



# LIBA

## News & Views

Lincoln Independent Business Association

Providing Leadership to the Business Community.

# LUNCHEON PROGRAM

## TUESDAY, JANUARY 16

The Jasmine Room by Venue located inside the Grand Manse

129 N. 10th Street



LIBA Luncheon  
Tuesday, January 16, 2024  
11:45am  
Jasmine Room, Grand Manse

Speakers:  
Senator Steve Erdman  
& Korby Gilbertson

For an Open Forum on the  
Epic Tax Proposal



The monthly LIBA LUNCHEON is open to all LIBA Members and their guests with advanced reservation required if you eat lunch. Lunch will be served beginning at 11:30 am, the meeting begins at noon and ends promptly at 1:00 pm.

### IN THIS ISSUE:

The 2024 Legislative Session Article .....	3
Jerry Pigsley Article .....	11
Calendar of Events .....	15

### Board

**Chair**  
Mark Whitehead

**Vice-Chair**  
Robert Panzer

**Secretary**  
Phil Young

**Treasurer**  
Jim Hansen

**Directors**  
Wanda Caffrey  
David Chapin  
Carla Ericksen  
Cory Hoagstrom  
Scott Lockard  
Robert Panzer  
Kay Petersen  
Ann Post  
Gary Tharnish  
Ryan Theil  
Denny Van Horn  
Mark Whitehead  
John Wurdeman

**Past Chairmen**  
Todd Watson  
Lincoln Zehr  
Jim Ballard  
Darlene Fletcher  
Ken Svoboda  
Bill Lien  
Steve Hughes  
David Pauley  
Mark Hunzeker  
Joe Bolubasz  
Tim Cox  
Doug Carey  
Connie Hilligoss  
Dean Hoag  
John Hoppe Jr.  
Tom Klein  
Peter Katt  
Jeff White  
Richard Meginnis  
Connie Jensen  
Steve Bowen  
Randy Harre  
Hub Hall  
Larry Anderson  
Pat Kahm  
Joe Hampton  
Russ Bayer  
Debby Brehm  
Ron Ecklund  
Bruce Bailey  
Fred Duven  
Arlene Sorensen  
Bob Bryant  
Ron Lockard  
Scott Stewart  
Hank Buis  
Marty Miller  
Dan Roth  
Ken Wentz  
Bob Sikyta  
Jack Lorenzen

**General Counsel**  
Jerry Pigsley

**COMMITTEE CHAIRS**

**Advisory**  
Wanda Caffrey

**Community Access**  
John Baylor  
Perry Pirsch

**Foundation**  
Wayne Boesiger

**PAC Committee**  
John Wurdeman

**Public Relations**  
Phil Young

**Membership & Events**  
Debby Brehm

**Government Affairs**  
Ann Post

**GenLNK**  
Colten Zamrzla

[www.liba.org](http://www.liba.org)

Let LIBA Members Know Who You Are.

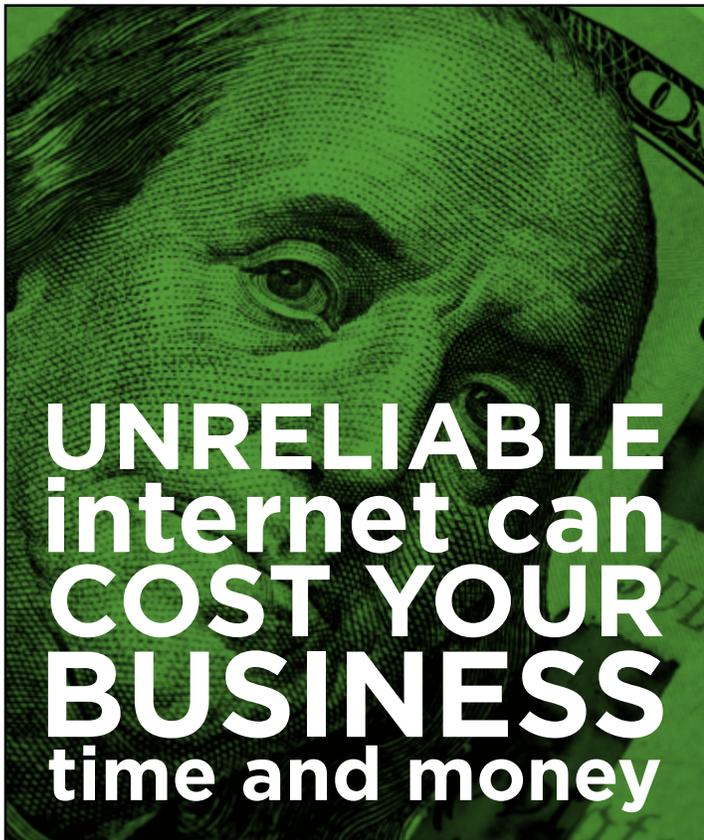
Consider advertising in this newsletter. For a wide range of rates & details call 466-3419.

# FIVE NINES

solve. secure. advance.

IT Services – It's all we do!

fivenines.com | (402) 817-2630  
Lincoln | Omaha | Kearney | Central City



## ALLO can save your business both.

### Switch today and get:

- Customized Internet Speed Packages
- No Contracts
- No Data Caps
- Free Installation
- Symmetrical Upload & Download Speeds
- Local Service with Same-Day Dispatch



Save time and money. **Get ALLO Today.**

Call **402.480.6500** or visit

**AlloFiber.com/Business**

for a free quote.



# The 2024 Legislative Session Let's Do This!

By Carter Thiele

So, this is where the magic happens.

I'm very excited to journey into the legislature to represent LIBA in advocating for local businesses. The organization's commitment to represent the interests of small enterprise has filled me with a profound sense of purpose and aligns with a passion for standing up for what I believe in. It will be a new experience in every aspect, as the only time I've ever been to the Capitol was during a field trip in high school. But now the prospect of working alongside like-minded individuals to be a voice for a community accustomed to fighting an uphill battle instills a profound sense of responsibility.

When I was hired in September, I was told that it was the perfect time, as I would build an understanding of our organization's mission just in time for the legislative session. That was accurate. Small businesses are the lifeblood of local economies and deserve excellent advocacy. I will do my best to contribute to the cause.

This short, 60-day session holds immense significance as it comes at a time when the policies created will impact the economic climate for businesses and business owners. The chance to actively participate in discussions that directly impact the livelihood of our members adds an extra layer of excitement to the challenge.

One of the focal points of our advocacy during this legislative session revolves around maximizing the effect the peoples' voice has on our local government's decisions. We want those who are affected by the government and taxing entities' decisions to not only have every opportunity for their voice to be heard, but for their input to make a difference. Recognizing the importance of an informed and participative public, we will look to back initiatives aimed at making government processes more accessible. Whether it be creating policies, structuring budgets, or in the burdensome issue of property taxes, governments should regard the voices of the people as a crucial factor in their decisions rather than viewing them as an inconvenience to be endured.

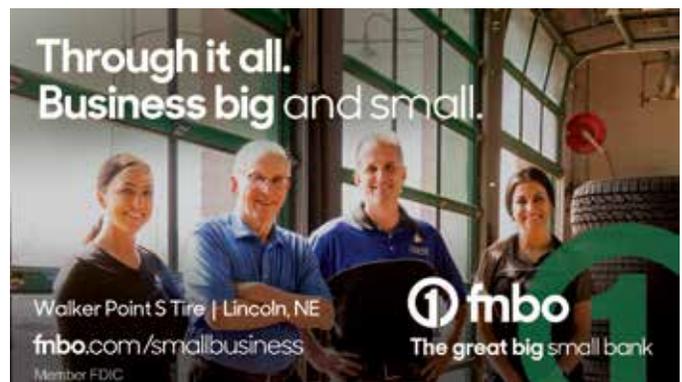
And recognizing the strain that property taxes have recently imposed on small businesses, we will engage with policymakers to articulate the concerns of small

business owners so that we can contribute to the development of legislation that will reduce property taxes and create a more favorable environment for entrepreneurship. We certainly don't stand alone in that effort.

Finally, along with all the Lancaster County senators, we will look for how to expedite the East Beltway's construction as much as possible. With the road's economic potential, we are committed to working collaboratively to streamline its creation to unlock new opportunities for growth in Lincoln.

These are just a few of the main goals, and I have been told by veterans of the legislative process that nothing is guaranteed in a short session, but I think we are entering a session where more people are looking to tackle issues that bring us together rather than ones that drive us apart. Everyone talks about how messy last year's legislative session was, but I will try to be positive and work with senators before I lose optimism. Worst case scenario, I am happy even when I am unhappy...so it will be fine either way.

The legislative session is not just a period of policy deliberations; it's a place where advocacy translates into action, and LIBA is ready to contribute to positive changes that will uplift and empower small businesses. Every session begins with new hope for legislative successes and this one is no different. That is the attitude LIBA will have going into the new session.



**\$495/month\***  
*- Softener Rental -*  
*for the first 3 months!*

**AQUA**  
SYSTEMS®

**Better Water. Better Life.**

**402-235-5211**

*\*Installation  
charges apply.  
After intro period,  
rentals start at \$30/mo.*

**ilovemywater.com**



## Don't pay too much in taxes



- **Free initial consultation where we typically find ways to save on your taxes**
- **Year end tax meeting**
- **\$50 off your tax return (new clients only)**



***We Work For People Who Work***

**Tax • Payroll • Accounting**

**402-466-1969 | [Cruise-Associates.com](http://Cruise-Associates.com)**





YOU'RE INVITED TO A  
RIBBON CUTTING!!!



**VIBRANT  
HEALING  
WOMEN**

3510 VILLAGE DR SUITE 2, LINCOLN,  
NE 68516

12 P.M. on January 12th, 2024





**The future of your  
business starts here.**

The Cornhusker Bank Corporate Banking Team wants to help you take your business to the next level.

*Serving the Lincoln/Omaha Metroplex*

Cornhusker Bank Center | 8310 O St., Lincoln | 402-434-2265  
Omaha Location | 11102 Blondo Street, Omaha | 402-779-1420



CornhuskerBank.com



## Completely Convenient

At West Gate Bank, we prioritize the unique financial needs of businesses by offering checking accounts to accommodate their specific needs. **Contact a banker to learn more about our Completely Free Business and Personal Checking, Free Online Banking and Free Gift!**



**Rod Hubbard**  
rhubbard@westgate.bank



**Katie Miller**  
kmiller@westgate.bank



**Corrine Sturdy**  
csturdy@westgate.bank



**Lindsey Kirkendall**  
lkirkendall@westgate.bank



**WEST GATE BANK.**

*Our interest is you*

westgate.bank | 402.434.3456



# LIBA Luncheon Host



LIBA's January Luncheon Host is:

## InSource Financial Advisors!

The team of experts at InSource Financial Advisors will collaborate on a financial plan that works towards your goals. Whether you're preparing for retirement, getting your estate in order, or starting fresh!

Through it all.  
Business big and small.

Walker Point S Tire | Lincoln, NE

**fnbo**  
The great big small bank

[fnbo.com/smallbusiness](http://fnbo.com/smallbusiness)

Member FDIC

**true north**  
TECHNOLOGIES  
marketing matters.

WEBSITES | MOBILE APPS  
SEO | SOCIAL MEDIA | BRANDING  
DIGITAL ADS | TEXT MARKETING

[go-tnt.com](http://go-tnt.com)

**St. Elizabeth Medical  
Office Space**  
575 S. 70th St.  
**For Lease**  
1,686 SF - 8,640 SF  
**(402) 467-2525**

GREENLEAF  
COMMERCIAL REAL ESTATE

**LINCOLN PROUD.  
LINCOLN STRONG.**

*Serving the Lincoln  
Area Since 1951.*

**(402) 488-4700**  
4221 S 48th St  
Lincoln

**(402) 476-3388**  
830 M St  
Lincoln

**(402) 443-3309**  
615 N Chestnut St  
Wahoo

**point S**  
TIRE & AUTO SERVICE

**WALKER  
TIRE**

[www.PointSTire.com/Walker](http://www.PointSTire.com/Walker)

# TIME FOR AN EQUIPMENT UPGRADE?



## CURRENCY.

EQUIPMENT FINANCING MADE SIMPLE

Get started at [GoCurrency.com](https://www.GoCurrency.com)

877-358-4595

**PIONEER PRINTING INC.**  
In Lincoln Since 1980



Multi Color Printing • Full Color Envelopes • Graphic Design • Digital Black & White  
Wide Format Color • Digital Color Copies • Engineering Copies - Color/B&W  
Crazy Fast Service

**402.483.7575**

[www.pioneerprintinginc.com](http://www.pioneerprintinginc.com)

**HANDY MARK LLC**

Home Improvement and Remodeling

**Mark Neiswanger**

Cell: (402) 540-MARK (6275) • Fax: (402) 483-0115

Email: [handymark1@aol.com](mailto:handymark1@aol.com) • [www.handymark1.com](http://www.handymark1.com)

*Specializing in Residential Remodeling and Repair.*

**Improve your air. Improve your life.**

**435-DUCT (3828)**



[www.ductmedic.com](http://www.ductmedic.com)

5200 N. 57th St. Ste.2 • Lincoln, NE 68507



**VIRTUAL C**

Your advocate and partner.

Navigating businesses  
through functional and  
cultural transformation.

[INFO@VIRTUALC.BIZ](mailto:INFO@VIRTUALC.BIZ)

[WWW.VIRTUALC.BIZ](http://WWW.VIRTUALC.BIZ)



**CHRISTENSON**  
CLEANING & RESTORATION

***Real people. Real clean.***

- Carpet Cleaning
- Tile & Grout Cleaning
- Office Cleaning
- Upholstery & Rug Cleaning
- Fire, Water & Mold Restoration
- *Ask us about our one year spot and spill warranty!*



**Family-Owned Since 1983.**

**402-463-7622 | Call 24/7 | [ChristensonClean.com](http://ChristensonClean.com)**

# Tru-Built Construction

Residential and Commercial  
Design Build Solutions





# STATE MINIMUM WAGE INCREASE

By Jerry L. Pigsley | WOODS AITKEN LLP | Lincoln, NE | LIBA General Counsel



## CHANGE IN MINIMUM WAGE EFFECTIVE JANUARY 1, 2024

Section 48-1203(1) of the Nebraska Wage and Hour Act requires employers of four or more persons at any one time, except for seasonal employment of not more than 20 weeks in any calendar year, to pay their employees the following

minimum wage per hour effective:

January 1, 2024 - \$12.00  
January 1, 2025 - \$13.50  
January 1, 2026 - \$15.00

## COST OF LIVING INCREASE STARTS JANUARY 1, 2027

Pursuant to Section 48-1203(2) of the Nebraska Wage and Hour Act effective January 1, 2027, and on January 1 of successive years, the minimum wage shall increase by the increase in the cost of living. The increase in the cost of living shall be measured by the percentage increase, if any, as of August of the previous year over the level as of August of the year preceding that year in the consumer price index for all urban consumers (CPI-U) for the Midwest Region, or its successor index, as published by the U.S. Department of Labor, or its successor agency, with the amount of the minimum wage increase rounded up to the nearest multiple of five cents. No later than October 15 of each year, commencing October 15, 2026, the Nebraska Department of Labor (“NDOL”) shall calculate and publish the minimum wage rate that will take effect the following January 1.

## FEDERAL MINIMUM WAGE

Unlike the higher hourly minimum wage of \$17.20 per hour for certain federal contractor workers, the federal minimum wage for covered non-exempt employees is \$7.25 per hour and does not increase automatically. The current federal minimum wage was set by legislation passed by Congress and signed by President George W. Bush in 2007, increasing it from \$5.15 per hour to \$5.85 (effective July 24, 2007), to \$6.55 (effective July 24, 2008), and to the current \$7.25 (effective July 24, 2009).

## STATE MINIMUM WAGE EXCEEDS FEDERAL MINIMUM WAGE

Nebraska’s new state minimum wage of \$12.00 per hour is higher than the federal minimum wage. In 2014, voters approved a ballot initiative to increase the minimum hourly wage from \$7.25 to \$9.00 effective January 1, 2016, and in 2022, voters approved a ballot initiative to increase the minimum hourly wage from \$9.00 to \$15.00 by 2026. Nebraska’s minimum wage exceeds the minimum wage in the surrounding states of Wyoming (\$7.25), Kansas (\$7.25), Iowa (\$7.25), Minnesota (\$8.85 for employers with annual revenue less than \$500,000 and \$10.85 for employers with annual revenue of \$500,000 or more), and South Dakota (\$11.20). Where an employee is subject to both state and federal minimum wage laws, the employee is entitled to the higher minimum wage rate. Nebraska exempts a variety of employees from the state minimum wage including agricultural and farm employees, government employees, apprentices and learners, volunteer nonprofit workers, immediate family employees, and certain physically or mentally disabled workers.

## TAKEAWAY

LIBA members subject to the Nebraska Wage and Hour Act effective January 1, 2024, must make their employees’ pay compliant with the requirements in Neb. Rev. Stat. § 48 1203(1). This includes implementing the new minimum hourly wage of \$12.00.

Editor’s Note: This article is not intended to provide legal advice to our readers. Rather, this article is intended to alert our readers to new and developing issues and to provide some common sense answers to complex legal questions. Readers are urged to consult their own legal counsel or the author of this article if the reader wishes to obtain a specific legal opinion regarding how these legal standards may apply to their particular circumstances. The author of this article, Jerry L. Pigsley, can be contacted at (402) 437-8500, [jpigsley@woodsaitken.com](mailto:jpigsley@woodsaitken.com), or at Woods Aitken LLP, 301 S. 13th Street, Suite 500, Lincoln, NE 68508-2578.



# THOMPSON

REALTY GROUP

Value + Integrity + Progressive

COMPREHENSIVE  
COMMERCIAL  
REAL ESTATE SERVICES

402-421-7700

**JOIN US!**  
JANUARY 11TH

**LEE & ASSOCIATES**  
COMMERCIAL REAL ESTATE SERVICES

LIBA BizNet  
Networking  
Event

4:30 - 6:30 pm

200 S 21st St  
suite a113

Come have  
some food and  
drink!




**COFFEE  
&  
CONTACTS**

January 23rd, 2024  
Hosted by EOS Worldwide  
Location: 15665 Pioneers Blvd  
7:30 - 9:30 A.M.




**St. Elizabeth Medical  
Office Space**

575 S. 70th St.  
**For Lease**

1,686 SF - 8,640 SF

**(402) 467-2525**



**NP Dodge is now in Lincoln!**

**SAVE \$375!**

LIBA Members: Save \$375 on closing costs when you sell or buy with James Herrold and mention this ad!



**NP Dodge** SINCE 1855  
REAL ESTATE

**James Herrold**  
REALTOR®  
Cell: 402.413.5290




**JOHN HENRY'S**  
PLUMBING • HEATING • AIR • ELECTRICAL

Emergency Services - Free Estimates - Commercial and Residential - Locally Owned

**Call or text today! (402) 848-0955**



# You've heard of *Nebraska Nice...*

Wait'll you see our new terminal.



Relaxed | Convenient | Hassle-free

Visit [GoFlyLNK.com](https://www.GoFlyLNK.com)



THE OFFICIAL AIRPORT OF HUSKER ATHLETICS

**Lincoln Independent Business Association**

3601 Calvert Street, Suite 29  
 Lincoln, NE 68506  
 (402) 466-3419

Presort Std.  
 U.S. Postage  
**PAID**  
 Omaha, NE  
 Permit No. 498

**LIBA Calendar of Events** January - February

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<b>8</b> Membership & Events, LIBA office, 11:45 a.m.	<b>9</b>	<b>10</b>	<b>11</b> BizNet - 4:30-6:30pm at Lee & Associates (200 S 21st St Suite A113)	<b>12</b>
<b>15</b>	<b>16</b> LIBA Luncheon, Grand Manse, 11:30 a.m.	<b>17</b> Government Affairs – The Calvert Venue Suite 33, 11:45 a.m. LIBA Convention - The Calvert Venue Suite 33, 12:00 p.m.	<b>18</b> Board of Directors – The Calvert Venue Suite 33, 11:45 a.m.	<b>19</b>
<b>22</b> Community Access, The Calvert Venue Ste 33 at 11:45 a.m.	<b>23</b> Coffee & Contacts - 7:30am-9am – EOS Worldwide	<b>24</b> Public Relations, LIBA office 11:45am	<b>25</b> Advisory, The Calvert Venue Ste 33, 11:45 a.m.	<b>26</b>
<b>29</b>	<b>30</b>	<b>31</b> LIBA Convention - The Calvert Venue Suite 33, 12:00pm	<b>FEBRUARY 1</b> Government Affairs, The Calvert Venue, Ste 33 11:45 a.m.	<b>2</b> GenLNK, Rock 'n' Joe's (5025 Lindberg St), 12:00 p.m.
<b>5</b> Membership & Events, LIBA office, 11:45 a.m.	<b>6</b>	<b>7</b>	<b>8</b> BizNet - 4:30-6:30pm Mosaic	<b>9</b>
<b>12</b>	<b>13</b>	<b>14</b> LIBA Convention - The Calvert Venue Suite 33, 12:00pm	<b>15</b> Board of Directors – The Calvert Venue Suite 33, 11:45 a.m.	<b>16</b>
<b>19</b>	<b>20</b> LIBA Luncheon, Grand Manse, 11:30 a.m.	<b>21</b>	<b>22</b>	<b>23</b>



**ADAMZ**  
K9 WASTE CLEANUP

Check our Reviews

310-7297 AdamzK9.com



**1776** GROUNDS  
MAINTENANCE

COMMERCIAL GROUNDS CARE

WWW.1776GM.COM

**Advertise  
Here**

Contact the  
LIBA Office:  
**(402) 466-3419**  
for more  
information