

City of Scottsbluff, Nebraska

Monday, April 6, 2020

Regular Meeting

Item Consent1

Approve the minutes of the March 16, 2020 Regular Meeting.

Staff Contact: City Council

Regular Meeting
March 16, 2020

The Scottsbluff City Council met in a regular meeting on March 16, 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 March 13, 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 March 13, 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, and Nathan Green. Also present were City Attorney Kent Hadenfeldt and Interim City Manager Rick Kuckkahn. Absent: Scott Shaver and Terry Schaub. Scott Shaver entered the meeting at 6:00 p.m.

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.

Council Member Shaver asked that item 8c, Council to approve the appointment of Mary Skiles to the Community Redevelopment Authority for a five year term and Mayor Gonzales asked that item 8b, Council to set a public hearing for March 30, 2020 at 6:00 p.m. to revise the adopted budget statement of the City of Scottsbluff, Nebraska for FY 2019-2020 be removed from the consent agenda and restored to the agenda for more discussion.

Moved by Council Member McKerrigan, seconded by Council Member Green that,

- a) The minutes of the March 2, 2020 Regular Meeting be approved.
- b) Receipt be acknowledged and no action be taken on a liability claim from Robert Rahmig. The claim will be withdrawn and forwarded to the City's insurance carrier. "YEAS," McKerrigan, Shaver, Green, and Gonzales "NAYS," None. Absent: Schaub.

Mayor Gonzales commented in lieu of the events that are happening across the country concerning Covid-19 he would ask Council to consider canceling the March 30th meeting and therefore item 8b, setting a public hearing to revise the adopted budget statement of the City of Scottsbluff, Nebraska for FY 2019-2020, be moved to the first meeting in April; This public hearing is to increase the LB840 amount. Mayor Gonzales made a motion to move the public hearing to the first meeting in April and cancel the March 30, 2020 meeting. This was seconded by Council Member Green. "YEAS," Shaver, Gonzales, McKerrigan, and Green. "NAYS," None. Absent: Schaub.

Concerning item 8c, Council to approve the appointment of Mary Skiles to the Community Redevelopment Authority for a five year term, Council Member Shaver asked is this a position that came

open, why the reason for the new appointment? Ms. Starr Lehl, Economic Development Director answered, stating Ms. Skiles was appointed at the January meeting, but the term expired; this is a renewal. Mayor Gonzales asked Ms. Lehl, in the future that when appointments come open, they be conveyed to Council in case they would like to submit some names. Council Member Shaver moved, seconded by Council Member McKerrigan, to approve the appointment of Mary Skiles to the Community Redevelopment Authority for a five year term, "YEAS," McKerrigan, Gonzales, Green, and Shaver. "NAYS," None. Absent: Schaub.

Moved by Council Member McKerrigan, seconded by Mayor Gonzales, that the following claims, be approved and paid as provided by law out of the respective funds designated in the list of claims dated March 16, 2020, as on file with the City Clerk and submitted to the City Council. "YEAS", Gonzales, Green, McKerrigan, and Shaver. "NAYS," None. Absent: Schaub.

CLAIMS

ACCELERATEDRECEIVABLESOLUTIONS,WAGEATTACHMENT,883.68;ACTIONCOMMUNICATIONS INC.,INTERNET 3/1/20 - 3/31/20,175; ADVANCE AUTO PARTS,CENTRAL GARAGE-SCAN TOOL & DIAGNOSTIC/ANALYSIS SY,4123.73; ALLO COMMUNICATIONS,LLC,LOCAL TELEPHONE CHARGES,4054.66; ASSURITY LIFE INSURANCE CO,LIFE INSURANCE,32.95; AUTOZONE STORES, INC,PARKS MILLER WELDER- SPARK PLUG,2.69; AXON ENTERPRISE INC,SCHOOLS/CONF PD,1400; B & H INVESTMENTS, INC,SUPP - WATER,200; BIZCO TECHNOLOGIES,CIP-PO-PATROLCARS PD,360.36; BLOEDORN LUMBER CO - ALLIANCE,DEP. SUP.,137.1; BLUFFS SANITARY SUPPLY INC.,JANITORIAL SUPP,693.18; BUD'S RADIATOR,EQUIP MAINT CEM,258; CAPITAL BUSINESS SYSTEMS INC.,CONT. SRVCS.,621.45; CARR- TRUMBULL LUMBER CO, INC.,GROUND MAINT PARK,30.99; CELLCO PARTNERSHIP,CELL PHONES & IPAD CHARGES,96.5; CHRIS REYES,DEPT SUPPLIES PD,145; CITIBANK, N.A.,BUILDING MAINT,4697.87; CITY OF GERING,TRASH AND RECYCLING DISPOSAL FEES,34562.47; CLARK PRINTING LLC,DEPT SUPPLIES PD,942.81; COLONIAL LIFE & ACCIDENT INSURANCE COMPANY,SUPPLEMENTAL INS,48.7; COMPUTER CONNECTION INC,CONTRACT PD,44; CONTRACTORS MATERIALS INC.,DEPT SUP,175.36; CONTRYMAN ASSOCIATES, P.C.,PROF.SERVICES - AUDIT FY18-19,28000; CORNHUSKER MARRIOTT HOTEL,SCHOOL & CONF,656; CREDIT BUREAU OF COUNCIL BLUFFS,CONTRACT SERVICES - FEB. 2020,61; CREDIT MANAGEMENT SERVICES INC.,WAGE ATTACHMENT,257.42; CYNTHIA GREEN,DEPT SUPP DS,126.99; D & H ELECTRONICS INC.,SUPP - BATTERIES FOR ELETRIC GATE AT OFFICE,46.02; DALE VITITO,CIP-PO-PATROL CARS PD,4813.73; DALE'S TIRE & RETREADING, INC.,TIRES FOR DUMP TRUCK,1429.92; DUANE E. WOHLERS,HAULING RECYCLING TO DENVER, CO & MOVE TRAILER,850; FASTENAL COMPANY,GROUND MAINT PARK,4.13; FLOYD'S TRUCK CENTER SCOTTSBLUFF,OIL PRESSURE SENSOR- TOWER 1,842.51; FREMONT MOTOR SCOTTSBLUFF, LLC,PLICE #8-WIRE ASSY,411.56; GRAY TELEVISION GROUP INC,CONTRACTUAL SVC,1390; HAWKINS, INC.,CHEMICALS,1691.4; HORIZON WEST, INC,EQUIP MAINT CEM,174.01; IDEAL LAUNDRY AND CLEANERS, INC.,UNI/CLOTHES PD,646.45; INDEPENDENT PLUMBING AND HEATING, INC,CONTRACTUAL SVC,85; INGRAM LIBRARY SERVICES INC,BKS.,478.49; INTERNAL REVENUESERVICE,WITHHOLDINGS,60154.95;INTRALINKS,INC,COMPUTEREQUIPMENT,458 16.83; INVENTIVE WIRELESS OF NE, LLC,INTERNET,35.9; KNOW HOW LLC,PRESSURE

WASHER REPAIRS,1363.81; LEAGUE ASSOCIATION OF RISK MANAGEMENT,VEHICLE INS. -2020FRGTLNR-SANITATION,2317.11;LEXISNEXIS RISK DATA MANAGEMENT,CONSULTING PD,100; M.C. SCHAFF & ASSOCIATES, INC,ENG. SERVICES FOR CHIP SEAL PROJECT,59864.7; MADISON NATIONAL LIFE,INSURANCE,2507.45; MATHESON TRI-GAS INC,DEPT SUPP PARK,179.16; MENARDS, INC,GROUND MAINT PARK,1188.51; MES TEAM INC,LARGE MEDICAL EXAM GLOVES,160; MUNIMETRIX SYSTEMS CORP,IMAGESILO - FEB 2020,39.99; NATIONAL PEN CO LLC,DEPT SUPPLIES PD,197.34; NE CHILD SUPPORT PAYMENT CENTER,NECHILDSUPPORTPYBLE,1120.1; NE DEPT OF REVENUE,WITHHOLDINGS,19552.28; NE LIBRARY ASSOC,MMBRSHP.,275; NEBRASKA INTERACTIVE, LLC,DRIVERS LICENSE REQ. - FEB. 2020,3; NEBRASKA PUBLIC POWER DISTRICT,ELECTRIC,44003.3; NEBRASKA RECYCLING COUNCIL,RECYCLING COUNCIL YEARLY MEMBERSHIP DUES,200;NEBRASKA RURAL RADIO ASSOCIATION,CONTRACTUAL SVC,317.5; NEBRASKA SALT AND GRAIN CO,1 LOAD ICE SLICER,4476.04; NETWORKFLEET, INC,GPS SERVICE FOR FLEET,350.2; NORTHWEST PIPE FITTINGS, INC. OF SCOTTSBLUFF,BLDG MAINT PARK,53.72; ONE CALL CONCEPTS, INC,CONTRACTUAL,50.29; OREGON TRAIL PLUMBING, HEATING & COOLING INC,SEWER - 1224 E 10TH ST,5949; PANHANDLE COOPERATIVE ASSOCIATION,FLEET DIESEL/PROPANE,17702.14; PANHANDLE ENVIRONMENTAL SERVICES INC,SAMPLES,60; PLATTEVALLEYBANK,HEALTHSAVINGSACCOUNT,10567.5;POLYDYNEINC,CHEMICALS,53 79.93; POSTMASTER,POSTAGE,821.1; QUILL CORPORATION,DEPT SUPPLIES PD,295.93; REGIONAL CARE INC,FLEX FUNDING,291.1; RODRIGUEZ JOSE R,CONTRACT TOWING PD,265; RR DONNELLEY,DEPT SUPPLIES PD,56.91; RYAN R KUMM,GROUND MAINT PARK,120; S M E C,EMPLOYEE DUDUCTIONS,130.5; SANDBERG IMPLEMENT, INC,OIL CAP FOR CHAINSAW,4.43; SCB FIREFIGHTERS UNION LOCAL 1454,FIRE EE DUES,300; SCOTT SHAVER,LEAGUE CONF. EXPENSES,323.49;SCOTTIES POTTIES INC,CONTRACTUAL PARK,360; SCOTTS BLUFF COUNTY COURT,LEGAL FEES PD,266.75; SCOTTSBLUFF POLICE OFFICERS ASSOCIATION,POLICE EE DUES,1092; SCOTTSBLUFF SCREENPRINTING & EMBROIDERY, LLC,UNI/CLOTHES PD,104; SHERIFF'S OFFICE,LEGAL FEES PD,497.99; SHERWIN WILLIAMS,PRESS. RING & SPACER FOR GRINDLAZER,1019.16; SIMMONS OLSEN LAW FIRM, P.C.,CONTRACTUAL,17393.14;SIMON CONTRACTORS,GROUND MAINT PARK,272.55; SUHOR INDUSTRIES, INC.,DEPT SUPP CEM,110; TRANS IOWA EQUIPMENT LLC,TRANS #449- LENS, SWITCH, SPROKETS, IDLER, KITS,534.91; UNION BANK & TRUST,RETIREMENT,27072.85; UNIQUE MANAGEMENT SERVICES, INC,CONT SRVCS.,80.55; UNITED STATES WELDING,TORCH & LEAD FOR WELDER,1019.66; WESTERN LIBRARY SYSTEM,CONT. SRVCS.,36.5; WESTERN NEBRASKA HUMAN RESOURCE MANAGEMENT,HR CONF. - CAMI KITE,80; WESTERN PATHOLOGY CONSULTANTS, INC,ANNUAL FEE,386.25; WESTERN TRAVEL TERMINAL, LLC,VEH MAINT PD,500; WHITING SIGNS,DECALS FOR UNIT 2,300; WOODS & AITKEN LLP,PROFESSIONAL SERVICES - UNIONS,7561.33; WYOMING CHILD SUPPORT ENFORCEMENT,CHILD SUPPORT,1476.16; WYOMING FIRST AID & SAFETY SUPPLY, LLC,FIRST AID KIT SUPPLIES,61.2; YOUNG MEN'S CHRISTIAN ASSOCIATION OF SCOTTSBLUFF, NE,YMCA,765; ZM LUMBER INC,GROUND MAINT PARK,137.41;REFUNDS, EDWIN BRAVATTI, 13.73; JAMES CAIN, 10.50; ALLY PROPERTY MANAGEMENT AND REAL ESTATE, 4.83.

Interim City Manager Kuckkahn presented the February 2020 Financial Report stating everything is on schedule.

Mayor Gonzales opened the public hearing at 6:07 p.m. to receive an update regarding status of proceedings for the Monument Valley Pathway. Public Works Director Mark Bohl approached Council stating they have been working diligently with easements for the Pathway; all have been secured and they are waiting for signatures on five, expecting them to come back anytime. The project is on schedule with an April 30th letting with advertising starting soon. The construction dates, if schedule stays, will begin July 1st ending June of 2021, noting the pathway will be built the same time as the pedestrian bridge. Legal Counsel Hadenfeldt further explained they have made agreements with all property owners, but they are waiting for five to come back. They have been in communication with all owners, so a deadline has not been set at this time. Mr. Hadenfeldt explained the process to Council stating, we make a deal, then we go back to the State Department of Transportation and they draft the documents and send out a packet, which we mail out; the process is time consuming and has caused some delays.

There were no comments from the public or Council. Mayor Gonzales closed the public hearing at 6:12 p.m.

Ms. Jody Lamp was present to give an update and results of the Born to Rein Project. Ms. Lamp started off thanking Council for approving the \$25,000.00 from LB840 funds for this project, stating this amount was around 10% of their overall budget. Ms. Lamp showed pictures and explained the timeline showcasing the award winning film. At the end of her presentation, she presented the Mayor and Council with a complimentary DVD and guide for the public record, commenting that LB840 funds went to a cause that is in the historic record and produced a story of someone who was honored that was born and raised in this area.

Regarding the bid for the new or demo refuse truck Public Works Director, Mark Bohl explained the bid included a trade and the body bid recommended from RTS Refuse Truck Sales is a higher bid due to delivery time and the body having hydraulic cylinders and not chains. Council Member Shaver asked if it fitted into the budget. Mr. Bohl stated yes, the budgeted amount was \$240,000, which includes the trade. Council Member McKerrigan made the motion, seconded by Council Member Green, to approve awarding the bid for the new or demo refuse truck to Floyd's Truck Center (truck cab \$104,989) and RTS Refuse Truck Sales (body \$74,419) for a total of \$179,408, "YEAS," McKerrigan, Shaver, Green, and Gonzales. "NAYS," None. Absent: Schaub.

Mr. Bohl also went over the bids received for the Combination Sewer Cleaning Machine explaining we received two bids, one from MacQueen Equipment and the other from Kois Brothers. The bid from Kois Brothers was less, but did not meet all the specifications. The budgeted amount is \$450,000. Council Member McKerrigan made the motion, seconded by Council Member Green, to approve the bid for the purchase of the Combination Sewer Machine to MacQueen Equipment in the amount of \$447,615, "YEAS," Green, Shaver, Gonzales, and McKerrigan. "NAYS," None. Absent: Schaub.

Concerning the application for the creation of an Agricultural Estate Dwelling Site from Laverne T. Scoggan for property located at 230856 County Road J, Scottsbluff, NE., Mr. Kuckkahn explained this is an agricultural division where you split a residence from an agricultural acreage so the land can remain in production and the home can be sold separately. The home is on 4.5 acres and the farm ground is on 47.5 acres. Council Member Shaver asked if this item went to the planning commission for approval and

if anyone spoke up against it. Mr. Kuckkahn answered the item did go to the planning commission and no one spoke against it, that he is aware of. Council Member Shaver moved, seconded by Council Member Green, to approve the application for the creation of an Agricultural Estate Dwelling Site from Laverne T. Scoggan for property located at 230856 County Road J, Scottsbluff, NE, "YEAS," Shaver, Gonzales, McKerrigan, and Green. "NAYS," None. Absent: Schaub.

Council Member Shaver made a motion, seconded by Council Member Green, to approve a Certificate for Recording the Agricultural Estate Dwelling Site for property owned by Laverne. T. Scoggan and authorized the Mayor to sign the Certificate, "YEAS," McKerrigan, Gonzales, Green, and Shaver. "NAYS," None. Absent: Schaub.

Mayor Gonzales asked that the item of adopting the International Fire Code, 2018 Edition and approve the Ordinance remain on the table due to Council Member Schaub, who is absent, wanting to participate in the discussion. Since the item was not removed, it will remain on the table.

Legal Counsel Hadenfeldt explained the Agreement with Kirk Bernhardt as the Umpire Coordinator and Concession Stand Operator, stating this was approved at a prior meeting, but we need to amend the agreement due to a change of USA Softball Association now controlling the umpires. The umpire fee has also been increased to \$25.00. Council Member Green asked if we do not have a softball season if Mr. Bernhardt still gets paid. Mr. Hadenfeldt answered, stating, if there is no softball league being operated; Mr. Bernhardt does not get paid. Council Member McKerrigan moved, seconded by Council Member Green, to approve the updated 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," Gonzales, Green, McKerrigan, and Shaver. "NAYS," None. Absent: Schaub.

Regarding the bid specifications for 23 Club Improvements 2020, Mr. Mark Bohl explained this has been brought back from a prior meeting due to a concern of asbestos and an electrical issue. He added both have been resolved as there is no asbestos in the buildings and the electrical issue has been taken care of by Baker and Associates.

Mr. Jack Baker from Baker and Associates approached Council and went over the funding for the project. He stated currently 23 Club has approximately \$111,000 in their account; the Game and Parks Grant is \$200,000 and the City has pledged \$600,000 for a total of around \$911,000. He went on to explain there are letters of commitment from banks, Scottsbluff tourism and private donations, which brings the grand total of around 1.4 million dollars. The total project estimate is 1.255 million. He added the goal is to start August 1st and be done by May of 2021. He also asked to start the bid process a little later in the month of April.

Council Member Shaver asked if any of the donations coming in would be in kind or materials and if that would figure in the bids. Mr. Baker stated, yes; there is concrete, fencing, and metal that is being donated and that will be figured in. Mayor Gonzales made a statement to Mr. Baker by commenting the City is giving \$600,000 and if they come up short it is on the 23 Club to come up with that funding. Mr. Baker stated, yes they have structured the bid to get the main elements done. There are things that need to be done and things they would like to be done. It all depends on the funding. Council Member Shaver asked if the \$600,000 and the City's in kind work was figured into the bid. Mr. Baker answered they did not add in any City in kind work. Mr. Shaver commented he thought it was \$600,000 including in kind work, not additional. Mr. Bohl stated he believed the City committed \$600,000 in cash; this is a contract between the contractor and the City, the City will oversee this. Mr. Kuckkahn confirmed stating the City will be controlling the flow of funds from the project to the contractors. Council

Member Green made a motion, seconded by Council Member Shaver, to approve the bid specifications for 23 Club Improvements 2020 and authorize the Mayor to sign the Services Agreement, “YEAS,” Green, Shaver, Gonzales, and McKerrigan. “NAYS,” None. Absent: Schaub.

Concerning the Estoppel Certificate (Solar Facilities Lease Agreement – Scottsbluff Project), Legal Counsel Hadenfeldt explained to Council this is the substantial completion Estoppel Certificate and there will be at least one more, the final completion Estoppel Certificate. This is for their investors and lenders to acknowledge the lease is still in place and the matters listed are all true. Council Member Green moved, seconded by Council Member McKerrigan, to approve the Estoppel Certificate (Solar Facilities Lease Agreement – Scottsbluff Project) and authorize the Mayor to sign the Agreement, “YEAS,” Shaver, Gonzales, McKerrigan, and Green. “NAYS,” None. Absent: Schaub.

Ms. Starr Lehl, approached Council regarding writing a letter in support of the Land Bank Bill, LB424. She explained this bill allows regional groups to purchase dilapidated properties in different communities to either demolish the property for resale or rehab the property. She went on to state WNED, as a regional group, is looking at this bill to become the land bank for the communities it serves. Council Member Shaver asked if there was anything in legislation about purchasing the property if the person does not want to sell it. Ms. Lehl explained if the property is a safety hazard, it can be condemned. Mr. Kuckkahn also added, normally they will try to work with the landowner; rarely would the City force itself into a situation. Council Member Shaver further explained his concern is that the organization could state the property does not fit into the community and then take it over. He also mentioned that the people on the board are not elected officials. After discussion, Mr. Kuckkahn reminded Council they are just approving a letter in support of this bill; any further action would have to be approved by City Council. He also stated the letter would be shown to Council before it was sent. Council Member McKerrigan made a motion, seconded by Council Member Green, to approve writing a letter in support of the Land Bank Bill, LB424 and authorize the Mayor to sign the letter, “YEAS,” McKerrigan, Gonzales, and Green. “NAYS,” Shaver. Absent: Schaub.

Mr. Kuckkahn presented to Council the terms of the contract for the Police Officers Association Union explaining the changes. He informed Council the City has to be 98-102% in the array required by CIR when it comes to wages, hence the 4% COLA in the contract, stating this number is well within the range. The incentive pay for tuition reimbursement and dry cleaning has been removed from the contract and a step 8 has been added to the pay schedule for patrol officer, corporal, and sergeant. Staff is recommending approval. Council Member Shaver asked if 3% would be in the range, with Mr. Kuckkahn stating no, it is too small, it is under the required range. Mayor Gonzales moved, seconded by Council Member Green, to approve the Contract for the Police Officers Association Union and authorize the Mayor to execute the Contract, “YEAS,” McKerrigan, Green, and Gonzales. “NAYS,” Shaver. Absent: Schaub.

Regarding the Pay Resolution amending Police Officer and Lifeguard wages, Mr. Kuckkahn explained they are recommending an increase in wages to lifeguards at the pool due to being equitable with what other communities pay; currently we are short lifeguards and may not be able to open the pool. Council Member McKerrigan asked if we offer the training for the lifeguards. Mr. Kuckkahn answered, stating, we do have a reimbursement program set up for their certification. Council Member McKerrigan moved, seconded by Council Member Green, to approve Resolution 20-03-03 revising Police Officer and Lifeguard wages, “YEAS,” Green, Gonzales, and McKerrigan. “NAYS,” Shaver. Absent: Schaub.

RESOLUTION NO. 20-03-03

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 September 3, 2019 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	\$1,584.80	\$1,664.05	\$1,747.25	\$1,834.61	\$1,926.34	\$2,022.66	\$2,123.79
19	\$1,664.05	\$1,747.25	\$1,834.61	\$1,926.34	\$2,022.66	\$2,123.79	\$2,229.99
20	\$1,747.25	\$1,834.61	\$1,926.34	\$2,022.66	\$2,123.79	\$2,229.99	\$2,341.48
21	\$1,834.61	\$1,926.34	\$2,022.66	\$2,123.79	\$2,229.99	\$2,341.48	\$2,458.56
22	\$1,926.34	\$2,022.66	\$2,123.79	\$2,229.99	\$2,341.48	\$2,458.56	\$2,581.49
23	\$2,022.66	\$2,123.79	\$2,229.99	\$2,341.48	\$2,458.56	\$2,581.49	\$2,710.56
24	\$2,123.79	\$2,229.99	\$2,341.48	\$2,458.56	\$2,581.49	\$2,710.56	\$2,846.09
25	\$2,229.99	\$2,341.48	\$2,458.56	\$2,581.49	\$2,710.56	\$2,846.09	\$2,988.39
26	\$2,341.48	\$2,458.56	\$2,581.49	\$2,710.56	\$2,846.09	\$2,988.39	\$3,137.81
27	\$2,458.56	\$2,581.49	\$2,710.56	\$2,846.09	\$2,988.39	\$3,137.81	\$3,294.69
28	\$2,581.49	\$2,710.56	\$2,846.09	\$2,988.39	\$3,137.81	\$3,294.69	\$3,459.43
29	\$2,710.56	\$2,846.09	\$2,988.39	\$3,137.81	\$3,294.69	\$3,459.43	\$3,632.40
30	\$2,846.09	\$2,988.39	\$3,137.81	\$3,294.69	\$3,459.43	\$3,632.40	\$3,814.02
31	\$2,988.39	\$3,137.81	\$3,294.69	\$3,459.43	\$3,632.40	\$3,814.02	\$4,004.72

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 March 16, 2020 and effective March 16, 2020.

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*	\$9.60	\$10.10	\$10.60	\$10.80	\$11.00	\$11.20	\$11.40

*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 May and City Council on February 3, 2020 and effective February 3, 2020.

<u>Class Title</u>	<u>Hourly Pay Schedule (56 Hour Week)</u>							
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
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 September 3, 2019 to be effective March 16, 2020.

<u>Class Title</u>	<u>Hourly Pay Schedule</u>							
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	
Patrol Officer	\$20.27	\$21.29	\$22.35	\$23.46	\$24.65	\$25.88	\$27.16	\$28.52
Police Corporal	\$21.96	\$23.07	\$24.22	\$25.43	\$26.70	\$28.04	\$29.44	\$30.91
Police Sergeant	\$24.22	\$25.43	\$26.70	\$28.04	\$29.44	\$30.91	\$32.46	\$34.08

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 September 3, 2019 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. 20-02-01 and all other resolutions in conflict with this resolution are repealed.

Passed and approved this 16th day of March, 2020

Mayor

ATTEST:

City Clerk

Mayor Gonzales informed Council that he asked for a discussion on a policy for conferences and conventions to be added to the agenda because the City does not have a policy set up currently. Legal Counsel Hadenfeldt started discussion citing, with the Miscellaneous and Expenditures Act, we could set up a policy where we preauthorize; we do that with City employees. Mr. Kuckkahan commented he feels it is a good idea, the expectation with employees is, if they are required to go he asks them to report back with a few paragraphs of the conferences attended. Council Member Shaver commented he feels if the City is paying and you to go to a conference and you don't attend the conference you should have to reimburse the City. He feels there should be a guideline set up. Council Member McKerrigan agreed stating if you go, you need to come back and share what you learned with the other members of the board; there needs to be something set in place because we are spending the citizen's of this community's money. Council Member Green shared his feelings, stating, as a new council member you need to know the scope of the position. When he went to Lincoln he did not submit a bill to the City for gas or food. He feels there could be gray area, but a policy needs to be set. After discussion, Council agreed a policy needs to be set for expectations of conferences and conventions, similar to the policy of the employees. Legal Counsel Hadenfeldt will draw up a resolution for the next meeting.

Regarding the City responses to the Coronavirus, Mr. Kuckkahn explained we are trying to follow the school district's action with this as we need to limit the spread of Covid-19. In order to do this we will be suspending non-essential City services starting March 17th at 4:00 p.m. During the suspension citizens can use telephone or email to contact the City and he will be here everyday. Non-essential

personnel will work from their homes and the essential services of garbage, police, and fire will continue to operate. We will also have personnel come in on a limited basis to get bills paid and process payroll. He continued by informing Council there are protocols in place for employees that have traveled out of state; they will self quarantine for 14 days before coming back to work and we are working on how to reintroduce employees back into the workforce. He asked Council for their input on these actions.

Mayor Gonzales asked about places inside the state that are high risk; how are we handling employees traveling to those places? Mr. Kuckkahn advised that will need to be evaluated; he will be working on that tomorrow as things change everyday. Mayor Gonzales also asked that Council lead by example when it comes to traveling. Council Member Shaver commented his concern is that we do not get to a level of needing to shut everything down. His understanding is there are not any cases here, but we need to be aware of what is going on. We need to do something as a City and set an example; he would rather have us overreact than find out later we under reacted. Council Member Green expressed concern that we have the operations for employees to work at home and not just be at home. He wants business to be able to proceed. Mr. Kuckkahn added all the employees have stated if they are needed they will come in to help; they will be engaged as possible. Mr. Green asked about putting the CDC map link on our website. Mr. Kuckkahn stated he would look into that. Council Member Shaver also asked about having one point of contact to get messages out. He also asked about meetings and how people can give comment to be introduced into the record if they cannot come and feel they need to be here. Mr. Kuckkahn stated he will look into a link about commenting on agenda items to encourage them to not come to meetings. Legal Counsel Hadenfeldt informed Council we will continue to have open meetings that are open to the public. After discussion, Council supported the closure of non-essential services as of close of business on Tuesday, March 17th.

Under Council Reports, Council Member Green attended a meeting with the school district and other communities. Council Member Shaver attended the Scotts Bluff County Board of Commissioners meeting, commenting it would be a good idea for someone to attend those meetings to have an idea of what is going on. Mayor Gonzales asked to put this on the next agenda. Ms. Starr Lehl went to the WNED meeting, commenting there were six communities represented and it is going very well.

Council Member McKerrigan made the motion, seconded by Mayor Gonzales to adjourn the meeting at 7:33 p.m., “YEAS,” Gonzales, McKerrigan, and Green. “NAYS,” Shaver. Absent: Schaub

Mayor

Attest:

City Clerk
“SEAL”