

City of Scottsbluff, Nebraska

Tuesday, February 18, 2020

Regular Meeting

Item Consent1

Approve the minutes of the February 3, 2020 Regular Meeting.

Staff Contact: City Council

The Scottsbluff City Council met in a regular meeting on February 3, 2020 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 January 31, 2020, 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 had been emailed 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 January 31, 2020. Mayor Gonzales presided and City Clerk Wright recorded the proceedings. The meeting was called to order and the Pledge of Allegiance was recited. Mayor Gonzales 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 who they are representing for the record. Mayor Gonzales 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: Raymond Gonzales, Jeanne McKerrigan, Scott Shaver, Nathan Green, and Terry Schaub. Also present were City Attorney Kent Hadenfeldt and City Manager Nathan Johnson. Absent: None.

Mayor Gonzales asked if there were any changes to the agenda. There were none. Mayor Gonzales 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 Schaub, seconded by Council Member McKerrigan that,

- a) The minutes of the January 21, 2020 Regular Meeting be approved.
- b) A Public Hearing be set for February 18, 2020 at 6:00 p.m. to consider a Class D Liquor License for Essential Fuel, LLC dba Essential Fuel, 2319 East Overland, Scottsbluff, NE.
- c) A Public Hearing be set for February 18, 2020 at 6:00 p.m. to consider a Class I Liquor License for RP Empire Holdings, LLC dba 16th Empire, 1605 Ave. A, Scottsbluff, NE.
- d) Bid specifications be approved for the purchase of a Combination Sewer Cleaning Machine for Collection System Maintenance and authorize the city clerk to advertise for bids to be received on March 10, 2020 at 10:00 a.m.
- e) Bid specifications be approved for a New or Demo Refuse Truck and authorize the city clerk to advertise for bids to be received by February 28, 2020 at 10:00 a.m. "YEAS," McKerrigan, Shaver, Green, Schaub, and Gonzales. "NAYS," None. Absent: None.

Moved by Council Member McKerrigan, seconded by Council Member Schaub, that the following claims, be approved and paid as provided by law out of the respective funds designated in the list of claims dated February 3, 2020, as on file with the City Clerk and submitted to the City Council, "YEAS", Green, Schaub, Shaver, Gonzales, and McKerrigan. "NAYS," None. Absent: None.

CLAIMS

ACCELERATED RECEIVABLES SOLUTIONS,WAGE ATTACHMENT,441.84;ACTION COMMUNICATIONS INC.,INTERNET (2/1/20 - 2/29/20),110; ADVANCE AUTO PARTS,PARKS #336- BRAKE PADS AND ROTORS,394.24; ADVANCED CUTTING SYSTEMS, INC,SOFTWARE UPDATE FOR SIGN CUTTING MACHINE,695;ADVERTISING SPECIALTIES LLC,EMBROIDEREDSHORTSFORFITNESS,512;AMAZON.COMHEADQUARTERS,MISC.,678.55; AMERICAN PUBLIC WORKS ASSOCIATION,MEMBERSHIPS,700; B & H INVESTMENTS, INC,DEP.SUP. -LIBRARY,93; BERNHARDT JUSTIN,TOW SERVICE-PD,110; BLACK HILLS GAS DISTRIBUTION LLC,MONTHLY ENERGY BILL,5708.75; BLUFFS SANITARY SUPPLY INC.,JAN. SUP.,533.75; BRUNNER UPHOLSTERY,VEH MAINT PARK,350; CAPITAL BUSINESS SYSTEMS INC.,CONTRACTUAL-PD,44; CELLCO PARTNERSHIP,CELL PHONES-PD,1845.89; CITIBANK N.A.,DEPT SUP,1726.84; COLONIAL LIFE & ACCIDENT INSURANCE COMPANY,SUPPLEMENTAL INS,48.7; COMBS, JAMES,PER DIEM FOR ICE DIVING CLASS-COMBS,128; CONTRACTORS MATERIALS INC.,DEPT SUPP PARK,329.08; CORE & MAIN LP,METERS,11214.65; CRESCENT ELECT. SUPPLY COMP INC,ELECT. SUPP - WIRE,13.7; CROELL INC,DEPT SUP,184.58; CYNTHIA GREEN,DEPT & JANIT SUPPL-PD,570.9; D & H ELECTRONICS INC.,DEPT SUP,280.54; DAS STATE ACCOUNTING-CENTRAL FINANCE,MONTHLY LONG DISTANCE,112.03; DELBERT CRINER,CLEAN & FLUSH SEWER LINE AT SHOP,122; DUANE E. WOHLERS,HAULING RECYCLING TO DENVER, CO,800; ENERGY LABORATORIES, INC DEPT 6250,SAMPLES,135; FACTORY CRIMP SERVICES, INC.,ECON DEVELOPMENT AGMT 01.06.2020,75000; FASTENAL COMPANY,ANCHOR BOLTS FOR 18TH ST. PLAZA FENCE,48.6; FEDERAL EXPRESS CORPORATION,POSTAGE,256.15; FLOYD'S TRUCK CENTER SCOTTSBLUFF,DOT TRAILER INSPECTION AND REPAIRS UNIT #853,1729.7; FRANCISCO'S BUMPER TO BUMPER INC,TOW SERVICE-PD,290; GARDNER TECHNOLOGIES, LLC,ECON DEVELOPMENT AGMT 01/21/2020,20000; GENERAL ELECTRIC CAPITAL CORPORATION,BATTERIES, WATER, DISH DETERGENT, LAUNDRY DETERGEN,489.82; GENERAL TRAFFIC CONTROLS, INC,TRAFFIC SIGNAL CONTROLLER ASSY FOR 5TH & 27TH ST.,19750; HAWKINS, INC.,CHEMICALS,1282.3; HD SUPPLY FACILITIES MAINTENANCE LTD,DEPT SUP,1281.49; HOA SOLUTIONS, INC,CONTRACTUAL SVC,80.26; HULLINGER GLASS & LOCKS INC.,NEW LOCK - BACK DOOR,932; IDEAL LAUNDRY AND CLEANERS, INC.,JAN. SUP.,337.41; INDEPENDENT PLUMBING AND HEATING, INC,FLAME SENSOR FOR FURNACE,25.76;INTERNAL REVENUE SERVICE,WITHHOLDINGS,54883.57; INTRALINKS, INC,DATTO SIRIS 4 - CITY HALL (DEC & JAN),3894.8; JOHN DEERE FINANCIAL,POSTS & PLIERS FOR SNOW FENCE,342.67; JOHN DEERE FINANCIAL,DEPT SUPP PARK,174.44;JOHN DEERE FINANCIAL,EQUIP MAINT PARK,1423.87; KNOW HOW LLC,DEPT SUP,631.75; LAWSON PRODUCTS, INC,CENTRAL GARAGE- MISC NUTS & BOLTS,188.11; MACQUEEN EQUIPMENT INC,DEPT SUP,174.17; MENARDS, INC,DEPT SUP WTR,1185.36; MONUMENT CAR WASH INC,VEH MAINT,10; NE CHILD SUPPORT PAYMENT CENTER,NE CHILD SUPPORT PYBLE,1107.1; NEBRASKA PUBLIC POWER DISTRICT,ELECTRICITY,23748.53;NEBRASKALAND TIRE INC,EQUIP MAINT PARK,43.05; NEWMAN, TIMOTHY,TRAVEL FOR VG2020,120; OCLC ONLINE COMPUTER LIBRARY CENTER, INC,CONT. SRVCS.,378.16; OLTMANN'S, JUDITH,DEP. SUP.,44.5;

PANHANDLE ENVIRONMENTAL SERVICES INC,SAMPLES,319; PANHANDLE HUMANE SOCIETY,CONTRACTUAL,5278.08; PLATTE VALLEY BANK,HEALTH SAVINGS ACCT,10467.5; POSITIVE PROMOTIONS INC,DEPT SUPPL-PD,17; POSTMASTER,POSTAGE,251.99; QUILL CORPORATION,DEPT & INVEST SUPPL-PD,280.82; REGANIS AUTO CENTER, INC,POLICE #6-SHAFT,960.5; REGIONAL CARE INC,CLAIMS,102051.54; RON'S TOWING,TOW SERVICE-PD,175;ROOSEVELT PUBLIC POWER DISTRICT,JANUARY 2020 ELEC,2245.32; RURAL HEALTH DEVELOPMENT, INC.,ECONOMIC DEV,6383.33; RYAN R KUMM,DEPT SUPP CEM,850; S M E C,EMPLOYEE DEDUCTION,130.5; SANDBERG IMPLEMENT, INC,EQUIP MAINT PARK,658.35; SCB FIREFIGHTERS UNION LOCAL 1454,FIRE EE DUES,300; SCOTTS BLUFF COUNTY,CONT. SRVCS.,85; SCOTTSBLUFF POLICE OFFICERS ASSOCIATION,POLICE EE DUES,650; SCOTTSBLUFF SCREENPRINTING & EMBROIDERY, LLC,EMROIDERED LOGO AND SCREENPRINT JOB SHIRTS,120; SHERIFF'S OFFICE,LEGAL FEES-PD,191.28; STATE HEALTH LAB,SAMPLES,57; STATE OF NE.,CONTRACTUAL-PD,630; SUPERIOR SIGNALS, INC,WATER #040- WORK LIGHTS,271.84; THE PEAVEY CORP,INVEST SUPPL-PD,257.5; THE WESTERN SUGAR COOPERATIVE,DEPT SUPP CEM,135; THOMPSON GLASS, INC,BUILD MAINT REC,327; TOYOTA MOTOR CREDIT CORPORATION,HIDTA CAR LEASE-PD,343.53; TRANS IOWA EQUIPMENT LLC,TRANS STOCK- SWITCH,266.09; TYLER TECHNOLOGIES, INC,ANNUAL MAINTENANCE,28918.49; UNION BANK & TRUST,RETIREMENT,21084.52; UNITED STATES WELDING,WELDING CYLINDER RENTALS,44.41; US BANK,FPO PICKUP TOPPER,8168.49; WESTERN COOPERATIVE COMPANY,EQUIP MAINT,98.1; WESTERN FARMS, LLC,ECON DEVEL AGMT 01/21/2020,219853.24; WYOMING CHILD SUPPORT ENFORCEMENT,CHILD SUPPORT,738.08; WYOMING FIRST AID & SAFETY SUPPLY, LLC,FIRST AID KIT SUPPLIES,65.51; WYOMING WATER DEVELOPMENT OFF,PAWS FEASIBILITY STUDY,1340.01; REFUND; GHIOCEL GABRIEL, 18.65.

Mayor Gonzales opened the Public Hearing at 6:03 p.m. to review and consider the most recent report of the LB840 Economic Development Program Citizen's Advisory Committee. City Manager Johnson explained there was an LB840 Citizen Review Committee Meeting on January 2nd where they reviewed all the outstanding activity in the Economic Development Fund. According to the minutes of the January 2nd meeting, the committee recommended to staff a notice of default for Open Door Counseling, due to no reporting since the first report and the business closing its location in Scottsbluff and relocating. The committee also reviewed annual reports for other existing loans and based on the remainder of unearned grants, applications for extensions would need to be made to the LB840 Application Review Committee by Aulick Manufacturing, Eagle Med, Fusion Ranch, and Skiles Industries. Mr. Johnson also added this report will be brought forward more frequently due to the increased activity in the fund.

There were no comments from the public and Mayor Gonzales closed the public hearing at 6:05 p.m. Council Member Shaver asked how many people are on the committee. Ms. Starr Lehl, Economic Development Director, answered five.

Mayor Gonzales read the Proclamation naming March as Problem Gambling Awareness Month.

Regarding naming an Executive Search Firm to assist in the appointment of a new City Manager, Mr. Johnson explained we received eight proposals after reaching out to twenty firms. Mayor Gonzales then asked for comments from Council. Council Member Shaver asked why we do not have this listed on our website, why it is not publicly out there on LinkedIn and public job search sites instead of doing this, stating none of these firms have experience with Nebraska and most of them are utterly unimpressive. He thinks we can do better on our own and not pay \$26,000 in expenses. Council Member McKerrigan stated she liked the firm of Baker Tilly. They offer the triple guarantee without additional fees and their strategy is good. She feels it is a strong proposal. Council Member Green commented he was hoping to find interest in Nebraska as well. He wondered why it wasn't in the LARM book and on LinkedIn before we took this step, at least for thirty days since we have an interim hired. Council Member Schaub agreed with Council Member McKerrigan and was impressed with Baker Tilly. He was also impressed with the firm of CPS HR due to the fact they have Colorado and Montana aspects. Mayor Gonzales was impressed with CPS HR and Baker Tilly as well. He commented, by hiring a search firm, we will obtain someone with high caliber as City Manager. Council Member Schaub made a motion to move forward with the Executive Search Firm of Baker Tilly and authorize staff to move forward with the proposal. This was seconded by Council Member McKerrigan, "YEAS," Gonzales, Schaub, and McKerrigan. "NAYS," Shaver and Green. Absent: None.

Fire Chief Schingle approached Council to give updates on the Automatic Aid Agreement with Scottsbluff Rural Fire Protection District and the EMS Agreement with Western Nebraska Community College. Mr. Schingle stated the Agreement for Automatic Aid with Scottsbluff Rural was brought forth at their last board meeting, they thought it was a good Agreement, but there were items they wanted to discuss further and ultimately the Agreement was tabled at that meeting. Mr. Schingle also explained he has met with the new Scottsbluff Rural Fire Chief and he has commented that based on the state their department is in, at this time, they want to hold off on the Agreement until they can continue the discussion. Regarding the EMS Agreement with Western Nebraska Community College, Mr. Schingle commented it is going very well. There were 10-12 students that rode with the Fire Department and they commented they would like to ride again. They hope to have more students next semester, adding it has been a very positive experience.

Council Member Green asked if Mr. Schingle had a recommendation whether or not to rescind the Automatic Aid Agreement with Scottsbluff Rural Fire Protection District. Mr. Schingle stated he did not have a recommendation, just that he was putting it out to Council since Scottsbluff Rural Fire does not want to move forward at this time; right now it is sitting in limbo. Legal Counsel Hadenfeldt commented by a legal standpoint we made an offer and they rejected it, so there is no longer an offer out there. Mr. Schingle added we will still provide assistance to Scottsbluff Rural Fire Protection District under the Mutual Aid Agreement.

Mr. Johnson approached Council concerning the Agreement with Kirk Bernhardt as the Umpire Coordinator and Concession Stand Operator at Lacy park for the 2020 softball season. Mr. Johnson explained Mr. Bernhardt has done this last year as well as previous years and the only change is the amount of payment from \$4,500 to \$5,000; five equal payments of \$1,000 split over the season. Council Member Shaver asked if the fees of people playing cover the cost. Mr. Johnson answered yes. Council Member Green moved, seconded by Council Member Schaub, to approve the Agreement with Kirk Bernhardt as the Umpire Coordinator and Concession Stand Operator at Lacy Park for the 2020 softball season and authorize the Mayor to sign the Agreement, "YEAS," Schaub, McKerrigan, Gonzales, Green, and Shaver. "NAYS," None. Absent: None.

Mr. Johnson brought forth the Estoppel Certificate (Solar Facilities Lease Agreement – Scottsbluff Project) explaining as we continue to move forward with the Solar Project they want the Estoppel Certificate to be continually updated with correct dates. This will probably be brought forward again prior to the solar project going online in early March. Staff is recommending approval. Council Member Green made the motion, seconded by Council Member Schaub, authorizing the Mayor to sign the Estoppel Certificate, “YEAS,” Gonzales, Green, McKerrigan, Shaver, and Schaub. “NAYS,” None. Absent: None.

Regarding naming a Council Member to the Western Nebraska Economic Development Committee, Mayor Gonzales explained the committee met a couple weeks ago; they are trying to get back together due to potential projects that could affect the region as a whole. They want communities to assign a member from their Council or an appointed official to serve on the committee. Mayor Gonzales went on to state he has been serving in that capacity for some time. Council Member Shaver stated he thought Ms. Lehl was the member, with Council Member Schaub as the alternate. Mayor Gonzales answered, explaining they are trying to regroup and elect new officers. Council Member Green made the motion to name Mayor Gonzales as the primary and Council Member Schaub as the secondary. Realizing he made a mistake, he changed his motion, prior to a second, to name Council Member Schaub as the Primary Member and Mayor Gonzales as the Secondary. This was seconded by Council Member Shaver, “YEAS,” McKerrigan, Shaver, Green, Schaub, and Gonzales. “NAYS,” None. Absent: None.

Mr. Johnson approached Council and brought forth the contract for the Firefighters Local 1454 Union, stating the contract term is four years and starts October 1, 2019 and ends September 30, 2023. He added to get the Fire Department where it needs to be in terms of the Commission of Industrial Relations (CIR) between the 98-102 percentile of the average, the next agenda item will be the Pay Resolution outlining the wage stipulation. Mayor Gonzales made the motion, seconded by Council Member Schaub, to approve the Contract for the Fire Fighters Local 1454 Union and authorize the Mayor to execute the Contract, “YEAS,” Green, Schaub, Shaver, Gonzales, and McKerrigan. “NAYS,” None. Absent: None.

Mr. Johnson presented the revised 2019-2020 Pay Resolution amending Fire Wages. He stated it is a new version of the Pay Resolution, hence there is no redline version. The sections updated are the dates at the top of the Resolution and the Fire Wage Scale. He explained there is a 3.5% increase across the board which gets us to 98% in the majority of categories to be in line with the CIR, based on our comparable array. Council Member’s Schaub and Shaver questioned that the wages in the contract and the increase in wages on the Resolution was more than 3.5% and Council Member Schaub also questioned the grade scale. Council Member McKerrigan pointed out the contract was dated October 3, 2016 with Mr. Johnson explaining the pay portion was taken out of the contract; the lieutenant position and grade 8 were added to the Pay Resolution last year. Mr. Johnson went on to identify the problem with redline versions, stating we have so many corrections on every different year that all the redline versions carry over from year to year. The only change in the Resolution is paragraph four which deals with Fire Fighter wages; if approved the changes will take effect today and not October 1, 2019. Council Member Shaver asked about Item 7, the IBEW wages and why it is approved today and effective October 1, 2019; they have not even discussed that, why is it even in there if it is something not going into effect. Mr. Johnson stated it was in effect on October 1, 2019, they are the same wages; negotiations are ongoing. It was decided to put all the wages on one Pay Resolution and October 1 was the start of the fiscal year. Council Member Schaub moved, seconded by Council Member McKerrigan, to approve the revised

2019-2020 Pay Resolution No. 20-02-01 amending Fire Wages and authorize the Mayor to sign the Resolution. "YEAS," Shaver, Gonzales, Schaub, McKerrigan, and Green. "NAYS," None. Absent: None.

RESOLUTION NO. 20-02-01

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 February 3, 2020 and effective October 1, 2019.

PAY SCHEDULE - GENERAL EMPLOYEES ONLY
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	\$9.08	\$9.54	\$10.02	\$10.52	\$11.05	\$11.60	\$12.18
3	\$9.54	\$10.02	\$10.52	\$11.05	\$11.60	\$12.18	\$12.79
4	\$10.02	\$10.52	\$11.05	\$11.60	\$12.18	\$12.79	\$13.43
5	\$10.52	\$11.05	\$11.60	\$12.18	\$12.79	\$13.43	\$14.11
6	\$11.05	\$11.60	\$12.18	\$12.79	\$13.43	\$14.11	\$14.81
7	\$11.60	\$12.18	\$12.79	\$13.43	\$14.11	\$14.81	\$15.56
8	\$12.18	\$12.79	\$13.43	\$14.11	\$14.81	\$15.56	\$16.33
9	\$12.79	\$13.43	\$14.11	\$14.81	\$15.56	\$16.33	\$17.15
10	\$13.43	\$14.11	\$14.81	\$15.56	\$16.33	\$17.15	\$18.00
11	\$14.11	\$14.81	\$15.56	\$16.33	\$17.15	\$18.00	\$18.90
12	\$14.81	\$15.56	\$16.33	\$17.15	\$18.00	\$18.90	\$19.85
13	\$15.56	\$16.33	\$17.15	\$18.00	\$18.90	\$19.85	\$20.84
14	\$16.33	\$17.15	\$18.00	\$18.90	\$19.85	\$20.84	\$21.88
15	\$17.15	\$18.00	\$18.90	\$19.85	\$20.84	\$21.88	\$22.97
16	\$18.00	\$18.90	\$19.85	\$20.84	\$21.88	\$22.97	\$24.12
17	\$18.90	\$19.85	\$20.84	\$21.88	\$22.97	\$24.12	\$25.33
18	\$19.85	\$20.84	\$21.88	\$22.97	\$24.12	\$25.33	\$26.59
19	\$20.84	\$21.88	\$22.97	\$24.12	\$25.33	\$26.59	\$27.92
20	\$21.88	\$22.97	\$24.12	\$25.33	\$26.59	\$27.92	\$29.31

BI-WEEKLY RATES - EXEMPT EMPLOYEES

<u>Grade</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>L1</u>	<u>L2</u>
18	1584.8	1664.05	1747.25	1834.61	1926.34	2022.66	2123.79
19	1664.05	1747.25	1834.61	1926.34	2022.66	2123.79	2229.99
20	1747.25	1834.61	1926.34	2022.66	2123.79	2229.99	2341.48
21	1834.61	1926.34	2022.66	2123.79	2229.99	2341.48	2458.56
22	1926.34	2022.66	2123.79	2229.99	2341.48	2458.56	2581.49
23	2022.66	2123.79	2229.99	2341.48	2458.56	2581.49	2710.56
24	2123.79	2229.99	2341.48	2458.56	2581.49	2710.56	2846.09
25	2229.99	2341.48	2458.56	2581.49	2710.56	2846.09	2988.39
26	2341.48	2458.56	2581.49	2710.56	2846.09	2988.39	3137.81
27	2458.56	2581.49	2710.56	2846.09	2988.39	3137.81	3294.69
28	2581.49	2710.56	2846.09	2988.39	3137.81	3294.69	3459.43
29	2710.56	2846.09	2988.39	3137.81	3294.69	3459.43	3632.4
30	2846.09	2988.39	3137.81	3294.69	3459.43	3632.4	3814.02
31	2988.39	3137.81	3294.69	3459.43	3632.4	3814.02	4004.72

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

HOURLY POSITIONS - GENERAL EMPLOYEES ONLY

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
7	Library Technician	13	Maintenance Worker – Parks, Cemetery
7	Waterpark Manager	15	Crew Leader
9	Building & Grounds Custodian	18	Utilities Administrative Coordinator
9	Compliance Officer	18	Account Clerk - Finance
10	Library Assistant	18	Admin. Assist. - Police Department
11	Record Technician	18	Cemetery Supervisor
11	Humane Officer	20	Fire Prevention Officer
12	Administrative Services Assistant	20	Code Administrator I
12	Administrative Records Technician	20	Deputy City Clerk
13	Account Clerk	20	Payroll Clerk/Benefit Administrator
13	Administrative Assistant		

EXEMPT POSITIONS

Professional, Administrative and Executive

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
18	Librarian	26	Deputy Director of Finance
19	Recreation Supervisor	26	Deputy Director of Public Works
20	GIS Analyst	27	Director of Economic Development
22	Transportation Supervisor	27	Police Captain
22	Water System Supervisor	27	Director of Human Resources
22	Wastewater Plant Supervisor	29	Director of Public Works
22	Environmental Services Supervisor	29	Fire Chief
22	Code Administrator II	30	Police Chief
23	Planning Administrator	31	Director of Finance
24	City Clerk/Risk Manager		
24	Library Director		
24	Emergency Management Director		
24	Park Supervisor		

3. That the following pay schedule for officers and employees in Unclassified Positions of the City is approved February 3, 2020 and effective October 1, 2019.

Seasonal and Part-Time Hourly Rates

<u>Class Title</u>	<u>Hourly Pay Schedule</u>						
	1	2	3	4	5	6	7
School Crossing Guard	\$9.20	\$9.70	\$10.20	\$10.40	\$10.60	\$10.80	\$11.00
Library Page	\$9.20	\$9.70	\$10.20	\$10.40	\$10.60	\$10.80	\$11.00
Laborer	\$9.20	\$9.70	\$10.20	\$10.40	\$10.60	\$10.80	\$11.00
Field Mt. Grdskpr	\$9.60	\$10.10	\$10.60	\$10.80	\$11.00	\$11.20	\$11.40
Waterpark Aide	\$9.20	\$9.70	\$10.20	\$10.40	\$10.60	\$10.80	\$11.00
Lifeguard*	\$9.20	\$9.70	\$10.20	\$10.40	\$10.60	\$10.80	\$11.00

*Lifeguard with Nebraska Certified Pool Operator's License & Assigned to the maintenance of the Waterpark facility will receive an additional \$.30 per hour.

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

4. The Pay Schedule for the positions of Firefighters, Fire Lieutenants and Fire Captains working a 56 hour week shall be the schedule approved in a Resolution adopted by the City Council on February 3, 2020 and effective February 3, 2020.

<u>Class Title</u>	<u>Hourly Pay Schedule (56 Hour Week)</u>							
	1	2	3	4	5	6	7	8
Firefighter	\$14.44	\$15.16	\$15.92	\$16.72	\$17.55	\$18.43	\$19.35	\$20.33
Fire Lieutenant	\$16.60	\$17.44	\$18.30	\$19.22	\$20.18	\$21.20	\$22.25	\$23.37
Fire Captain	\$18.70	\$19.63	\$20.62	\$21.65	\$22.74	\$23.88	\$25.07	\$26.32

5. That the Pay Schedule for the position of Patrol Officer, Corporal and Police Sergeant shall be the Schedule approved in a resolution approved by the Mayor and City Council on February 3, 2020 to be effective October 1, 2019.

<u>Class Title</u>	<u>Hourly Pay Schedule</u>						
	1	2	3	4	5	6	7
Patrol Officer	\$19.49	\$20.47	\$21.49	\$22.56	\$23.70	\$24.88	\$26.12
Police Corporal	\$21.12	\$22.18	\$23.29	\$24.45	\$25.67	\$26.96	\$28.31
Police Sergeant	\$23.29	\$24.45	\$25.67	\$26.96	\$28.31	\$29.72	\$31.21

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

Hourly Positions - IBEW Union Eligible Positions

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
13	Maintenance Worker - Water	16	Maintenance Mechanic
13	Maintenance Worker - Wastewater	17	Wastewater Plant Operator II
13	Transportation - Motor Equipment Operator	17	Water System Operator II
14	Wastewater Plant Operator I	17	Construction-Locator Specialist
14	Water System Operator I	18	Lead Maintenance Mechanic
14	Transportation - Heavy Equipment Operator	19	Stormwater Program Specialist
14	Solid Waste Equipment Operator		

7. That the following Pay Schedule for the above listed IBEW eligible positions of the City of Scottsbluff, Nebraska employed in Classified Positions be approved February 3, 2020 and Effective October 1, 2019.

Pay Schedule - IBEW Eligible Employees Only 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>
13	\$15.25	\$16.01	\$16.81	\$17.65	\$18.53	\$19.46	\$20.43
14	\$16.01	\$16.81	\$17.65	\$18.53	\$19.46	\$20.43	\$21.45
16	\$17.65	\$18.53	\$19.46	\$20.43	\$21.45	\$22.52	\$23.65
17	\$18.53	\$19.46	\$20.43	\$21.45	\$22.52	\$23.65	\$24.83
18	\$19.46	\$20.43	\$21.45	\$22.52	\$23.65	\$24.83	\$26.07
19	\$20.43	\$21.45	\$22.52	\$23.65	\$24.83	\$26.07	\$27.37

8. Resolution No. 19-10-01 and all other resolutions in conflict with this resolution are repealed.

Passed and approved this 3rd day of February, 2020.

Mayor

ATTEST:

City Clerk

Mr. Geoff Nemnich, President and Mr. B.J. Kinsey, Vice President with 23 Club approached Council with a progress update. They explained they have made significant headway as they have been awarded a \$200,000 grant from Nebraska Games and Parks; they have 1.4 million accounted for to be able to get the project started. Council Member Shaver asked if they will have to go out to bid again and if they have contacted people to make sure they are still on board. Mr. Nemnich stated, yes, everything is pretty much the same structure wise and Baker and Associates have everything ready to go. As far as donors, they are on board as long as the money is accounted for and the project is slated for this year. Mr. Nemnich also added they are applying for additional grants and have hired grant writers to help with their chances of being awarded the funds. Mayor Gonzales asked about the Games and Parks grant and if there are stipulations with the bidding associated with it. Mr. Johnson answered, with that grant, we cannot approve the bid until we have the go ahead from them and there is some training involved as well. Mr. Mark Bohl, Public Works Director came forward and stated we hope to have the bid specs together for the February 18th meeting, if not the March 2nd meeting; this is a good time to approve plans and specs since we are close to spring and summer. Mayor Gonzales asked, if possible, to have this on the next agenda.

Regarding the letter documenting the Cost Share Commitment to the Nebraska Department of Economic Development in regards to grant funding for the 23 Club revitalization efforts, City Manager Johnson explained the letter is a stipulation for the Community and Civic Center Financing Fund (CCCFF); staff is recommending approval of the letter which is updated with current amounts pledged. Mr. Nemnich came forward and clarified that the letter has in it an amount of 1.6 million; 1.4 million was the base price to get the project going. He explained the grant writer started on this grant before they knew they had been awarded the Nebraska Games and Parks Grant, so they added in projects that were slated at a later time, jumping the amount to 1.6 million; they are still \$225,000 short, which is what they are asking for from the Community and Civic Center Financing Fund. Council Member Schaub made the motion, seconded by Council Member Green, to acknowledge the letter and authorize the Mayor to sign the letter, "YEAS," Schaub, McKerrigan, Gonzales, Green, and Shaver. "NAYS," None. Absent: None.

Mr. Johnson brought forward the grant application for the Community and Civic Center Financing Fund and stated staff is recommending approval of the application. Council Member Shaver made the motion, seconded by Council Member Green, to submit the grant application, "YEAS," Gonzales, Green, McKerrigan, Shaver, and Schaub. "NAYS," None. Absent: None.

Mayor Gonzales moved, seconded by Council Member McKerrigan, to remove from the table the item of receiving an update, discussion and considering action on moving forward with siting a regional landfill, "YEAS," McKerrigan, Shaver, Schaub, and Gonzales. "NAYS," Green. Absent: None.

Mr. Johnson brought forward the Trihydro year to date report, stating we are still actively in Step 1 since a site has not been identified. Trihydro has come up with potential estimated costs, but that could fluctuate on topography and accessibility of the site which could have an impact on potential tipping fees. Mr. Johnson also added some of the items in Step 2, such as monitoring wells and gaining access to the properties, cannot happen until a site is identified.

Mayor Gonzales asked Public Works Director Mark Bohl if he had any comments since he has been involved with the meetings. Mr. Bohl approached Council and stated they have been actively looking for land by meeting with different counties and sending out letters of interest. They have had no responses which led to where they are at today, with no location, but they are still actively looking.

Council Member Shaver asked about the first deadline, commenting we have already extended the change order once to the end of the year and this new change order has step 2 in it already and we haven't even completed step 1. Council Member Green asked Mr. Bohl if Trihydro will be able to find a site; it is hard for him to move forward with something when we are not getting anywhere. Do they need to rebid it for another company? Mr. Bohl answered, stating, if you are going to continue on, Trihydro is the group. It is in Council's best interest, if they want to continue to site a regional landfill, to stay with this company; it is just a matter of finding location.

Council Member Green moved, seconded by Council Member McKerrigan, to acknowledge receipt of the report from Trihydro Corporation, "YEAS," Shaver, Gonzales, Schaub, McKerrigan, and Green. "NAYS," None. Absent: None.

Regarding the agenda item of Council to receive update, discuss and consider action on moving forward with siting a regional landfill, Council Member Green made a motion, to table this item until after the meeting of Western Nebraska Economic Development (WNED) on February 6th, so they can get questions answered by Trihydro. This was seconded by Council Member Shaver. During discussion Mayor Gonzales stated he is in support of the regional landfill, he believes in the concept, it is visionary, this is the future and where we are headed. Council Member Green commented he agrees, but is not sure if we are following the best practices and continuing to keep extending to get this actually done. He is looking for something that is achievable and questions if there are other routes or avenues to take. Mayor Gonzales stated he understands, but relying on staff, their recommendation, their input, they are more experts and if they recommend to Council the project should go forward he gives their recommendation a lot of value. Council Member Shaver commented, what they were recommended was, if we go forward, they are the company to deal with that is what they were recommended, just for clarity. Council Member Schaub added he would like more information before they go forward with it. Mayor Gonzales then asked for roll call since there was a motion to table on the floor, "YEAS," Schaub, McKerrigan, Green, and Shaver. "NAYS," Gonzales. Absent: None.

Concerning the Work Change Order Agreement with Trihydro Corporation to extend the completion date for Step 1 from December 31 2019 to July 31, 2020 and authorize commencement of Step 2 upon completion of Step 1, Council Member Shaver moved to table, commenting he wants to table until we have the information to see if they are going to go anyplace or not. This was seconded by Council Member Schaub, "YEAS," Green, Shaver, and Schaub. "NAYS," Gonzales and McKerrigan. Absent: None

Under Council Reports, Council Member McKerrigan went to a Tri City Active Living Meeting. She commented they would like to do some street assessments with the City and they want to give Council an update of their annual report. Council Member Shaver mentioned the 911 Committee Meeting is on the 18th and reminded Council about the Mid-Winter Conference. Mayor Gonzales stated there is a PADD meeting next Thursday at the Cirrus Conference Room and WNED is hosting the Regional Landfill Meeting on Thursday from 12:00-2:30 at the Gering Civic Center.

Council Member Schaub, seconded by Council Member Shaver, moved to adjourn the meeting at 7:12 p.m. "YEAS," McKerrigan, Shaver, Green, Schaub, and Gonzales. "NAYS," None. Absent: None.

Attest:

Mayor

City Clerk “SEAL”