

# Norfolk Insider

City of Norfolk, NE

[www.ci.norfolk.ne.us](http://www.ci.norfolk.ne.us)

August 25, 2010

## “City Employees” by Sheila Schukei



As the Human Resources Director for the City of Norfolk I am continually impressed by the local employee pool we draw from.

Over the years, the City of Norfolk management has been privileged to have the opportunity to hire many quality people that have grown up in out-state Nebraska. The work ethic and integrity local people bring to the workplace helps make our City operations run smoothly and economically.

The staff at the Norfolk Waste Water Treatment Plant has repeatedly won state awards for the efficiency and safety records of their department. The City's Finance

Division has submitted documentation that consistently earns the City of Norfolk top financial management awards. The City of Norfolk Fire and Water departments have earned one of the best ISO ratings in the state. Because of that impressive rating, the commercial and industrial properties both inside and out the City limits have a lower insurance cost than other cities our size.

Our City employees are known to do more than is required of them in their daily routines. It's common for staff members of one

department to pitch in when another department needs help. Our fire fighters may push snow if needed or our street workers may have to direct traffic at times. In some cities this would not happen because it is simply not their job. In many local government settings, union contracts limit the abilities of employees to perform virtually any duties that are outside of their typical job functions. That isn't the philosophy shared by City of Norfolk employees.

We are all on the same team. That kind of cooperation is evident in our workforce. In the recent past, we saw many of our employees take on different roles and functions during the flood and propane fire and worked well together in conducting evacuations and working to protect people and property.

Our workers have a passion and attitude of service for the community. Like other businesses in our community, many of our employees have roots in Northeast Nebraska. They take pride in what they do because they know what they're doing benefits not only the community but their families, their neighbors and friends.

Over the years, I have been contacted by citizens who have benefitted or appreciated the efforts of our employees. They are not the kinds of things that make the front page of the newspaper but nonetheless enhance the quality of life we enjoy in Norfolk. These include things such as helping an elderly lady get her car into the driveway from the street after a snow storm, the employee who helped buy groceries for a family in need or the employee who got a bicycle for a child whose family had limited resources.

We have hired workers from other areas of the country but especially enjoy hiring those from this area of the state. We know that home grown applicants are likely to have had a good education and are likely to possess a great work ethic. They will also probably be friendly and people oriented which are valuable qualities for any employee to have.

I'm proud of the people who work for the City of Norfolk and look forward to continuing to work with them to make our community a better place for all of our families to live in.