST FOR ADMISSION NO. 2: Admit or deny that the Plaintiff's mental condition of post-traumatic stress disorder was unaccompanied by physical injury.

RESPONSE: Admit.

REQUEST FOR ADMISSION NO. 3: Admit or deny that Plaintiff's diagnosed mental condition of post-traumatic stress disorder is causally related to employment conditions encountered on October 24, 2015 by the Plaintiff when he responded to a call in the course and scope of his work as a Firefighter Paramedic for the City of Lincoln, involving a drowning death of a 3-year-old child.

RESPONSE: Admit that Plaintiff's diagnosed condition of post-traumatic stress disorder is causally related to employment conditions encountered on October 24, 2015 by the Plaintiff when he responded to a call in the course and scope of his work as a Firefighter Paramedic for the City of Lincoln involving a drowning death of a 3-year-old child but deny that the employee's employment conditions on October 24, 2015 were extraordinary and unusual in comparison to the normal conditions of the particular employment of the Plaintiff.

REQUEST FOR ADMISSION NO. 4: Admit or deny that Defendants are not in possession of any medical testimony or report which would conflict or counter the psychological testimony of Dr. Thomas Haley, regarding Plaintiff's mental health condition.

RESPONSE: Admit.

REQUEST FOR ADMISSION NO. 5: Admit or deny that the Defendant had notice and knowledge of the alleged accident and injury on October 24, 2015 and/or no later than November 9, 2015.

RESPONSE: Deny that Defendant had notice of a diagnosis of a mental overlay injury such as PTSD on November 9, 2015 but admit that Defendant had notice that Plaintiff was having a difficult time with the October 24, 2015 call no later than November 9, 2015 and admit Defendant had notice that Plaintiff sought assistance from the Defendant's Employee Assistance Program on November 9, 2015 due to the Plaintiff's mental distress from the October 24, 2015 call responding to an emergency involving the drowning death of a 3-year-old child.

DATED this 24th day of May, 2018.

CITY OF LINCOLN, NEBRASKA, Defendant

JEFFERY R. KIRKPATRICK, City Attorney
MARGARET M. BLATCHFORD, Assistant City Attorney

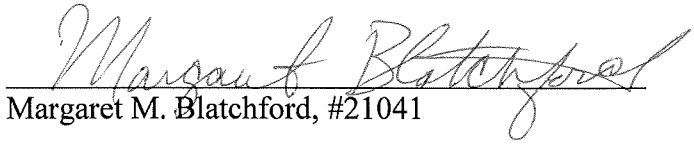
By:

Margaret M. Blatchford, #21041
555 South 10th Street, Suite 300
Lincoln, Nebraska 68508
(402) 441-7285
mblatchford@lincoln.ne.gov

CERTIFICATE OF SERVICE

The undersigned hereby certifies that a true and correct copy of the foregoing Defendant's Responses to Plaintiff's Requests for Admission were served via email and United States mail, postage prepaid, on May 24, 2018, on the following attorney of record for Plaintiff:

John E. Corrigan
Dowd Howard & Corrigan, LLC
1411 Harney Street, Suite 100
Omaha, NE 68102
Jcorrigan@dowd-law.com



Margaret M. Blatchford, #21041

FAX

To: John Corrigan

Date: 7/17/18

Voice No.:

No. of Pages: 2

Fax No.: 402-341-0254

From: Thomas Hacker Ph.D.

Re: Rob Ravndal letter

PSYCHOLOGICAL
& COUNSELING SERVICES, PC

12728 Augusta Avenue, Suite 150
Omaha, NE 68144

(402) 330-1537
Fax: (402) 330-9331

• THIS FAX MAY CONTAIN CONFIDENTIAL INFORMATION •

Thomas J. Haley, Ph.D.

Psychologist

12728 Augusta Ave.

Omaha, Nebr. 68144

John Corrigan

1411 Harney St.

Omaha, Nebr. 68102

Re: Rob Ravndal

Dear Mr. Corrigan,

I have reviewed the letter requesting Mr. Ravndal's employment status. I can tell you he is continuing to experience significant symptoms of Post Traumatic Stress Disorder while on light duty. However, he could be helped further if he has an accommodation on the job. I recommend he receive the accommodation of having his service dog (Pride) with him at his job of light duty. His service dog has been crucial as an aid in managing and responding to symptoms of PTSD as they arise. Without the service dog on the job, Mr. Ravndal will be unnecessarily hindered in his recovery and dealing with the symptoms of Post Traumatic Stress Disorder. He has not yet reached MMI.

Thomas J. Haley, Ph.D.

Psychologist

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS | ADVANCED RECOVERY SYSTEMS an advanced approach to patient care

IAFF Center of Excellence for Behavioral Health Treatment and Recovery
IAFFRecoveryCenter.com | 855.900.8437

Medical Discharge Summary

Adm Date: 11/29/2017
Summary Date: 1/12/2018 **Start Time:** 02:23 PM **Client Name:** RAVNDAL,ROBERT
Duration (mins): 30 **End Time:** 2:53 PM **Client ID:** 8457 **Episode #:** 1
Assessing Clinician Electronic Signature: "Nicole Richardson, DO" **Status:** Final
Program: IAFF Center for Excellence - Admit **Service Code:** Discharge 0 - 30 Minutes
Address: IAFF Center of Excellence, 13400 Edgemeade Road, Upper Marlboro, MD 20772-8088

Medical Discharge Summary

Discharge Date: 1/12/2018
Discharge Status: Discharge - Complete
Current Level of Care: PHP
Reason for Admission: Information obtained from Admission note:

Mr. Robert Ravndal is a 45 year old male who is here because his symptoms of PTSD, Depression and anxiety are getting worse. He reports he cannot use his coping skills. He states, "I can sleep all day". He gets overwhelmed easily. Simple tasks at work or home are difficult. He has been on light duty since Sept 1, however even light duty is too much. He states he called out sick a few days ago. His fire dept got worried and visited him at home. They felt concerned enough that they suggested he be admitted to the hospital. He went voluntarily. He stayed at that facility until 2 days ago when he was transferred to out facility.
He states on 10/24/15 his problems started with a "bad call". He ran a call and had to pronounce a 3 year child. He states his daughter had just turned 3, so this call stuck out. He has flashback and nightmares about the call. He has been seeing a therapist and was in a treatment facility but his symptoms did not resolve.

Treatment Summary: Information obtained from medical progress note:

1/5/18: Pt is progressing well. PM dosing of ZOLOFT has resolved his issues.

12/27/17: Pt with possible side effect from higher Zoloft dose (dizziness). Will switch Zoloft to PM dosing. Will also have Propranolol available for pt mid day during outing this weekend; discuss with nursing. Examines mass on pt's upper back; discussed possible treatment options that can be addressed with his outpatient PCP. No need for urgent treatment of mass. Otherwise no change in plan or medications.

12/20/17: No meds changes
Albuterol at bedside
Consider xopenex

12/16/17: 'will increase Zoloft to 200mg PO daily, monitor for efficacy of increased dose. 'Will change Propranolol 10mg PO BID PRN for anxiety to Propranolol 10mg PO TID PRN for anxiety. Continue group/individual therapy.

12/12/17: Will continue current medications as ordered. Anxiety appears to be well controlled with medication and relaxation techniques. Consider increasing dose of Zoloft if depression continues to worsen. Pt agrees to alert staff with any acute changes in his status. Distilled water ordered.

12/10/17: TG result came back Within normal limits, Anxiety is present but manageable with propranolol. Reports increased nightmares-Prazosin increased to 2 mg at bedtime. Monitor for efficacy of increased dose. Continue group/individual therapy

12/6/17: Pt needs continued RES MH LOC. Needs repeat labs fasting for elevated TG. Added Propranolol for anxiety. Otherwise no change in care.

12/2/17 Continue at MH res LOC and to attend individual/gp therapy. Pt decided today to wait to see if recent increase in zoloft will help. Trazodone dose will be increased to 100mg due to pt report of current dose not beneficial.

11/30/17: Pt admitted to MH RES LOC. He will resume all home medications as ordered. Supportive care with prn medications as ordered. Psych evaluation 12/1. Group and individual therapy sessions as directed. UDS and breathalyzer were both positive for alcohol and benzo. Will need to observe pt for any changes in status. He has denied heavy alcohol use or benzodiazepine use. No active thoughts of suicide but does have PDW. Routine safety precautions for now.

Was Medication Assisted Therapy (MAT) offered? N/A

Mental Status

Mental Status: Completed (0-30 minutes)
Severely disorganized, too disturbed to test many areas: No
Appearance: Appropriate
Psychomotor Activity: Normal
Eye Contact: Good
Attitude: Cooperative
Affect: Euthymic
Mood: Euthymic
Sensorium: Alert
Concentration: Good
Abstraction: Intact
Speech: Clear
Coherent
Thought Process: Goal Directed
Suicidal: No
Homicidal: No
Hallucinations: None

Delusions: None

Insight: Improving

Judgement: Improving

Medical Data

Admitting Diagnosis: Diagnosis: (F43.10) Posttraumatic stress disorder Ranking: Primary ----------
Diagnosis: (F41.1) Generalized anxiety disorder Ranking: Secondary ----------
Diagnosis: (F32.9) Major depressive disorder, single episode, unspecified Ranking: Secondary
---
Diagnosis: (G47.33) OSA on CPAP Ranking: Secondary

Abnormal Labs/Tests needing Follow Up: 11/30 CMP unremarkable
CBC unremarkable
Total Chol 174 TG 586 Vit D 18
Total Testosterone 233

12/10/17
TRIGS repeated/ result WNL

Discharge Information

Discharge Diagnosis/Treatment Plan: Diagnosis: (F43.10) Posttraumatic stress disorder
Ranking: Primary

Diagnosis: (F41.1) Generalized anxiety disorder
Ranking: Secondary

Diagnosis: (F32.9) Major depressive disorder, single episode, unspecified
Ranking: Secondary

Diagnosis: (G47.33) OSA on CPAP
Ranking: Secondary

Diagnosis: (M79.9) Soft tissue mass
Ranking: Secondary

Plan: Pt was successfully treated for PTSD during his stay. He gained insight and coping skills. He tolerated medications changes. His anxiety level was well controlled with relaxation techniques, Vistaril, and Propranolol. His nightmares and depression level improved. His course was unremarkable otherwise. He gained skills with coping during outings on the weekend; Propranolol was also helpful during these outings with peers. Appointments were schedule by Case Mgr.

Discussed the Diagnosis, Treatment Plan/Rational Treatment: Yes

Discharged To: Home

Prescriptions Given: Yes

Medications at Discharge: PROAIR HFA (ALBUTEROL SULFATE), 0.09 MG/1 ACTUATION, INHALATION, Every six hours AS NEEDED,
FLONASE (FLUTICASONE PROPIONATE), 0.05 MG/1 ACTUATION, NASAL, Once a day, 11/30/2017
NICOTINE POLACRILEX, 4 MG, ORAL, Every two hours AS NEEDED, 11/30/2017
HYDROXYZINE (Vistaril), 50 MG, ORAL, Three Times a Day, PRN 12/01/2017
TRAZODONE HYDROCHLORIDE, 100 MG, ORAL At bedtime AS NEEDED, 12/02/2017
PRAZOSIN HCL, 2 MG, ORAL, At bedtime, 12/10/2017
VITAMIN D, 2000 INTERNATIONAL UNITS, ORAL, Once a day, 12/12/2017
ADVAIR DISKUS 250/50 (FLUTICASONE PROPIONATE-SALMETEROL XINAFOATE), 0.25MG/ACTUATION-0.05MG/ACTUATION, INHALATION, QD
BACID (LACTOBACILLUS ACIDOPHILUS), 500 MILLION ORG, ORAL, Once a day AS NEEDED, 12/23/2017
ZOLOFT (SERTRALINE HYDROCHLORIDE), 200 MG, ORAL, At bedtime, 12/27/2017
PROPRANOLOL HCL (INDERAL), 10 MG, ORAL, Three Times a Day PRN, 12/27/2017

Medication reconciliation completed with patient (areas discussed included duplication, omission, interactions and the need to continure current medications): Yes

Discussed the Risk, Benefits, and Side Effects of Medication: Yes

Aftercare Appointment

Therapist: Please see discharge summary note from case mgr

Psychologist: Please see discharge summary note from case mgr

Psychiatric Provider: Please see discharge summary note from case mgr

Primary Care Provider: Please see discharge summary note from case mgr

Dietitian / Nutrition Therapist: Please see discharge summary note from case mgr

Aftercare Summary: Please see discharge summary note from case mgr

Aftercare Recommendations: Aftercare

Richard J. Jirovec, M.D.

Barton G. Bellamy, D.O.

Williamsburg Family Physicians

November 9, 2017

RE: RAVENDAL, Robert - DOB: July 4, 1972

To Whom It May Concern:

Robert has been a patient of mine since May 2012. I have served the role of acting as his primary care physician.

Starting after an event that occurred at work in 2016, Robert started experiencing symptoms consistent with the diagnosis of PTSD. In the summer of 2017, he started working with Stephanie Levy, a licensed mental health practitioner in Omaha, Nebraska who specializes in PTSD. According to Rob he has done hours of personal research, has discussed the need of a service dog with his licensed mental health practitioner and also with an independent licensed mental health practitioner through his attorney and the courts system. All of the professionals have recommended that he would be a good candidate for a service dog because of his diagnosis of PTSD. According to his licensed mental health practitioner he has the diagnosis of PTSD with severe symptoms including anxiety, hyper-vigilance, sleep issues, depression, and panic attacks. It is believed that the presence of a service dog would help with his symptoms.

As a result of this information, I am supportive of the experts/consultants recommendations and would also agree from a primary care family practice standpoint that a service dog would potentially provide some significant benefit for Robert Ravendal's PTSD diagnosis and symptoms.

Please notify me if I can be of further assistance.

Sincerely,

Bart Bellamy, D.O.
BB/pmt3

6041 Village Drive
Suite 130

Lincoln, NE
68516

Telephone
(402) 423-1382

Fax
(402) 423-3590

August 27, 2018

Stephany Pleasant Maness
Staff Attorney
Disability Rights Nebraska
134 S. 13th Street, Suite 600
Lincoln, NE 68508

RE: Request for Accommodation

Dear Ms. Maness:

The City has been requested to provide an accommodation to Rob Ravndal while working in his modified duty assignment based upon the July 17, 2018 correspondence from Thomas Haley, Ph.D. Dr. Haley states in his July 17th letter that he recommends Mr. Ravndal have the accommodation of his service dog (Pride) with him at his light duty job to aid in managing and responding to his PTSD symptoms.

After discussing this request with you, John Corrigan, Mr. Ravndal, Margaret Blatchford, Doug McDaniel, and myself at a meeting on Thursday, August 23, 2018 this letter is to advise you that the City is granting the request to have the service dog (Pride) with Mr. Ravndal during the performance of his light duty assignment for a period of up to 6 weeks from today's date which would end approximately October 8, 2018 with the following conditions. First, if Pride exhibits any aggressive behavior toward Mr. Ravndal's co-workers or members of the public, the dog will no longer be allowed to accompany him to the work place. Second, if any of Mr. Ravndal's co-workers have allergies or are otherwise uncomfortable with the presence of the dog in the workplace, the dog will no longer be allowed. Finally, regarding the up to 6 week time frame mentioned above, it is intended to allow Mr. Ravndal to have the dog with him in anticipation of assisting him in his recovery from his PSTD symptoms while on modified (light duty) assignment. However, since Mr. Ravndal has been in a modified (light duty) assignment for just over a year and has not exhibited significant progress toward recovery with the modified duty accommodation, it will be necessary for the City to receive progress reports from Dr. Haley and Stephanie Levy four (4) weeks from tomorrow's date of August 28, 2018 to assess how much progress has been made during the time Mr. Ravndal will have the dog with him during the performance of his modified duty assignments.

In summary, the City is willing to allow the requested accommodation, but there must be considerable progress exhibited during the time the dog is with Mr. Ravndal in the work place. The modified duty assignment cannot continue for an indeterminate amount of time.

Should you have any questions please advise.

Sincerely,

Don W. Taute
Assistant City Attorney
dtaute@lincoln.ne.gov

cc: John Corrigan
Margaret Blatchford
Doug McDaniel
Micheal Despain
Patrick Borer

Stephanie Levy, LICSW LLC
11225 Davenport St. Suite 103 - Omaha, NE 68154
(402) 934-2661 - stephanie@stephanielevylicsw.com
stephanielevylicsw.com

March 22, 2018

To whom it may concern,

Robert Ravndal has been currently under my care since May 25, 2017. He presented to my office with severe symptoms of PTSD which are a result from a traumatic incident on the job. Since starting treatment for his PTSD with outpatient therapy and the attendance at the West Coast Post Trauma Retreat Rob has had some improvement with symptoms. However, he also has had some setbacks. Symptoms became severe again and he was admitted inpatient into a facility. Again, he improved and has returned to outpatient care. However his PTSD symptoms are very fluid. I believe allowing him to have his service dog, Pride, with him at work would give him the best opportunity to succeed there. It would help him to carry out his light duty job expectations without exacerbating his PTSD symptoms. I appreciate your consideration in this matter.

If you have any questions regarding his treatment please contact me at (402) 934-2661 x5.

Sincerely,

Stephanie Levy, LICSW

Lincoln Fire & Rescue - Management Policy
Critical Incident Debriefing (MP305.01 02/05/18)

Reviewed by: BC Tim Linke Date: 02/05/18
Approved by: *Fire Chief Micheal Despain* Date: 02/05/18

Policy to identify the use of critical incident debriefing for members of the department.
Implemented 3/95

Purpose
Identify the use of "Critical Incident Debriefing" for members of Lincoln Fire & Rescue to provide for their mental and emotional well being.

Background
Case studies by medical groups of major incidents where numerous injuries or fatalities occurred have revealed that significant numbers of rescue personnel experienced some form of stress-related symptoms following an incident. Many of these symptoms were transitory and most personnel had no long term detrimental effects. These studies, however, have also revealed that a small percentage of personnel do experience continuing long-term detrimental effects resulting from exposure to such incidents. Some of these effects have been delayed: surfacing later after a period of no apparent symptoms. Without professional intervention, these personnel have experienced declining work performance and deterioration of family relationships as well as increased health problems. The objective of this procedure is to provide professional intervention (immediately) after major incidents to minimize stress-related injury to LF&R personnel.

The Critical Incident
LF&R response to incidents that cause personnel unusually strong emotional involvement may qualify for "Critical Incident Debriefing". The following are examples of incidents in which a Department Internal Resource Officer [IRO] should be contacted. The incident will then be reviewed by IRO to determine if a formal CISD should take place.

1. Serious injury or death of a LF&R member or other emergency personnel while on duty or involved in an incident.
2. Mass casualty incidents (i.e., HAZ-MAT incidents, aircraft accidents, etc.).
3. Suicide of a LF&R member.
4. Serious injury or death of a civilian resulting from LF&R operations (i.e., auto accident, counter-shock to patient with rhythm, etc.).
5. Death of a child or violence to a child.
6. Loss of life of a patient following extraordinary and prolonged expenditure of physical and emotional energy during rescue efforts by LF&R personnel.
7. Incidents that attract extremely unusual or critical news media coverage.
8. Any incident that is charged with profound emotion.
9. An incident in which the circumstances were so unusual or the sights and sounds so distressing as to produce a high level of immediate or delayed emotional reaction.
10. Responding to a situation where the firefighter knows the victim.

On Site Management
By minimizing personnel exposure to stressful incidents, there are fewer stress-related problems. Command should reduce this exposure by rotating personnel and by removing

Reviewed by: BC Tim Linke Date: 02/05/18
Approved by: *Fire Chief Micheal Despain* Date: 02/05/18

Policy to identify the use of critical incident debriefing for members of the department.
Implemented 3/95

initial personnel from the scene as soon as possible. Any personnel directly involved in high-stress incidents (particularly examples 1 through 4 above) should be considered as high priority for immediate removal from the scene. Relief from duty for these personnel may also be a consideration. On-site evaluation and counseling by a debriefing team member should also be considered for some critical incidents when time and circumstances permit. In such situations, debriefing team members can observe, watch for acute reactions, provide support, encouragement, and consultation, and be available to help resting personnel deal with stress reactions. Team members should be considered a resource available to command staff for temporary rehabilitation of LF&R members, checking the welfare of incident victims, or other sectors as needed.

Activation of the Debriefing Process
Command officers bear the responsibility for identifying significant incidents that may qualify for debriefing. When an incident is identified as a "Critical Incident" (as described), a request for debriefing consideration will be made as soon as possible.

Any command officer or company member may initiate the debriefing process. Company officers, whose members may have experienced a traumatic event, may also initiate the debriefing process by contacting their battalion chief or IRO. The debriefing team will then be contacted and the incident will be evaluated for the level of debriefing required. The specific debriefing services utilized will depend greatly upon how early the team is activated and the nature of the incident.

Any member who feels a need for an individual, confidential debriefing may initiate the process by contacting the contracted professional debriefing staff directly. (Phone numbers are listed in the Communication Center and Station Files under "Employee Assistance Program").

Fire Administration and Debriefing Team will be responsible for coordinating the debriefing process, follow-up care, and other support functions.

The IRO will act as a debriefing coordinator. The battalion chief also reinforces importance of the debriefing and its mandatory nature. It is also important that the battalion chief takes the companies out of service to enable the debriefing to occur uninterrupted.

The Designated IRO Debriefing Team will:

1. Call the EAP, and alert their Debriefing team about the Critical Incident and the need for a debriefing. Check their availability for this.
2. Contact the Chaplaincy Corp, and request a debriefing site to be provided by a church near the impacted station.
3. Coordinate with the commanding officer involved in the critical incident to arrange a group meeting time.
4. Contact the BC for Health and Safety to alert the administration of the

Reviewed by: BC Tim Linke Date: 02/05/18
Approved by: *Fire Chief Micheal Despain* Date: 02/05/18

Policy to identify the use of critical incident debriefing for members of the department.
Implemented 3/95

debriefing.

5. Arrange for one IRO peer debriefed to be present for every 10 firefighters involved in the incident.
6. Inform the EAP debriefing team of the final arrangements.
7. Fill out and complete CISD Information Sheet. Send white copy to the BC for Health and Safety and yellow copy to EAP committee chairperson.
8. **Optional:** Provide non-caffeinated beverages and only low sugar-carbohydrate snacks (for example: fruit, muffins, etc.).

Debriefing Attendance
Attendance to a debriefing is MANDATORY for all personnel who were exposed to the traumatic aspects of an incident selected for debriefing. Exceptions may be granted following assessment by a professional counselor.

Debriefing
Critical incident debriefing is <u>not a critique</u> of LF&R operations at the incident. Performance issues will not be discussed during the debriefing unless firefighter is having difficulty with their own performance. The debriefing process provides formats in which personnel can discuss their feelings and reactions, and thus reduce the stress resulting from exposure to critical incidents. All debriefing discussions will be <u>strictly</u> confidential.

Several types of debriefings may be conducted depending upon the circumstances of a particular incident. They may be conducted on an individual one-on-one basis or, more typically, in small groups of not more than 25 members. The following five types of debriefings, singularly or in combination, are most commonly utilized:

- <u>On-Scene or Near-Scene Debriefing</u>: (see "On-Site Management")
- <u>Initial Defusing</u>: Conducted shortly after the incident. Primarily informational. An update and status report on the incident and related injuries. A brief review of stress related symptoms will be provided by a professional counselor. More intense debriefing may be provided on an individual basis as requested by a crew member or as the need is observed by the debriefing team during the defusing meeting.
- <u>Formal Debriefing Meetings</u>: Conducted within 72 hours of incident. Discuss confidential non-evaluative dialogue of involvement, thoughts, and feelings resulting from the incident. Also, discuss of possible stress-related symptoms.
- <u>Follow-Up Debriefing</u>: Conducted weeks or months after incident. Possible concerns with delayed or prolonged stress symptoms. This may be done informally.
- <u>Individual Consults</u>: Available at any time, as needed. One-to-one counseling for any concerns related to the incident.

Location

Lincoln Fire & Rescue - Management Policy
Critical Incident Debriefing (MP305.01 02/05/18)

Reviewed by: BC Tim Linke Date: 02/05/18
Approved by: *Fire Chief Micheal Despain* Date: 02/05/18

Policy to identify the use of critical incident debriefing for members of the department.

Implemented 3/95

Debriefings may be conducted anywhere that provides ample space, privacy, and freedom from distractions. Churches, or other meeting facilities, centrally located to the involved companies are worthy of consideration. Selection of the site will be determined by the battalion chief and IRO. Participating companies will be out-of-service and radios should be turned off during the debriefing.

The Debriefing Team

The debriefing team will consist of professionals in stress-related counseling as well as LF&R EAP Resource Referral Officer. The LF&R team members' role in the debriefing process will be to assist and support the professional counselors as necessary. They will be chosen on a case-by-case basis along with other members of the debriefing team in order to have the most positive outcome. Any follow-up care will be administered by the debriefing group under EAP contract and/or community resources with Lincoln Fire & Rescue.

Relieving Personnel from Duty

Circumstances of a critical incident may result in a recommendation by the debriefing team that individuals or companies are taken out of service. Such decisions may include returning personnel to their station(s) in an out-of-service status and allowing crew(s) to determine for themselves when they are mentally and physically prepared to return to service. In other circumstances, the crew member(s) may decide that they cannot return to duty, or the professional counselor may recommend relief from duty for the balance of the shift. If this is the case, the battalion chief will be responsible for making appropriate arrangements. **Under no circumstances is such action to be construed as critical or negative. Personnel taken out of service are to be viewed as deserving of the same consideration as an "injured" firefighter. Personnel relieved of duty will be placed on sick leave.**

CAMPBELL COUNTY HEALTH

ADMINISTRATIVE POLICY AND PROCEDURE

SUBJECT: Service Animals for Patient/Visitor/Volunteers/Employees

OBJECTIVE:

It is the policy of Campbell County Health to comply with the requirements of the Americans with Disabilities Act, as defined by the Civil Rights Division of the U.S. Department of Justice, which states that broadest access be provided to service animals and that persons using service animals be afforded the same access to the Hospital as that afforded the public in general, except as specified below.

This policy shall apply to all individuals using a service animal including inpatients, outpatients, residents and visitors of all facilities of Campbell County Health.

DEFINITIONS:

An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment.

Service animals are defined as dogs that are individually trained to do work or perform tasks for people with disabilities. Examples of such work or tasks include guiding people who are blind, alerting people who are deaf, pulling a wheelchair, alerting and protecting a person who is having a seizure, reminding a person with mental illness to take prescribed medications, calming a person with Post Traumatic Stress Disorder (PTSD) during an anxiety attack, or performing other duties. Service animals are working animals, not pets. The work or task a dog has been trained to provide must be directly related to the person's disability. Dogs whose sole function is to provide comfort or emotional support do not qualify as service animals under the ADA.

RESPONSIBILITY:

A. Service Animal Handler
   1. Controls the animal and provides the animal with food, water, and other necessary care or to make such arrangements through family members, friends or accompanying person (not including staff).
   2. Cleans up promptly after the service animal or have family members, friends or accompanying persons.

3. If the service animal becomes out of control and the handler has not brought the animal under control within a reasonable amount of time, the handler or accompanying individual must immediately remove the animal from the facility.

B. Healthcare Provider/Staff
   1. When it is not obvious what service an animal provides, only limited inquiries are allowed. Staff may ask two questions:
      a. Is the animal a service animal required because of a disability, and
      b. What work or task has the animal been trained to perform.
   2. Staff cannot ask about the person's disability, require medical documentation, require a special identification card or proof of certification for the animal, or ask that the animal demonstrate its ability to perform the work or task.

PROCEDURE:

A. A service animal shall be permitted in any area of Campbell County Health's facilities that is unrestricted to inpatients, outpatients, residents or visitors. Any decision to exclude a service animal from a particular area shall be made by competent medical personnel based on an individualized assessment.
B. If a patient who uses a service animal is admitted to the hospital and is unable to care for the animal, the patient can make arrangements for a family member or friend to come to the hospital to provide these services, as it is preferable to not separate the service animal and its handler. If the patient is unable to care for the animal and is unable to make other arrangements, CCH may place the dog in a boarding facility or make other appropriate arrangements, however the patient must be given the opportunity to make arrangements before taking such steps.

   1. Restrictions
      a. Restricted Areas: Areas where a service animal shall generally not be permitted access include operating rooms and patient rooms where a patient is immunosuppressed or in precaution for respiratory, contact, or droplet precautions.
      b. Inpatient and Resident Rooms: Service animals shall generally be permitted in patient rooms unless medical personnel makes an individualized assessment and deems it necessary to exclude the animal. If a determination is made that the service animal cannot remain in the room assigned to the patient/resident, the patient/resident shall be offered the option of being placed in another comparable room.

c. Outpatient areas and visitors: If a determination is made by medical staff that a service animal cannot remain in an outpatient area, the handler/visitor shall be offered the options of allowing the visit to occur in a different area that affords comparable privacy and amenities; or removing the animal or having accompanying persons remove the animal so that the visitor may continue with the visit.

d. Allergies/Phobia: allergies and fear of dogs are not valid reasons for denying access or refusing service to individuals with service animals. CCH practices shall be modified to permit a service animal to remain with a patient, for example, moving the patient to another comparable room, changing staff schedules or using other nondiscriminatory methods to accommodate the presence of the service animal.

Initiated by: Baerbel Merrill, Manager, Infection Control 11/1993
Revised: Katie Percifield, Supervisor, Patient and Guest Services 6/27/2016
Reviewed: Leadership Council, 8/9/16
Reviewed: Department Managers, 8/24/11
Reviewed: Board of Trustees, 8/28/14
Approved: Andy Fitzgerald, 8/9/16

Document Metadata

Document Name:	Service Animals for Patient/Visitor/Volunteers/Employees.doc
Policy Number:	ADM - 1935
Original Location:	/Campbell County Memorial Hospital/Administrative/Administrative
Created on:	11/01/1993
Published on:	08/16/2016
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	Other Title (Not on List)
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Manager:	Barks, Mary
	Other Title (Not on List)
Author(s):	Rehard, Ellen
	Other Title (Not on List)
	Barks, Mary
	Other Title (Not on List)
Approver(s):	Fitzgerald, Andy
	CEO/Facility Administrator
Publisher:	Rehard, Ellen
	Other Title (Not on List)
Description:	It is the policy of Campbell County Health to comply with the requirements of the Americans with Disabilities Act, as defined by the Civil Rights Division of the U.S. Department of Justice, which states that broadest access be provided to service animals and that persons using service animals be afforded the same access to Hospital as that afforded the public in general.

RE: Service Dog

Robert B. Ravndal
Sent: Friday, January 12, 2018 1:42 PM
To: Micheal D. Despain

Thank you

From: Micheal D. Despain
Sent: Thursday, January 11, 2018 5:46 PM
To: Robert B. Ravndal
Subject: RE: Service Dog

Hi Rob,
I have received your request and will start the process to explore our capabilities to accommodate the request. Hope to see you back here soon.

MD

From: Robert B. Ravndal
Sent: Wednesday, January 10, 2018 3:06 PM
To: Micheal D. Despain <MDespain@lincoln.ne.gov>
Subject: Service Dog

Chief Despain:

Chief, I would like to begin the process to request an accommodation under the Americans with Disabilities Act. The accommodation I am requesting is to be able to have a service dog with me while on duty at Lincoln Fire Rescue.

My request is that I be permitted to have a service dog with me while in station, in buildings while on duty. I would request that while on emergency response I be permitted to place the dog in a kennel in the fire station. (Providing the kennel would be my responsibility.) The only time I would ask to place the dog in an apparatus would be when traveling to and from classroom setting training. At that time the dog would be restrained using the manufacturer seat belt on the rig in conjunction with his vest which is designed for such purpose. In the event that either while at training or en route to and from training tha5t an emergency response would be required. The dog would remain on the apparatus, in the restraint until arrival back at the fire station.

In instance where I may be assigned to training that is not classroom oriented I would leave the dog kenneled in the fire station.

The feed, care and any needed housekeeping would fall under my responsibility.

Thank you for your consideration.

Sincerely,
Robert Ravndal

RE: Service Dog

Robert B. Ravndal
Sent: Friday, January 19, 2018 9:33 AM
To: Robert B. Ravndal

Chief Despain:

Good morning, I wanted to ask if there was any documentation or action needed on my part, at this time, in reference to request. Thank you for your considertion and have a great weekend.

Rob

RE: Service Dog

Robert B. Ravndal
Sent: Friday, January 26, 2018 10:05 AM
To: Micheal D. Despain

Chief Despain:

Good morning. My service dog will be arriving on January 31, 2018. I would like to request that we schedule an opportunity for you and any other decision makers along with me, my service dog and the trainers. The trainers will be in Lincoln January 31, 2018 through February 6, 2018. This would allow the City to ask questions with an expert present and also allow me time to get any equipment which may be necessary on my part that we have not yet discovered a need for, before the work set begins on February 14, 2018.

According to Job Accommodation Network, a company contracted by the US Department of Justice, reasonable accommodation usually is not a cumbersome issue. In general,delays in the process would come from having to order specialized equipment make design changes etc. In this case I am not anticipating the City to require any equipment or design changes. You may already be aware of JAN if not they have a website as well as a contact phone number on their website. The website is askjan.org

Thank you for your time. Are there any questions that the Fire Department or City have at this time? I think that an opportunity to meet would assist all parties in making decisions that are in the best interest of all parties. It is my intent to return to the rigs as soon as possible. If we can work something out that works for all parties it will help dramatically to get my medical providers to allow my return to a duty position. In addition, it should also help to have fewer absences due to PTSD symptoms once I do return.

Thank you for your time and have a great weekend.

Sincerely,
Rob Ravndal

FW: Service Dog

Robert B. Ravndal
Sent: Monday, January 29, 2018 4:42 PM
To: Don W. Taute; Doug J. McDaniel

From: Robert B. Ravndal
Sent: Friday, January 26, 2018 10:05 AM
To: Micheal D. Despain
Subject: RE: Service Dog

Chief Despain:

Good morning. My service dog will be arriving on January 31, 2018. I would like to request that we schedule an opportunity for you and any other decision makers along with me, my service dog and the trainers. The trainers will be in Lincoln January 31, 2018 through February 6, 2018. This would allow the City to ask questions with an expert present and also allow me time to get any equipment which may be necessary on my part that we have not yet discovered a need for, before the work set begins on February 14, 2018.

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Thank you for your time and have a great weekend.

Sincerely,
Rob Ravndal

From: Robert B. Ravndal
Sent: Wednesday, January 10, 2018 3:05 PM
To: Micheal D. Despain
Subject: Service Dog

Chief Despain:

Chief, I would like to begin the process to request an accommodation under the Americans with Disabilities Act. The accommodation I am requesting is to be able to have a service dog with me while on duty at Lincoln Fire Rescue.

My request is that I be permitted to have a service dog with me while in station, in buildings while on duty. I would request that while on emergency response I be permitted to place the dog in a kennel in the fire station. (Providing the kennel would be my responsibility.) The only time I would ask to place the dog in an apparatus would be when traveling to and from classroom setting training. At that time the dog would be restrained using the manufacturer seat belt on the rig in conjunction with his vest which is designed for such purpose. In the event that either while at training or en route to and from training tha5t an emergency response would be required. The dog would remain on the apparatus, in the restraint until arrival back at the fire station.

RE: FMLA / Ravndal

Kim K. Kabourek
Sent: Monday, January 29, 2018 2:33 PM
To: Robert B. Ravndal

Then someone must determine your fate. So I'd probably get an email into Mike Despain and see what he says before Personnel makes a call.

-----Original Message-----
From: Robert B. Ravndal
Sent: Monday, January 29, 2018 2:32 PM
To: Kim K. Kabourek <KKabourek@lincoln.ne.gov>
Subject: RE: FMLA / Ravndal

Thank you Kim. What happens should the time expire?
Thank you for your help.
Rob

From: Kim K. Kabourek
Sent: Monday, January 29, 2018 2:21 PM
To: Robert B. Ravndal
Subject: FW: FMLA / Ravndal

It is approved. However if no one works for you the hours will run out in approx. 2 pay period. So this should get your through check dated 02/15/2018 and 03/01/2018.

From: Gail Anderson
Sent: Monday, January 29, 2018 1:53 PM
To: Kim K. Kabourek <KKabourek@lincoln.ne.gov>
Subject: FMLA / Ravndal

Attached is the approval for Robert Ravndal.
Please track hours on spread sheet.
Thanks
Gail

RE: Return to Work Information

Robert B. Ravndal
Sent: Monday, January 29, 2018 4:40 PM
To: Micheal D. Despain
Cc: Doug J. McDaniel; Don W. Taute
Attachments: FMLA Jan 2018.pdf (372 KB)

Mr McDanial and Mr Taut,

I wanted to see specifically what do you need from me to return to work? In addition, on January 10, 2018 I requested reasonable accomodation to allow me to return to work with my service dog. Is there any information that is needed from me in order to continue the reasonable accomodation request? What is a reasonable timeframe that it should take to complete this process?

I will forward emails to you that I sent to Chief Despain in reference to reasonable accomodation. As stated in email dated January 26 my dog and trainer will be in Lincoln and will be available to have a meeting with between February 2 and 8, 2018. If we met that could likely assist all parties.

Thank you for your assistance. The attached FMLA paperwork indicates that FMLA leave will expire before April 21, 2018. Can you please advise me what date FMLA leave will expire and would it be possible to expedite the accomodation request to be concluded before the time at which FMLA expires.

Thank you and have a great day.

Robert B. Ravndal

From: Robert B. Ravndal
Sent: Monday, January 29, 2018 4:28 PM
To: Micheal D. Despain
Cc: Doug J. McDaniel; Don W. Taute
Subject: RE: Return to Work Information

From: Micheal D. Despain
Sent: Monday, January 29, 2018 4:17 PM
To: Robert B. Ravndal
Cc: Doug J. McDaniel; Don W. Taute
Subject: Return to Work Information

Hi Rob,
As per the voicemail I left, just reply back to the included email (Doug McDaniel and Don Taute) stating you are interesting in coming back to work and what information is needed for a return to work.....

Thanks

Micheal Despain
Fire Chief
Lincoln Fire & Rescue Department
1801 Q street
Lincoln, NE 68508
(402) 441-8350 office
(402) 480-5225 cell
Mdespain@lincoln.ne.gov

RE: Return to Work Information

Don W. Taute
Sent: Tuesday, January 30, 2018 11:42 AM
To: Robert B. Ravndal; Micheal D. Despain
Cc: Doug J. McDaniel

Mr. Ravndal: This is to acknowledge receipt of your emails, and request for information relating to your return to work and possible accommodation. Mr. McDaniel and I will need to fully discuss this matter prior to responding, but we would hope to have something to you by week's end. Thank you.

Don W. Taute
Assistant City Attorney
555 S. 10th Street Suite 300
Lincoln, NE 68508
(402) 441-7288
dtaute@lincoln.ne.gov

From: Robert B. Ravndal
Sent: Monday, January 29, 2018 4:40 PM
To: Micheal D. Despain
Cc: Doug J. McDaniel; Don W. Taute
Subject: RE: Return to Work Information

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Thank you and have a great day.

Robert B. Ravndal

From: Robert B. Ravndal
Sent: Monday, January 29, 2018 4:28 PM
To: Micheal D. Despain
Cc: Doug J. McDaniel; Don W. Taute
Subject: RE: Return to Work Information

From: Micheal D. Despain
Sent: Monday, January 29, 2018 4:17 PM
To: Robert B. Ravndal

RE: Return to Work Information

Robert B. Ravndal
Sent: Tuesday, January 30, 2018 2:58 PM
To: Don W. Taute; Micheal D. Despain
Cc: Doug J. McDaniel

Thank you.

From: Don W. Taute
Sent: Tuesday, January 30, 2018 11:42 AM
To: Robert B. Ravndal; Micheal D. Despain
Cc: Doug J. McDaniel
Subject: RE: Return to Work Information

Mr. Ravndal: This is to acknowledge receipt of your emails, and request for information relating to your return to work and possible accommodation. Mr. McDaniel and I will need to fully discuss this matter prior to responding, but we would hope to have something to you by week's end. Thank you.

Don W. Taute
Assistant City Attorney
555 S. 10th Street Suite 300
Lincoln, NE 68508
(402) 441-7288
dtaute@lincoln.ne.gov<mailto:dtaute@lincoln.ne.gov>

From: Robert B. Ravndal
Sent: Monday, January 29, 2018 4:40 PM
To: Micheal D. Despain
Cc: Doug J. McDaniel; Don W. Taute
Subject: RE: Return to Work Information

Mr McDanial and Mr Taut,

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Thank you and have a great day.

Robert B. Ravndal

From: Robert B. Ravndal
Sent: Monday, January 29, 2018 4:28 PM
To: Micheal D. Despain

Return to Work Information

Don W. Taute
Sent: Friday, February 02, 2018 3:40 PM
To: Robert B. Ravndal
Cc: Doug J. McDaniel; Margaret Blatchford; Micheal D. Despain

Mr. Ravndal: As I told you in my email of Tuesday, January 30, 2018 the City is responding to your email regarding your request to return to work and your additional request relating to a "service dog" as an accommodation upon your return. The question you set forth in your January 29, 2018 email was: "I wanted to see specifically what do you need from me to return to work?" You went on to mention a January 10th email wherein you requested reasonable accommodation to allow you to return to work with a "service dog". This matter must be addressed in two parts. Leaving aside for the moment your question about a "service dog" which you characterize as a request for a reasonable accommodation, the first matter to be addressed is your work status and whether you can return to work at this point in time.

Therefore, in response to your question as to what the City needs for you to return to work, I would tell you that the City will need a statement from your physician which specifically addresses your work status and whether you have, in fact, been released to return to work. If your physician has released you to return to work, the City needs to know if the release is for a return to full duty so that you can perform all the essential duties of your position as a Firefighter Paramedic. If the release is not for full duty the City needs to know what limitations you would have and if the release is for modified duty. The City would also need to know what duties are limited by your disability. At the present time, the City has a statement from Stephanie Levy, LICSW stating in your FMLA documentation as recently as January 6, 2018, that you are not able to respond to high stress situations. The duties of a Firefighter Paramedic are typically high stress, thus the City needs medical documentation indicating that you are now able to return to work and perform the essential duties of your position with or without accommodation.

Once the City receives the medical documentation releasing you to return to work, the issue of whether a reasonable accommodation might be necessary for you to perform the essential duties of your position will be addressed.

Please provide the City with the requested medical documentation as soon as you possibly can. Thank you.

Don W. Taute
Assistant City Attorney
555 S. 10th Street Suite 300
Lincoln, NE 68508
(402) 441-7288
dtaute@lincoln.ne.gov

RE: Return to Work Information

Robert B. Ravndal
Sent: Friday, February 09, 2018 11:26 PM
To: Don W. Taute

Mr. Taut:

I wanted to let you know I did receive your reply. The information has been passed to my health care providers. I am awaiting their response. Thank you.

Robert B. Ravndal

From: Don W. Taute
Sent: Friday, February 02, 2018 3:40 PM
To: Robert B. Ravndal
Cc: Doug J. McDaniel; Margaret Blatchford; Micheal D. Despain
Subject: Return to Work Information

Mr. Ravndal: As I told you in my email of Tuesday, January 30, 2018 the City is responding to your email regarding your request to return to work and your additional request relating to a "service dog" as an accommodation upon your return. The question you set forth in your January 29, 2018 email was: "I wanted to see specifically what do you need from me to return to work?" You went on to mention a January 10th email wherein you requested reasonable accommodation to allow you to return to work with a "service dog". This matter must be addressed in two parts. Leaving aside for the moment your question about a "service dog" which you characterize as a request for a reasonable accommodation, the first matter to be addressed is your work status and whether you can return to work at this point in time.

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Please provide the City with the requested medical documentation as soon as you possibly can. Thank you.

Don W. Taute
Assistant City Attorney
555 S. 10th Street Suite 300
Lincoln, NE 68508
(402) 441-7288
dtaute@lincoln.ne.gov

RE: Paperwork, Light Duty

Robert B. Ravndal
Sent: Wednesday, February 21, 2018 2:42 PM
To: Don W. Taute; Micheal D. Despain; Doug J. McDaniel
Cc: Margaret Blatchford; Rick W. Tast

Thank you Mr. Taut. Would it be best for me to have something from my Primary Care doctor in reference to medications, Mrs. Levy or Pharmacist? To my knowledge I do not take any medications during the day that would impair my ability to perform. However, I do take Trazadone at night for sleep and would not take it while at work. Please let me know whom I should get clarification from and I will do so.

Thank you,
Rob

From: Don W. Taute
Sent: Wednesday, February 21, 2018 1:33 PM
To: Robert B. Ravndal; Micheal D. Despain; Doug J. McDaniel
Cc: Margaret Blatchford; Rick W. Tast
Subject: RE: Paperwork, Light Duty

Mr. Ravndal: I received your request and supporting documentation and I am waiting to hear from Chief Despain regarding it. In the meantime, however, I do note that in the form listing the modified work assignment tasks your provider has stated in the affirmative that you are taking prescribed medications which will impair your ability to perform the duties mentioned in the modified work assignment document. The city will need clarification on how the medications would impair your performance of the duties in the modified work assignment and which of the duties would be impacted prior to determining whether you can return to a modified work assignment. Please provide that information as soon as you can. Thank you.

Don W. Taute
Assistant City Attorney
555 S. 10th Street Suite 300
Lincoln, NE 68508
(402) 441-7288
dtaute@lincoln.ne.gov

From: Robert B. Ravndal
Sent: Tuesday, February 20, 2018 7:38 AM
To: Don W. Taute; Micheal D. Despain; Doug J. McDaniel
Subject: RE: Paperwork, Light Duty

The paperwork is attached here. I am sorry for the error.

From: Robert B. Ravndal
Sent: Tuesday, February 20, 2018 7:36 AM
To: Don W. Taute; Micheal D. Despain; Doug J. McDaniel
Subject: Paperwork, Light Duty

Gentlemen:

Please find the LFR temporary modified work assignment paperwork attached. The form does not have a space to indicate return to work date but, in my verbal conversations with Stephanie Levy it was discussed that I was able to return on February 21, 2018.

Would we now be able to begin the dialogue re: reasonable accomodation or is there further docuentation on my end that is needed?

Thank you,
Rob Ravndal

RE: Paperwork, Light Duty

Don W. Taute
Sent: Wednesday, February 21, 2018 2:51 PM
To: Robert B. Ravndal; Micheal D. Despain; Doug J. McDaniel
Cc: Margaret Blatchford; Rick W. Tast

Presumably it would be best to ask Ms. Levy because she completed the form indicating that you take medications which could impair your abilities to do some of the duties. If she cannot provide the clarification then your primary care physician would be an option if he/she can provide the answer. A pharmacist would not suffice.

Don W. Taute
Assistant City Attorney
555 S. 10th Street Suite 300
Lincoln, NE 68508
(402) 441-7288
dtaute@lincoln.ne.gov

From: Robert B. Ravndal
Sent: Wednesday, February 21, 2018 2:43 PM
To: Don W. Taute; Micheal D. Despain; Doug J. McDaniel
Cc: Margaret Blatchford; Rick W. Tast
Subject: RE: Paperwork, Light Duty

Thank you Mr. Taut. Would it be best for me to have something from my Primary Care doctor in reference to medications, Mrs. Levy or Pharmacist? To my knowledge I do not take any medications during the day that would impair my ability to perform. However, I do take Trazadone at night for sleep and would not take it while at work. Please let me know whom I should get clarification from and I will do so.

Thank you,
Rob

From: Don W. Taute
Sent: Wednesday, February 21, 2018 1:33 PM
To: Robert B. Ravndal; Micheal D. Despain; Doug J. McDaniel
Cc: Margaret Blatchford; Rick W. Tast
Subject: RE: Paperwork, Light Duty

Mr. Ravndal: I received your request and supporting documentation and I am waiting to hear from Chief Despain regarding it. In the meantime, however, I do note that in the form listing the modified work assignment tasks your provider has stated in the affirmative that you are taking prescribed medications which will impair your ability to perform the duties mentioned in the modified work assignment document. The city will need clarification on how the medications would impair your performance of the duties in the modified work assignment and which of the duties would be impacted prior to determining whether you can return to a modified work assignment. Please provide that information as soon as you can. Thank you.

Don W. Taute
Assistant City Attorney
555 S. 10th Street Suite 300
Lincoln, NE 68508
(402) 441-7288
dtaute@lincoln.ne.gov

RE: Paperwork, Light Duty

Don W. Taute
Sent: Wednesday, February 21, 2018 1:33 PM
To: Robert B. Ravndal; Micheal D. Despain; Doug J. McDaniel
Cc: Margaret Blatchford; Rick W. Tast

Mr. Ravndal: I received your request and supporting documentation and I am waiting to hear from Chief Despain regarding it. In the meantime, however, I do note that in the form listing the modified work assignment tasks your provider has stated in the affirmative that you are taking prescribed medications which will impair your ability to perform the duties mentioned in the modified work assignment document. The city will need clarification on how the medications would impair your performance of the duties in the modified work assignment and which of the duties would be impacted prior to determining whether you can return to a modified work assignment. Please provide that information as soon as you can. Thank you.

Don W. Taute
Assistant City Attorney
555 S. 10th Street Suite 300
Lincoln, NE 68508
(402) 441-7288
dtaute@lincoln.ne.gov

From: Robert B. Ravndal
Sent: Tuesday, February 20, 2018 7:38 AM
To: Don W. Taute; Micheal D. Despain; Doug J. McDaniel
Subject: RE: Paperwork, Light Duty

The paperwork is attached here. I am sorry for the error.

From: Robert B. Ravndal
Sent: Tuesday, February 20, 2018 7:36 AM
To: Don W. Taute; Micheal D. Despain; Doug J. McDaniel
Subject: Paperwork, Light Duty

Gentlemen:

Please find the LFR temporary modified work assignment paperwork attached. The form does not have a space to indicate return to work date but, in my verbal conversations with Stephanie Levy it was discussed that I was able to return on February 21, 2018.

Would we now be able to begin the dialogue re: reasonable accomodation or is there further docuentation on my end that is needed?

Thank you,
Rob Ravndal

From: Robert B. Ravndal
Sent: Tuesday, February 20, 2018 7:38 AM
To: Don W. Taute; Micheal D. Despain; Doug J. McDaniel
Subject: RE: Paperwork, Light Duty

The paperwork is attached here. I am sorry for the error.

From: Robert B. Ravndal
Sent: Tuesday, February 20, 2018 7:36 AM
To: Don W. Taute; Micheal D. Despain; Doug J. McDaniel
Subject: Paperwork, Light Duty

Gentlemen:

Please find the LFR temporary modified work assignment paperwork attached. The form does not have a space to indicate return to work date but, in my verbal conversations with Stephanie Levy it was discussed that I was able to return on February 21, 2018.

Would we now be able to begin the dialogue re: reasonable accomodation or is there further docuentation on my end that is needed?

Thank you,
Rob Ravndal

RE: LD

Don W. Taute
Sent: Thursday, February 22, 2018 10:06 AM
To: Robert B. Ravndal; Doug J. McDaniel; Micheal D. Despain

Mr. Ravndal: Chief Despain will be contacting you regarding your return to TMWA as outlined in the amended attachment completed by Ms. Levy which you provided last evening. Your return to this modified assignment is a temporary accommodation until such time as you are released to full duty. You will need to provide the city with medical documentation when you are released to return to full duty. At that time, the need for further reasonable accommodation will be addressed. If you currently know when you might be released to full duty, with or without restrictions, please let the city know.

Don W. Taute
Assistant City Attorney
555 S. 10th Street Suite 300
Lincoln, NE 68508
(402) 441-7288
dtaute@lincoln.ne.gov

-----Original Message-----
From: Robert B. Ravndal
Sent: Wednesday, February 21, 2018 7:46 PM
To: Don W. Taute; Doug J. McDaniel; Micheal D. Despain
Subject: FW: LD

Mr Taut,

Today after reciving your email I was able to get in phone contact with Mrs. Levy. She is out of the office until next week. She did send the following email with attachments to me. Will this suffice for the time being until a signed original can be obtained next week? Thank you.

Rob Ravndal

From: Robert B. Ravndal
Sent: Wednesday, February 21, 2018 7:37 PM
Subject: FW: LD

From: Stephanie Levy [stephanie@stephanielevylicsw.com]
Sent: Wednesday, February 21, 2018 5:45 PM
To: Robert B. Ravndal
Subject: FW: LD

Rob,
Here are the forms with correction. I apologize for the error before.
Attached are the forms with corrections.

To clarify the matter I want to clearly state that I do NOT feel Robert Ravndal is on any medication that would impair his ability to work.

If there are any questions about this please contact me at (402) 709-2213.

Thanks.

-----Original Message-----
From: Stephanie Levy [mailto:stephanie@stephanielevylicsw.com]
Sent: Wednesday, February 21, 2018 5:42 PM
To: stephanie@stephanielevylicsw.com
Subject: LD

FW: Rob Ravndal

1 message

Stephanie Levy <stephanie@stephanielevylicsw.com>
To: Rob Ravndal <rbravndal@gmail.com>

Fri, Apr 27, 2018 at 11:43 AM

From: Don W. Taute [mailto:dtaute@lincoln.ne.gov]
Sent: Monday, March 26, 2018 4:10 PM
To: 'stephanie@stephanielevylicsw.com'
Cc: Margaret Blatchford; Doug J. McDaniel
Subject: Rob Ravndal

Ms. Levy: You will recall that previously you provided documentation dated February 19, 2018 to the City on behalf of your patient Rob Ravndal, regarding his return to a modified work assignment as a temporary accommodation until such time as Mr. Ravndal could return to full duty. Mr. Ravndal's current work assignment does not involve the performance of his essential job duties as a firefighter paramedic. The City has now been provided the attached document from you dated March 22, 2018 wherein you state: "allowing Mr. Ravndal to have his service dog...with him at work would give him the best opportunity to succeed there. It would help him to carry out his light duty expectations without exacerbating his PTSD symptoms."

Prior to making a decision regarding the presence of the dog at work, the City needs additional clarifying information from you. First, you previously stated in the material dated February 19, 2018 that Mr. Ravndal could perform the duties of his light duty assignment without the dog. Are you now saying that he cannot perform those duties without the presence of the dog? Second, how is the modified duty assignment exacerbating his PTSD symptoms? Finally, do you know whether the dog has been trained as a service dog, and if so, do you know what specific work tasks the dog has been trained to perform which are directly related to Mr. Ravndal's disability and which would allow him to perform the essential duties of his position as a firefighter paramedic in the event he is released to return to full duty?

Please review the City's request for this additional information and provide a response as soon as reasonably possible. Thank you for your time and cooperation.

Don W. Taute

Assistant City Attorney

555 S. 10th Street Suite 300

Lincoln, NE 68508

(402) 441-7288

dtaute@lincoln.ne.gov

Stephanie Levy, LICSW LLC
11225 Davenport St. Suite 103 - Omaha, NE 68154
(402) 934-2661 - stephanie@stephanielevylicsw.com
stephanielevylicsw.com

March 29, 2018

To whom it may concern,

This letter is in response to your email sent on Monday March 26, 2018.

The email stated, "Prior to making a decision regarding the presence of the dog at work, the City needs additional clarifying information from you. First, you previously stated in the material dated February 19, 2018 that Mr. Ravndal could perform the duties of his light duty assignment without the dog. Are you now saying that he cannot perform those duties without the presence of the dog? Second, how is the modified duty assignment exacerbating his PTSD symptoms?"

Allow me to clarify that he can perform the light duty assignment without the service dog as evidenced by the fact he has been doing so. However, the symptoms of PTSD can increase and decrease based on triggers that arise. It is Rob's ability to manage those in order to function at the highest level possible. He is working hard to manage those triggers. We could optimize his success if the dog were allowed to be with him on his light duty assignment.

The second part, "Finally, do you know whether the dog has been trained as a service dog, and if so, do you know what specific work tasks the dog has been trained to perform which are directly related to Mr. Ravndal's disability and which would allow him to perform the essential duties of his position as a firefighter paramedic in the event he is released to return to full duty?".

The dog has been trained by Paws in Hand Canine Consulting. Briana Bartlett trained the dog and has been doing so for many years – started company in 2005. The dog is a trained service animal, more than an emotional support animal. The dog is specifically trained to help people manage PTSD symptoms. He provides deep pressure therapy and blocking to interrupt the anxiety. He can recognize the increase of anxiety on his own and jump into action or respond to commands to do this. In addition he provides direct contact when needed to help Rob get grounded.

If you have any questions regarding his treatment please contact me at (402) 934-2661 x5.

Sincerely,

Stephanie Levy, LICSW

Fwd: Rob Ravndal

1 message

Stephanie Levy <stephanie@stephanielevylicsw.com> Wed, Apr 18, 2018 at 1:54 PM
To: Don W. Taute <dtaute@lincoln.ne.gov>
Cc: Margaret Blatchford <mblatchford@lincoln.ne.gov>, Doug J. McDaniel <DMcDaniel@lincoln.ne.gov>

Thank you for your response. I wanted to reply with my thoughts as well. Although Rob can perform his duties adequately at this time the goal is to move him to an optimal level of functioning at full duty. I would like him to progress and move forward. I feel having the service dog at work would allow him to function at a more optimal level and help us move towards goal of full duty. Please consider this.

Thanks,

Stephanie Levy

From: Don W. Taute [mailto:dtaute@lincoln.ne.gov]
Sent: Tuesday, April 3, 2018 2:15 PM
To: stephanie@stephanielevylicsw.com
Cc: Margaret Blatchford; Doug J. McDaniel
Subject: Rob Ravndal

Ms. Levy: Thank you for your March 29, 2018 letter in response to my March 26, 2018 email. Given your clarification that Mr. Ravndal can perform the duties of his light duty assignment without the service dog being present, and your observation that this conclusion is supported by the fact that Mr. Ravndal has been performing those duties without the dog up to this point in time, it is the City's decision to maintain the status quo that the service dog not come to work with Mr. Ravndal at this time. Again, thank you for your time.

Don W. Taute

Assistant City Attorney

555 S. 10th Street Suite 300

Lincoln, NE 68508

(402) 441-7288

dtaute@lincoln.ne.gov

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Angela M. Birkett

From: Roger Hoy <rogerhoy4@gmail.com>
Sent: Thursday, January 31, 2019 4:46 PM
To: Jon Camp
Subject: Virginias

Mr. Camp,

I am opposed to any changes to Cornhusker that would disturb Virginia's restaurant. This restaurant is one of the gems in Lincoln and I hope that you will not support any revitalization plans that would cause Virginia's to either relocate or close. While there are intersections in need of improvement such as 33rd, Adams and Cornhusker, there is nothing wrong with Cornhusker in the vicinity of Virginia's.

Best regards,

Roger Hoy
8239 Dorset Dr
Lincoln, NE 68510

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Thursday, January 31, 2019 5:17 PM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 1/31/2019 5:17:03 PM

name Mike Thiel
address 2628 N. 91st
city Lincoln
state NE
zip 68507
email mikekeeper@yahoo.com
comments I am against the use of electric scooters downtown. Skateboards and bicycles are banned from downtown sidewalks, if I remember correctly, because they are a danger to pedestrians. Electric scooters should be banned for the same reason. They would be a danger on the streets also. Plus other cities have had problems with them being dumped anywhere.
You already have bus service downtown and are trying to waste more tax dollars on the autonomous shuttle so please just say no to spending more money. Lincoln and Nebraska are rated very low for seniors affordability. Try living on a small fixed income and see how you like paying for the Pinnacle arena that you will never go to, trying to keep your house with the high property taxes, and watching the cost of living go up because you want to make Lincoln bigger than Omaha. Lincoln is too big and the richer people, like Haymarket developers, are getting richer with my tax dollars.

IP: 76.84.104.128
Form: https://lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (Linux; Android 8.1.0; SM-T580) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/71.0.3578.99 Safari/537.36

Angela M. Birkett

From: Mark E. Lutjeharms
Sent: Friday, February 01, 2019 4:50 PM
To: Jon Camp; royforlincoln@gmail.com; Bennie R. Shobe; Carl B. Eskridge; Cyndi Lamm; Jane Raybould; lgaylorbaird@lincoln.negov
Cc: Angela M. Birkett; Miki M. Esposito; Lonnie J. Burklund; Michele M. Abendroth
Subject: 70th & Adams (formerly titled "Traffic lights")

Good afternoon, Council members!

I am writing in regards to the email you received from Lynn Kaufmann (copied below) regarding traffic signal operations at the intersection of 70th & Adams streets. While Traffic Engineering has observed great improvements in traffic operations resulting from Green Light Lincoln, both Phases 1 and 2, comments like these are always appreciated as it helps us to understand traffic conditions from the motorists' perspectives.

In partnership with our consultant team, this intersection was recently analyzed and signal timings updated as part of Green Light Lincoln, Phase 2. Based on numerous field observations, traffic volumes, historical crashes, and the need to balance traffic flow for all directions and movements, it was concluded that left-turn green arrows were not warranted for the eastbound and westbound movements along Adams Street, onto 70th Street. As such, the only change that motorists making left-turns from Adams Street would have experienced is the use of flashing yellow arrows rather than the traditional "green ball," both of which mean the same thing…yield to oncoming traffic before turning.

Since the implementation of the new timings, traffic volumes and patterns have changed at this intersection due to the closure of Havelock Avenue. As such, we have been continuously monitoring traffic operations at this and other intersections within the area and have modified some traffic signal operations as we have deemed appropriate to address these changes. We will continue to do so through the completion of this construction project.

Finally, we are experiencing new strategies in our latest vehicle detection systems that allow us to enhance traffic signal operations, including greater flexibility in the use of green arrows as left-turn volumes fluctuate. With the input we have received from Mr. Kaufmann, we have identified 70th & Adams as a potential candidate intersection to benefit from these new strategies. As we continue to monitor this intersection and finalize the details of these revised detection strategies, I will contact Mr. Kaufmann and share with him our findings.

Thank you for your attention and please let me know if you have further questions.

Mark

Mark Lutjeharms, PE, PTOE
Manager | Traffic Engineering

M: 402-416-9925

949 West Bond St, Suite 200
Lincoln, NE 68521

ltu.lincoln.ne.gov | APWA Accredited
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-----Original Message-----
From: Lynn Kaufmann [mailto:lkauf73@gmail.com]
Sent: Thursday, January 31, 2019 9:38 PM
To: Council Packet <CouncilPacket@lincoln.ne.gov>
Subject: Traffic lights

I have contacted Jeff Felty several times about the traffic lights at especially 70th and Adams.
The flashing left turn yellow arrows are not working! I have explained to him when going east or west on 70th and trying to turn left during busy times, like tonight at 5:18, there were 11 cars lined up in the turn lane to go south. It took over 11 minutes for every one to make a turn. I most cases only one car gets to turn per green light. I watched several people get frustrated and turn into Dollar General, go through their parking lot and then turn left onto 70th. I have to admit this is 10 times faster but not legal either. He has emailed me back and basically told me that is what the study times says it should be. I suggested if it was me, I would go out there and do my own survey from about
4 p.m. until 6 p.m. and see how traffic flows myself.

I can say I am not the only person in this area or Lincoln in general, complaining about the traffic lights and the way flashing yellow arrows are used at many intersections. So to turn left tonight and go south it took 11 minutes sitting in line,
11 minutes of wasting fuel and 11 minutes of pollution emitted by a lot of cars and I could not count how many were behind me. Also traffic going east on Adams tonight was backed up all the way from 70th to about 61st waiting to get through the Adams intersection.

If going south on 70th and wanting to turn left onto Adams, again you get the flashing yellow arrow and then all of a sudden the last 10 seconds before the light goes to yellow and red, there is a 10 second green arrow that comes on. There are lots of people who sit there not realizing there is a green arrow! I think the yellow arrows are good at certain times of the day, but why do a lot of major intersections like this one have a green arrow followed by the yellow arrow? Why can't intersections have a green arrow followed by the flashing yellow arrow during peak traffic times?
It was stated when all this went into effect, that these lights would automatically adjust when traffic gets backed up. I can honestly say I have never witnessed this at any intersection I drive through in Lincoln, especially when there has been road construction areas! One example was a while back on going south 84th just south of pioneers the right lane was closed. Traffic was backed up all the way back to the Messiah Lutheran Church on 84th. That is almost 2 miles! The lights never changed to get traffic flowing faster! Kansas City had this system over a year before it came to Lincoln, and I can name at least 10 intersections there equal to 70th and Adams where a green arrow comes on and is followed by the yellow arrow.

I am contacting the council because I have not heard nothing helpful or even willing to look at this problem from the traffic light office. I certainly hope you can help!!

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Friday, February 01, 2019 1:29 AM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/1/2019 1:29:04 AM

name Connor O'Dell
address 811 N street
city Lincoln
state NE
zip 68508
email Connorodell4@yahoo.com
comments I just want you to know that I truely believe you are disgusting human beings for allowing Uber and Lyft drivers to receive tickets for picking up drunk people from O street. I want you to sit for 30 seconds and imagin your spouse or child driving innocently home and someone who couldn't get an Uber hits them and kills them. There is literally ZERO traffic problems on O street in the middle of the night and you are not only asking for problems but encouraging drunk driving. Fix this so there is no chance of you, me, or other innocent people dying to drunk drivers.

IP: 174.217.16.163
Form: https://lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (Linux; Android 8.0.0; SM-G950U Build/R16NW; wv) AppleWebKit/537.36 (KHTML, like Gecko) Version/4.0 Chrome/71.0.3578.99 Mobile Safari/537.36 Snapchat/10.49.0.0 (SM-G950U; Android 8.0.0#G950USQU5CSA4#26; gzip)

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Friday, February 01, 2019 1:41 AM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/1/2019 1:41:10 AM

name Nicholas Courtney
address 811 N St
city Lincoln
state NE
zip 68508
email nicholascourtney22@gmail.com
comments Hello,

I am very concerned about the recent developments in some of the local ordinances you have put forth. You have made it harder for intoxicated people on O St to get home and are hurting the pockets of the people seeking to get them home safely. This is not only morally perturbing, but completely contrary to anything remotely logical. I urge you all to reevaluate, learn from this mistake, and make the right decision. It is hard to trust anyone that would vote for this. I have put this out on social media so expect more emails. I hope you hear us before you get someone hurt because of a drunk driver.

Thank you.

IP: 216.171.62.21
Form: https://lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (iPhone; CPU iPhone OS 12_1_2 like Mac OS X) AppleWebKit/605.1.15 (KHTML, like Gecko) Mobile/16C101 [FBAN/FBIOS;FBAV/205.0.0.33.115;FBBV/139225211;FBDV/iPhone11,2;FBMD/iPhone;FBSN/iOS;FBSV/12.1.2;FBSS/3;FBCR/Verizon;FBID/phone;FBLC/en_US;FBOP/5;FBRV/140223113]

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Friday, February 01, 2019 9:23 AM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/1/2019 9:22:31 AM

name Sasha
address 1850 P Street
city Lincoln
state NE
zip 68508
email sashamccawley@gmail.com
comments It is absolutely ridiculous that the state is ticketing ride share users on O street for NO REASON. DO SOMETHING ABOUT IT. We don't need more drunk drivers and putting this law in place will do NOTHING but INCREASE DRUNK DRIVING!!!!!!!!!!!!!!! It is literally doing NO GOOD punishing people for finding a safe ride home from the bars, or those who are trying to help stop people from driving home drunk!! I am so mad about this. DO. SOMETHING. THIS IS RIDICULOUS.
The problem would be SOLVED if the city were to put in ride share lanes!! its not that hard!!!!!!!!

IP: 74.87.176.142
Form:
https://lincoln.ne.gov/city/council/contact.htm?fbclid=IwAR1Ud7hfSm8bP__ktiv0GDAn1uyTABLxXEdfU4hFcAxSQh8ASF4capMyuBs
User Agent: Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/71.0.3578.98 Safari/537.36

Angela M. Birkett

From: WebForm <none@lincoln.ne.gov>
Sent: Friday, February 01, 2019 12:48 PM
To: Cyndi Lamm; Jon Camp; Jane Raybould; Carl B. Eskridge; Leirion Gaylor Baird; Roy A. Christensen; Bennie R. Shobe
Subject: InterLinc - Contact

City Council - Contact

Date : 2/1/2019 12:48:26 PM

name Gavin Garcia
address 811 N St
city Lincoln
state NE
zip 68510
email Teogees7@gmail.com
comments I just wanted to mention that the new legislation put in place to essentially ticket uber and Lyft drivers who are picking up drunk citizens needs reconsideration. By having this in place, it incentivizes many drunk citizens to attempt to drive. I think there needs to be some thought put into it. Thank you

IP: 174.217.11.232
Form: https://lincoln.ne.gov/city/council/contact.htm
User Agent: Mozilla/5.0 (Linux; Android 8.0.0; SM-G965U Build/R16NW; wv) AppleWebKit/537.36 (KHTML, like Gecko) Version/4.0 Chrome/71.0.3578.99 Mobile Safari/537.36 [FB_IAB/FB4A;FBAV/205.0.0.27.113;]