

City of Scottsbluff, Nebraska

Tuesday, September 6, 2016

Regular Meeting

Item Consent1

Approve Minutes of the August 29, 2016 Regular Meeting.

Staff Contact: Cindy Dickinson, City Clerk

The Scottsbluff City Council met in a regular meeting on Monday, August 29, 2016 at 6:00 p.m. in the Council Chambers of City Hall, 2525 Circle Drive, Scottsbluff. A notice of the meeting had been published on August 26, 2016, in the Star Herald, a newspaper published and of general circulation in the City. The notice stated the date, hour and place of the meeting, that the meeting would be open to the public, that anyone with a disability desiring reasonable accommodations to attend the Council meeting should contact the City Clerk's Office, and that an agenda of the meeting kept continuously current was available for public inspection at the office of the City Clerk in city hall; provided, the City Council could modify the agenda at the meeting if it determined that an emergency so required. A similar notice, together with a copy of the agenda, also had been delivered to each council member, made available to radio stations KNEB, KMOR, KOAQ, and television stations KSTF and NBC Nebraska, and the Star Herald. The notice was also available on the city's website on August 26, 2016.

Mayor Randy Meininger presided and City Clerk Dickinson recorded the proceedings. The Pledge of Allegiance was recited. Mayor Meininger welcomed everyone in attendance and encouraged all citizens to participate in the council meeting asking those wishing to speak to come to the microphone and state their name and address for the record. Mayor Meininger informed those in attendance that a copy of the Nebraska open meetings act is posted in the back of the room on the west wall for the public's review. The following Council Members were present: Randy Meininger, Raymond Gonzales, Jordan Colwell, and Scott Shaver. Absent: Mark McCarthy. Mayor Meininger asked if there were any changes to the agenda. There were none.

Mayor Meininger asked if any citizens with business not scheduled on the agenda wished to include an item providing the City Council determines the item requires emergency action. There were none.

Moved by Council Member Gonzales, seconded by Council Member McCarthy that, "the minutes of the August 15, 2016 Regular Meeting be approved," "YEAS", Meininger, Colwell, and Gonzales "NAYS" Shaver. Absent: McCarthy.

Tim Arlt, General Manager with NPPD, gave the Council an update on the Community Solar Project. He informed the Council that the Solar Developer, Mesner Development Corporation LLC, has hired GenPro as the solar installer. They are waiting for the completion of the Phase I Environmental assessment, which should be complete the middle of September.

Most retail customers within the community will be eligible to participate. The minimum participation is one solar energy share which is equal to 150 kWh/month of solar energy and the maximum is five solar energy shares. There is a \$50 enrollment fee, which is refundable after three years. The participation is transferable within the community. The installer has indicated that they can get 150 kilowatts at the proposed location if the city is willing to expand from the previously discussed 100 kilowatts. This is a higher generation and would drive the cost of the service down. The agreement follows the current Memorandum of Understanding. City Attorney Olsen asked if there is a risk for the City to go to 150 kilowatts. Mr. Arlt explained that there is a downside of expanding to 150 kilowatts which will require the removal of more trees from the site. This increases the number of solar shares. The risk to the city is if no one participates in the program and the city carries the cost, of which the assumption is \$5807.00 per year. NPPD is negotiating a flat rate over a 20 year period. However, the cost to the city lowers with each participant.

Mayor Meininger commented that he likes the project and the idea of expanding the number of solar energy shares available. Council Member Shaver expressed his concern, looking at the risk for the future of the city if there are not enough participants. Moved by Mayor Meininger, seconded by Council Member Gonzales, "to agree to move forward with the Community Solar Project at 150 kilowatts pending

an approved agreement between the City and NPPD,” “YEAS”, Meininger, Colwell, and Gonzales, “NAYS” Shaver. Absent: McCarthy.

Mayor Meininger opened the public hearing at 6:30 p.m. for authorizing the final tax request for the 2016-2017 year at a different amount than the prior year request. City Manager Johnson explained that the difference of the property tax request due to valuation increase from the previous year is \$32,151.00. Staff is recommending approval of the tax request. There were no comments from the public. Mayor Meininger closed the public hearing at 6:32 p.m.

Moved by Council Member Gonzales, seconded by Council Member Colwell, “to approve Resolution No. 16-08-02 setting the final tax request for the 2016-2017 year at a different amount than the prior year request,” “YEAS”, Meininger, Colwell, Gonzales, and Shaver “NAYS” None. Absent: McCarthy.

RESOLUTION NO. 16-08-02

WHEREAS, Nebraska Revised Statute 77-1601.02 provides that the property tax request for the prior year shall be the property tax request for the current year for purposes of the levy set by the County Board of Equalization unless the Governing Body of the City of Scottsbluff passes by a majority vote a resolution or ordinance setting the tax request at a different amount; and

WHEREAS, a special public hearing was held as required by law to hear and consider comments concerning the property tax request; and

WHEREAS, it is in the best interests of the City of Scottsbluff that the property tax request for the current year shall be a different amount than the property tax request for the prior year.

NOW, THEREFORE, the Governing Body of the City of Scottsbluff, by a majority vote, resolves that:

1. The 2016-2017 property tax request be set at \$1,767,435 for the City of Scottsbluff.
2. The 2016-2017 property tax request be set at \$54,100 for the Business Improvement District.
3. A copy of this resolution be certified and forwarded to the County Clerk on or before October 13, 2016.

PASSED AND APPROVED this 29th day of August, 2016.

Mayor

ATTEST:

City Clerk (seal)

Mayor Meininger opened the Public Hearing at 6:34 p.m. for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the FY 2016-2017 budget. City

Manager Johnson noted that the budget document attached to the Council packet has been changed from previous years to include some additional pictures, graphs and charts to explain the budget more clearly, increasing transparency and display where the funds are allocated.

Mr. Terry Jessen, resident, approached the Council and asked for the comparison of last year's budget to this year's budget. This information was provided to the public in the packet and during the budget workshop. Mr. Johnson explained that the increase in the tax request is due to the increase in the property valuation. The \$32,151.00 is a minimal increase compared to the entire budget. The general fund budget is basically flat due to the sales tax revenue

Mr. Jessen explained that he belongs to a group Taxpayers Lives Matter, which is basically an ag-based group. There are many ag related businesses in Scottsbluff who are affected by the city's budget. The agriculture economy is in a grave situation. As a representative of this group, he is asking that the city government spend less to balance the budget. He asked the City Council to reduce the budget by 10% from the prior year.

Mr. Johnson explained that Scottsbluff has the third lowest tax levy in the state of Nebraska and it has not been increased for many years. City Manager Johnson has also started a hiring freeze and has limited overtime to emergency need only.

Nathan Green, resident, commented on the great job the department heads have done, with less, each year. He appreciates the amenities in Scottsbluff and applauds the work that city staff has done to keep the budget down and maintain good programs in the city.

The Council is working to pay for projects as we go, rather than borrowing funds. The City as a whole is in a very good financial state, thanks to the efforts of our current and past City Managers, Councils and Department Heads. Council Member Gonzales noted that we could raise the property tax levy substantially, but have always chosen to keep it at the same level.

Mr. Johnson added that we are trying to do more with less, with the hiring freeze, no overtime, and no Cost of Living Adjustment for this year, except for Police and Fire. With those adjustments, we have done everything we can to cut the budget. The entire budget is on line on the city's web site. If someone does not have access to the internet, they can stop by City Hall and look at a copy of the budget.

Mayor Meininger closed the public hearing at 6:50 p.m.

The Council then considered an Ordinance adopting the budget statement to be termed the annual appropriation bill for FY 2016-2017.

Mayor Meininger introduced the Ordinance which was read by title on first reading: **AN ORDINANCE TO ADOPT THE BUDGET STATEMENT TO BE TERMED THE ANNUAL APPROPRIATION BILL; TO APPROPRIATE SUMS FOR NECESSARY EXPENSES AND LIABILITIES; TO PROVIDE FOR AN EFFECTIVE DATE.**

The Council considered a Special Designated Liquor License for The Elks Lodge to serve beer at the Monument Marathon After Party on September 24, 2016. Robin Darnall, Elks Club Manager, approached the Council and explained how they will manage the beer garden in conjunction with the Marathon After Party. They will have cattle fence, to prevent anyone not of age entering the beer garden. All attendees will be carded and will have wrist bands. Council Member Shaver asked why we need to have a beer garden when there is a bar across the street from the event. Ms. Darnall responded that the event will include a cooking competition and a football game on the big screen which will be in the parking lot. The Elks Club will also provide security for the event. Moved by Council Member Colwell, seconded by Council Member Gonzales, "to approve the Special Designated Liquor License for The Elks Lodge to serve beer at the Monument Marathon After Party on September 24, 2016 from 10:00 a.m. to 10:00 p.m. at the

18th Street Mini Park,” “YEAS”, Meininger, Colwell, and Gonzales, “NAYS” Shaver. Absent: McCarthy.

Mr. Chad Leeling, Shots Bar and Grill and Geno Bolzer, approached the Council regarding a Community Festival Permit for their One Year Anniversary Block Party on September 17, 2016. They had a similar party on August 13, 2016 which was a huge success for them. They will close 18th Street from Broadway to the alley next to Ave. A. They will have 12 security guards for the event. Mayor Meininger commented that there were quite a few complaints during their last event because of the noise of the band and DJ, which went until 1:00 a.m.

Mr. Leeling said the main event with the band will be done at 10:00 p.m., then the DJ will play for the rest of the event. The Council requested that they end the music by 12:30 a.m. Moved by Mayor Meininger, seconded by Council Member Shaver, “to approve the Community Festival Permit for The Stomping Ground dba SHOTS on 18th Street between Broadway and Avenue A, including street closures, vendors, and noise permit for the SHOTS One Year Anniversary Block Party on September 17, 2016, from 3:00 p.m. to 12:30 a.m.,” “YEAS”, Meininger, Colwell, Gonzales, and Shaver “NAYS” None. Absent: McCarthy.

Mr. Leeling also requested a Special Designated Liquor License for the One Year Anniversary. They will have cattle gates to block off the licensed area. Police Chief Spencer commented that they did not have any issues at their last event. They will check ID’s and provide security. Moved by Mayor Meininger, seconded by Council Member Shaver, “to approve a Special Designated Liquor License for SHOTS to serve beer, wine and distilled spirits at the One Year Anniversary Party on September 17, 2016, from 3:00 p.m. to 1:00 a.m. at 18th Street from Broadway to Avenue A,” “YEAS”, Meininger, Colwell, Gonzales, and Shaver “NAYS” None. Absent: McCarthy.

City Manager Johnson presented the application from Dave’s Welding for an Economic Development Assistance loan. This is a Commercial Industrial Equipment Repair and Maintenance Business. The loan amount of \$88,000 is for a nine-year term with job credit production, not to exceed \$10,000 per year for 10 employees. Mr. David Leis, owner of Dave’s Welding, explained that there is a need for additional welding businesses in our area. This application was presented to the LB840 Application Review Committee and was unanimously approved to forward to the City Council with a favorable recommendation.

His business will be located four miles north of town on Sugar Factory Road. Mayor Meininger added that this request fits with the Economic Development Plan and encouraged Mr. Leis to add more full time jobs if possible. Moved by Mayor Meininger, seconded by Council Member Shaver, “to approve the Economic Development Assistance Agreement with Dave’s Welding LLC and authorize the City Manager to execute the agreements as the Economic Development Program Administrator,” “YEAS”, Meininger, Colwell, Gonzales, and Shaver “NAYS” None. Absent: McCarthy.

City Manager Johnson presented the termination of a farm lease with Rodney Adams for property located at the Immigrant Trails Subdivision, which is necessary to proceed with the sale of this property. This lease will expire on November 30, 2016, or when all crops have been harvested, whichever is later. Moved by Council Member Shaver, seconded by Council Member Colwell, “to approve termination of the Farm Lease by mutual consent with Rodney Adams and authorize the Mayor to execute the agreement,” “YEAS”, Meininger, Colwell, Gonzales, and Shaver “NAYS” None. Absent: McCarthy.

Moved by Mayor Meininger, seconded by Council Member Shaver, “to remove from the table the item regarding the sale of property in the Immigrant Trail Subdivision to Samuel G. Adams,” “YEAS”, Meininger, Colwell, Gonzales, and Shaver “NAYS” None. Absent: McCarthy.

Mr. Johnson presented the purchase contract for the sale of property in the Immigrant Trail Subdivision to Samuel Adams. The Ordinance has been approved authorizing this sale. Closing will take place by December 30, 2016. Moved by Council Member Shaver, seconded by Council Member Colwell, “to approve the contract selling approximately 39.22 acres of city-owned property in Immigrant

Trail Subdivision to Samuel G. Adams in the amount of \$215,000.00 and authorize the Mayor to execute the contract,” “YEAS”, Meininger, Colwell, Gonzales, and Shaver “NAYS” None. Absent: McCarthy.

City Manager Johnson presented an agreement with the Wyoming Water Development Commission for the Platte Alliance Water Supply, Level II Study. He explained that this agreement has had eight to nine revisions since January of this year, and the Commission has agreed in principle with the terms. The Special Select Water Committee with the Wyoming State Legislature is very enthused about the opportunity to work on this study with Western Nebraska. Mr. Johnson informed the Council that MC Schaff and Associates have been chosen to work on this study. In addition, our Legal team of Simmons Olsen and Associates has been working on this project, specifically the regional governance structure.

Mr. Olsen, City Attorney noted that one part of the contract was very difficult during the negotiations. The Wyoming Water Development Commission wanted to retain all decision making, with Scottsbluff only having an advisory role. We wanted more than an advisory role, and negotiated this item with a final change to the contract stating that final submittals shall also be approved by the City of Scottsbluff. As we move forward with the feasibility study, MC Schaff and Associates will have to look at water rights, governance, and eminent domain issues. This agreement is moving forward with the design and Simmons Olsen Law Firm will be involved with these issues. The legal fees for this work has been included in the bid presented by MC Schaff and Associates and will be paid by MC Schaff and Associates. Scottsbluff now has the appropriate sign off ability for this project with this contract.

Mayor Meininger commented that this was one of the first projects that City Manager Johnson was assigned and has done a great job negotiating with the Commission and maintaining the City of Scottsbluff’s interest. Mayor Meininger noted that as we go forward he believes that water will be the next gold and stressed the importance of this project. Moved by Council Member Colwell, seconded by Council Member Gonzales, “to approve the Memorandum of Agreement with the Wyoming Water Development Commission for the Platte Alliance Water Supply, Level II Study and authorize the Mayor to execute the contract,” “YEAS”, Meininger, Colwell, Gonzales, and Shaver “NAYS” None. Absent: McCarthy.

Mr. Johnson presented the bid information received by the City of Gering for the Landfill Shredder at the Gering Landfill. Gering received a NDEQ grant for \$169,588 to pay for a portion of this shredder. The balance will be paid from the joint landfill account with Gering and Scottsbluff. Power Screening LLC provided a bid for new equipment that met all bid specifications, and was the preferred equipment of the Gering City Council. Moved by Council Member Gonzales, seconded by Council Member Colwell, “to endorse the Gering City Council selection of Power Screening LLC for the landfill shredder and authorize use of the landfill fund for the purchase,” “YEAS”, Meininger, Colwell, Gonzales, and Shaver “NAYS” None. Absent: McCarthy.

Rick Kuckkahn, Consultant, gave the Council a report on the following projects he has been working on over the past few months: Downtown Plaza Design, working with the Business Improvement District; Western Nebraska Economic Development committee; promotion of LB 357; Industrial Development Park site location; East Overland Blight and Substandard Study; and the East Overland Revitalization Plan.

Council introduced the Ordinance amending the code regarding utility user fees, effective October 1, 2016 which was read by title on second reading: **AN ORDINANCE OF THE CITY OF SCOTTSBLUFF, NEBRASKA AMENDING THE MUNICIPAL CODE IN REGARD TO SEWER USER FEES AT CHAPTER 6 ARTICLE 6, AMENDING WATER SERVICE FEES AT CHAPTER 6 ARTICLE 6, AMENDING THE SURCHARGE FOR STORMWATER AT CHAPTER 6 ARTICLE 6, AND AMENDING ARTICLE 19, CHAPTER 3, BY INSTITUTING A DELINQUENT CHARGE FOR SOLID WASTE COLLECTION AND DISPOSAL SERVICES, REPEALING PRIOR PROVISIONS OF THE MUNICIPAL CODE, PROVIDING FOR PUBLICATION BY PAMPHLET FORM AND PROVIDING FOR AN EFFECTIVE DATE.**

Council introduced the Ordinance levying a special assessment in Paving District No. 311 which was read by title on second reading: **AN ORDINANCE FINDING, ASCERTAINING, DETERMINING, EQUALIZING AND FIXING THE BENEFITS TO AND LEVYING SPECIAL ASSESSMENTS UPON THE LOTS, LAND AND REAL ESTATE ABUTTING UPON AND ADJACENT TO AND ESPECIALLY BENEFITTED BY THE IMPROVEMENTS IN PAVING DISTRICT NO. 311 OF THE CITY OF SCOTTSBLUFF, NEBRASKA, FOR THE PURPOSE OF PAYING THE COSTS OF SUCH IMPROVEMENTS TO THE EXTENT OF SPECIAL BENEFIT TO SUCH LOTS, LANDS, AND REAL ESTATE BY REASON OF SUCH IMPROVEMENTS.**

As directed by the City Council, City Manager Johnson presented the proposed 4% occupation tax on hotel accommodations, effective December 1, 2016. Public comments were presented. Mr. Clarence Gealy representing the Hampton Inn voiced his concern about adding an additional tax and deterring potential customers from staying in Scottsbluff.

Mr. Johnson explained that he was tasked with finding an additional revenue sources. The Occupational Tax will generate the largest tax revenue without increasing the tax levy. The City's sales tax revenue is currently down and there is no surplus for the General Fund. The General Fund is used to fund the Police, Fire, Administration and the amenities which draw people to our community such as Parks, Library, and Recreation. We pay for most of these items with sales tax revenues. We need to diversify the general fund to ride out the wave when we have fluctuating revenues. An Occupation Tax such as the hotel tax is one way to diversity this fund.

We need to provide basic services and infrastructure for our residents and those who visit Scottsbluff. This year, we are taking \$385,000 from reserves to balance the budget. This is the maximum we can take from reserves based on City Council's policy to maintain three months of operating funds. We've had to decline funding outside, worthy organizations due to the short fall. It's important to be proactive with projections of future budgets.

Mr. Gealy asked why we don't spread the tax to other entities, like restaurants, rather than hit one industry. Council Member Colwell commented that since LB357 did not pass, which would have helped with infrastructure, we need to look at other resources. He was against taxing food with the restaurant tax and felt the hotel tax would be a good solution, since this comes from those traveling to our community, using our infrastructure. Council Member Shaver added that he is in favor of an occupation tax if it is only used for infrastructure.

Becca Gorsuch, also with the Hampton Inn, commented that Scotts Bluff County receives 5% lodging tax that she thought could be used for infrastructure. The Council informed her that the City of Scottsbluff does not have access to the funds collected by Scotts Bluff County. Individual entities can request funds from Scotts Bluff County.

Terry Jessen, Comfort Inn, commented that that increased taxes say to the businesses to not build here, don't stay here.

Mayor Meininger commented that staff provided a study showing our local taxes are still less expensive than other communities

Dana Weber, resident, commented that he feels this tax would drive away local business rather than draw new business. The restaurant tax would be better to pursue as broader base revenue. He suggested the City look at alternative ways to raise revenue.

Nathan Green, resident, commented that it seems unfair that the County and the State charge a hotel tax, but there is opposition to the City imposing a hotel tax.

Council took a five minute break, reconvening at 8:00 p.m. Council Members were present: Randy Meininger, Raymond Gonzales, Jordan Colwell, and Scott Shaver. Absent: Mark McCarthy.

Council Member Gonzales asked what will happen to the departments who rely solely on the General Fund if there is no additional revenue. Mr. Johnson stated we would look at across the board cuts in all departments to address the shortfall.

Harriett Aden, resident, addressed the Council, voicing her opinion of the importance of having a reliable source of revenue to save amenities, such as the Library. Our Scottsbluff Public Library is very special and it may struggle due to a lack of general fund revenue. She is hopeful that the City Council can provide a method to save some of these amenities.

The hotel/motel tax comparison study was shared with the public, showing the difference between all communities in the area.

Council Member Colwell offered to meet with the Hotel Industry owners to work on ideas to raise revenues and uses of the funds to provide for additional amenities in our community.

The Ordinance providing for a new 4% Occupation Tax on Hotel Accommodations was not introduced.

Mr. Johnson presented the FY16-17 Pay Resolution which includes an added position for an Economic Development Director, which will be paid with LB840 funds. There are other positions which have been either dissolved or combined to improve efficiencies. Moved by Mayor Meininger, seconded by Council Member Gonzales, "to approve Resolution No. 16-08-03, Pay Resolution for 2016 – 2017," "YEAS", Meininger, Colwell, and Gonzales "NAYS" Shaver. Absent: McCarthy.

RESOLUTION NO. 16-08-03

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SCOTTSBLUFF, NEBRASKA:

1. That the following Pay Plan for officers and employees of the City of Scottsbluff, Nebraska employed in Classified Positions be approved August 29, 2016 and effective October 3, 2016.

**PAY SCHEDULE
HOURLY RATES (Based on 40 hour work week)**

<u>Grade</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>L1</u>	<u>L2</u>
2	8.64	9.07	9.53	10.00	10.51	11.03	11.58
3	9.07	9.53	10.00	10.51	11.03	11.58	12.16
4	9.53	10.00	10.51	11.03	11.58	12.16	12.77
5	10.00	10.51	11.03	11.58	12.16	12.77	13.41
6	10.51	11.03	11.58	12.16	12.77	13.41	14.08
7	11.03	11.58	12.16	12.77	13.41	14.08	14.78
8	11.58	12.16	12.77	13.41	14.08	14.78	15.52
9	12.16	12.77	13.41	14.08	14.78	15.52	16.30
10	12.77	13.41	14.08	14.78	15.52	16.30	17.11
11	13.41	14.08	14.78	15.52	16.30	17.11	17.97
12	14.08	14.78	15.52	16.30	17.11	17.97	18.87
13	14.78	15.52	16.30	17.11	17.97	18.87	19.81
14	15.52	16.30	17.11	17.97	18.87	19.81	20.80
15	16.30	17.11	17.97	18.87	19.81	20.80	21.84
16	17.11	17.97	18.87	19.81	20.80	21.84	22.93

17	17.97	18.87	19.81	20.80	21.84	22.93	24.08
18	18.87	19.81	20.80	21.84	22.93	24.08	25.28
19	19.81	20.80	21.84	22.93	24.08	25.28	26.55
20	20.80	21.84	22.93	24.08	25.28	26.55	27.87

BI-WEEKLY RATES

18	1508.48	1583.90	1663.10	1746.25	1833.56	1925.24	2021.50
19	1583.90	1663.10	1746.25	1833.56	1925.24	2021.50	2122.58
20	1663.10	1746.25	1833.56	1925.24	2021.50	2122.58	2228.71
21	1746.25	1833.56	1925.24	2021.50	2122.58	2228.71	2340.14
22	1833.56	1925.24	2021.50	2122.58	2228.71	2340.14	2457.15
23	1925.24	2021.50	2122.58	2228.71	2340.14	2457.15	2580.01
24	2021.50	2122.58	2228.71	2340.14	2457.15	2580.01	2709.01
25	2122.58	2228.71	2340.14	2457.15	2580.01	2709.01	2844.46
26	2228.71	2340.14	2457.15	2580.01	2709.01	2844.46	2986.68
27	2340.14	2457.15	2580.01	2709.01	2844.46	2986.68	3136.02
28	2457.15	2580.01	2709.01	2844.46	2986.68	3136.02	3292.82
29	2580.01	2709.01	2844.46	2986.68	3136.02	3292.82	3457.46
30	2709.01	2844.46	2986.68	3136.02	3292.82	3457.46	3630.33
31	2844.46	2986.68	3136.02	3292.82	3457.46	3630.33	3811.85

2. That the following positions in the Classification Plan are assigned to the following Class Grades:

HOURLY POSITIONS

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
5	Assistant Pool Manager	14	Wastewater Plant Operator I
7	Library Technician	14	Water System Operator I
7	Waterpark Manager	14	Heavy Equipment Operator
9	Building & Grounds Custodian	14	Solid Waste Equip. Operator
9	Compliance Officer	15	Crew leader
10	Library Assistant	16	Maintenance Mechanic
11	Record Technician	16	Fire Prevention Officer
11	Humane Officer	17	Wastewater Plant Operator II
12	Admin. Services Assistant	17	Water System Operator II
12	Admin. Records Technician	17	Construction-Locator Spec.
13	Account Clerk	17	Event Coordinator
13	Administrative Assistant	18	Utilities Adm. Coordinator
13	Maintenance Worker	18	Lead Maintenance Mechanic
13	Motor Equipment Operator	18	Cemetery Supervisor
		19	Stormwater Program Specialist
		20	Code Administrator I
		20	HR Assistant/Deputy City Clerk

EXEMPT POSITIONS

Professional, Administrative and Executive

18	Librarian	24	City Clerk/Risk Manager
20	GIS Analyst	24	Library Director
22	Administrative Services Coord.	24	Public Safety/Em Mgmt Dir
22	Transportation Supervisor	26	Police Captain
22	Park Supervisor	26	Director of Parks/Recreation
22	Water System Supervisor	26	Assistant City Manager
22	Wastewater Plant Supervisor	26	Economic Develop. Director
22	Environmental Services Supervisor	27	Director of Human Resources
22	Code Administrator II	28	Director of Public Works
22	Planning Coordinator	29	Fire Chief
23	Planning Administrator	30	Police Chief
		31	Director of Finance

3. That the following pay schedule for officers and employees in Unclassified Positions of the city is approved September 5, 2016 and effective October 3, 2016.

<u>Position</u>	<u>Salary Minimum</u>	<u>Salary Maximum</u>
City Manager	Established by City Council	

**Seasonal and Part-time
Hourly Rates**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
School Crossing Guard	\$9.00	\$9.50	\$10.00	\$10.20	\$10.40	\$10.60	\$10.80
Library Page	\$9.00	\$9.50	\$10.00	\$10.20	\$10.40	\$10.60	\$10.80
Laborer	\$9.00	\$9.50	\$10.00	\$10.20	\$10.40	\$10.60	\$10.80
Field Mntc. Groundskeeper	\$9.40	\$9.90	\$10.40	\$10.60	\$10.80	\$11.00	\$11.20
Waterpark Aide	\$9.00	\$9.50	\$10.00	\$10.20	\$10.40	\$10.60	\$10.80
*Lifeguard	\$9.00	\$9.50	\$10.00	\$10.20	\$10.40	\$10.60	\$10.80

*Lifeguard with Nebraska Certified Pool Operator’s License & assigned to the maintenance of the waterpark facility will receive an additional 30 cents per hour.

NOTE: Pay step increase may be given after one year of service from hire date, at the discretion of the Department Head.

- The Pay Schedule for the position of Firefighters and Fire Captains working a 56 hour week shall be the schedule approved in a Resolution adopted by the Mayor and City Council on September 5, 2016 and effective October 3, 2016.

<u>Class Title</u>	<u>Hourly Pay Schedule (56 hour week)</u>							
	1	2	3	4	5	6	7	8
Firefighter	12.89	13.54	14.22	14.92	15.67	16.45	17.28	18.15
Fire Captain	16.71	17.54	18.42	19.35	20.32	21.33	22.40	

- That the Pay Schedule for the position of Patrol Officer and Police Sergeant shall be the Schedule approved in a resolution approved by the Mayor and City Council on September 5, 2016 to be effective October 3, 2016.

<u>Class Title</u>	<u>Hourly Pay Schedule</u>						
	1	2	3	4	5	6	7
Patrol Officer	19.11	20.07	21.08	22.13	23.24	24.40	25.62
Police Sergeant	22.83	23.98	25.17	26.43	27.75	29.14	30.60

- Resolution No. 16-04-03 and all other resolutions in conflict with this resolution are repealed.

Passed and approved this 29th day of August, 2016.

Mayor

ATTEST:

City Clerk

Council Member Gonzales asked that staff report on a preliminary plan of what department cuts will take place as a result of the reduced general fund at the next meeting.

Moved by Council Member Shaver, seconded by Mayor Meininger, to adjourn at 8:20 p.m. “YEAS”, Meininger, Colwell, Gonzales, and Shaver “NAYS” None. Absent: McCarthy.

Mayor

Attest:

City Clerk

“SEAL”