

City of Scottsbluff, Nebraska

Monday, September 18, 2023

Regular Meeting

Item Consent2

Council to approve the minutes of the September 5, 2023 Regular Meeting.

Staff Contact: City Council

The Scottsbluff City Council met in a regular meeting on September 5, 2023 at 6:00 p.m. in the Council Chambers of City Hall, 2525 Circle Drive, Scottsbluff. Since the regular meeting would fall on a City recognized holiday the meeting was moved to the following day, according to 6-1-12. A notice of the meeting had been published on August 31, 2023 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 emailed to each council member, made available to radio stations KNEB, KMOR, KOAQ, television station NBC Nebraska, and the Star Herald. The notice was also available on the city's website on August 31, 2023. Mayor McKerrigan presided and City Clerk Wright recorded the proceedings. The Pledge of Allegiance was recited. Mayor McKerrigan 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 McKerrigan 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: Jeanne McKerrigan, Jordan Colwell, Angela Scanlan and Matt Salomon. Also present were City Manager Kevin Spencer and City Attorney Kent Hadenfeldt. Absent: Betsy Vidlak.

Mayor McKerrigan asked if there were any changes to the agenda. There were none. Mayor McKerrigan 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.

Under Public Comments Mr. Jerry Stricker, Scottsbluff resident, approached and commented that he was happy to see Public Comments back on the agenda. He feels there is a need for the public to be able to speak and by putting this back on makes it easier and more transparent.

Moved by Council Member Salomon, seconded by Council Member Colwell that,

- a) The minutes of the August 21, 2023 Regular Meeting be approved,
- b) A public hearing be set for September 18, 2023 at 6:00 p.m. to receive information about making a recommendation to the Nebraska Liquor Commission regarding a Class C Liquor License for A & C Wild Horse, LLC d/b/a Wild Horse Saloon, 1702 17th Ave., Scottsbluff, NE 69361,
- c) A public hearing be set for September 18, 2023 at 6:00 p.m. to receive a report from the LB840 Citizen Review Committee,
- d) Council acknowledge receipt of and take no action on a liability claim from Ralph Paez for property located at 1605 Ave. A, Scottsbluff, NE. The claim has been forwarded to the City's insurance carrier.,
- e) The following claims be approved and paid as provided by law out of the respective funds designated in the list of claims dated September 5, 2023 as on file with the City Clerk and submitted to the City Council "YEAS," Colwell, Salomon, Scanlan, and McKerrigan, "NAYS," None. Absent: Vidlak.

CLAIMS

ACCELERATED RECEIVABLES SOLUTIONS,WAGER ATTACHMENT,324.76;ALL STAR CUSTOMS,CIP-EOD TRUCK,1761.99; B & H INVESTMENTS, INC,DEP. SUP. -LIBRARY,723.26; BAIRD HOLM LLP,PROF.SERVICES - FIRE RETIREMENT PLAN,4742; BLACK HILLS GAS DISTRIBUTION LLC,MONTHLY ENERGY BILL,2845.87; BLUFFS FACILITY SOLUTIONS,DEPT

SUP, 192.09; CAPITAL BUSINESS SYSTEMS INC., CONT. SRVCS., 455.65; CELLCOP PARTNERSHIP, CELL PHONES-PD,1743.65; CHRIS REYES,DEPT SUPPL-PD,240; CITIBANK, N.A.,DEPT SUP,70.6; CITY OF SCB,PETTY CASH,133; CONSOLIDATED MANAGEMENT COMPANY,SCHOOLS & CONF-PD,93; CONTRACTORS MATERIALS INC.,SUPP - BRACKETS, WOOD STAKES,78.4; COX SUBSCRIPTIONS INC,SBCRP.,1702.18; CRESCENT ELECT. SUPPLY COMP INC,CONDUIT FOR 42ND STREET LIGHTS,780.32; CROELL INC,DEPT SUP,785.38; DAS STATE ACCOUNTING-CENTRAL FINANCE,MONTHLY LONG DISTANCE,66.87; ELKS CLUB,OVERPAYMENT,450;ENERGYLABORATORIES, INC DEPT 6250,SAMPLES,216; FEDERAL EXPRESS CORPORATION,POSTAGE,339.36; FRANCISCO'S BUMPER TO BUMPER INC,TOW SERVICE-PD,125; FULK JERROD,LEGAL FEES-PD,33.1; GERING MULTIPURPOSE SENIOR CENTER,CONTRACTUAL,1000; GI HOSPITALITY,SCHOOLS & CONF-PD,98; GREENING ENTERPRISES INC.,STRUCTURE HELMET,302.74; HAWKINS, INC.,CHEMICALS,1712.61; HD SUPPLY INC,EQUIPMENT,8593.12; HEARTLAND EXPRESSWAY ASSOCIATION,SCHOOL & CONF,60; HOA SOLUTIONS, INC, EQUIPMINT, 409.5; ICC CERTIFICATION SERVICES, MEMBERSHIP DS,272; INDEPENDENT PLUMBING AND HEATING, INC,GROUND MAINT PARK,669.44; INGRAM LIBRARY SERVICES INC,COLL.,1914.65; INLAND TRUCK PARTS & SERVICE,PREVENTATIVE MAINTENANCE AND TURBO REPLACE -E1,3282.84; INTERNAL REVENUE SERVICE,WITHHOLDINGS,72349.75; INTRALINKS, INC,DATTO ALTO - LIBR. 8/1/23 - 8/31/23,333; JEREMY L GREENMAN,VEHICLE MAINT,16528.85; JESSE LAURUHN,TUITION REIMBURSEMENT,350; JOHN DEERE FINANCIAL,DEWALT CORDLESS 6 TOOL COMBO KIT,993.4; JOHN DEERE FINANCIAL,GROUND MAINT PARK,194.49; JOHN DEERE FINANCIAL,EQUIP MAINT PARK,1057.85; LANDRETH RICHARD,BIS. TRVL.,30.13; LEAL NOHEMI,CONSULTINGPD,140;LINCOLNWINWATERWORKSCOMPANY,FACILITYREPAIR,2250 ; MACQUEEN EQUIPMENT INC,EQUIP MAINT,3204.97; MARSH FAMILY PAINTING,PAINTING AWNING - 18TH STREET PLAZA,580; MATHESON TRI-GAS INC,DEPT SUPP PARK,37.55; McCARTNEY ERIN CHAPER 13 TRUSTEE, WAGE ATTACHMENT, 58; MENARDS, INC, DEPARTMENT SUPPLIES-REC,1114.7; MICHAEL LEVICK,TUITION REIMBURSEMENT,350; MIDLANDS CONTRACTING, INC,FACILITY REPAIR,52650;NATIONAL ARBOR DAY FOUNDATION,MEMBERSHIP,10;NEBRASKAMACHINERYCO,EQUIPMINT,117.64;NEBRASKA PUBLIC POWER DISTRICT,ELECTRIC,23929.75; NELSON ETHAN,BIS. TRVL.,30.13; NEXT YOUNG PROFESSIONALS,MEMBERSHIP,75;NORTHWEST PIPE FITTINGS, INC. OF SCOTTSBLUFF,GROUND MAINT PARK,865.9; PANHANDLE ENVIRONMENTAL SERVICES INC,CONTRACTUAL SVC,357; PANHANDLE HUMANE SOCIETY,CONTRACTUAL,5656.07; PARADISE PUMPERS LLC,FACADE GRANT,4968; PAUL REED CONSTRUCTION & SUPPLY, INC,GROUNDMAINTPARK,83.8;PLATTEVALLEYBANK,HEALTH SAVINGS ACCOUNT,10055.91; POWERPLAN,EQUIP MAINT,374.06; QUILL CORPORATION,DEPT/INVEST SUPPL-PD,275.13; RADA, ZACKARY,SCHOOLS & CONF-PD,127; REGION 22 EMERGENCY MGMT,REGION 22 EMERGENCY MANAGEMENT FEE,1889.59; REGIONAL CARE INC,HEALTH INS. PREM. - SEPT 2023,71418.25; RIGHT BRAIN UNLIMITED,GROUND MAINT PARK,689.65; ROSE DREW, INC,A/V SUP.,78.5; RUSCH'S GENERAL CONTRACTING, LLC,CDBG - DRAW 4, APPLICANT 3SB,2169.14; S M E C,EMPLOYEE DEDUCTION,96.15; SAYLER SCREENPRINTING,UNIFORMS-PD,252; SCOTT WALTON,EQUIP MAINT,109; SCOTTS BLUFF COUNTY COURT,LEGAL FEES-PD,430;SCOTTSBLUFFBODY&PAINT,VEHMAINT-PD,269.38;SCOTTSBLUFF SCREENPRINTING & EMBROIDERY, LLC,RETIREMENT PLAQUE - MEIER,62; SIMON CONTRACTORS,CONCRETE FOR STREET REPAIR,7632.45; SOUCIE ANDREW,SCHOOLS & CONF-PD,127; STATE HEALTH LAB,SAMPLES,48; STATE OF NE.,CONTRACTUAL-PD,525; THE PEAVEY CORP,INVEST SUPPL-PD,633.85; U AND U TRUCKING LLC,CONTRACTUAL SERVICES-SAN,2334.24; UNION BANK

& TRUST,RETIREMENT,39880.45; US BANK,TURBO AND ACTUATOR - ENGINE 1,17872.06; WALMART,DEPT SUP,583.05; WESTERN NE COMMUNITY COLLEGE,EMT BASIC COURSE - MUNOZ,1175; WHITING SIGNS,CIP-EOD TRUCK,228.5; WILSON T RONALD,SCHOOLS & CONF-PD,127; WRIGHT MICHAEL,BIS. TRVL.,30.13; ZM LUMBER CO CAPITAL ONE TRADE CREDIT,EQUIP MAINT PARK,40.99;REFUND; KIMBERLY KERSHAW, 5.35

Ms. Elizabeth Loutzenhiser, outgoing Finance Director, came forward to be recognized for her years of service to the City. Ms. Loutzenhiser has been employed with the City for eight years, prior to that she was a Council Member for two years. Council presented her with a clock and thanked her for her years of service.

Mr. Spencer presented the contract with Scottsbluff Firefighters Local #1454 to Council explaining this was a full contract with negotiations that went very well. Fire Captains will receive a 2% wage increase, Fire Lieutenants 4%, and Firefighters 6%. These wage increases will keep them in the 98-102% CIR range which is required. He went on to add other negotiations that were agreed upon include 60 hours of comp time, long term disability, and a reduction of waning period on the pay scale.

Council Member Scanlan moved, seconded by Council Member Salomon to approve the Contract with Scottsbluff Firefighters Local #1454 and authorize the Mayor to sign the Contract, "YEAS," Salomon, Scanlan, McKerrigan, and Colwell. "NAYS," None. Absent: Vidlak.

Regarding the Article VIII wages with Scottsbluff Firefighters Local #1454 for fiscal year 2023-2024, Mr. Spencer added this is the wage portion of the contract and reflects the wage increase.

Council Member Scanlan moved to approve the Attachment Article VIII wages with Scottsbluff Firefighters #1454 for fiscal year 2023-2024 and authorized the Mayor to sign the Attachment. The motion was seconded by Council Member Colwell, "YEAS," Scanlan, McKerrigan, Salomon, and Colwell. "NAYS," None. Absent: Vidlak.

Mr. Spencer then presented the Contract Article XXI wages with the Scottsbluff Police Officer's Association for FY 2023-2024. Mr. Spencer explained this wage resolution reflects a 5% increase and keeps them in the 98-102% CIR range. Wages and insurance were the only items that could be negotiated this year and negotiations were accomplished with Legal Counsel Hadenfeldt.

Council Member Colwell made a motion, seconded by Council Member Salomon to approve the amended Contract Article XXI wages with the Scottsbluff Police Officer's Association for FY 2023-2024 and authorized the Mayor to sign the Contract, "YEAS," Colwell, McKerrigan, Salomon, and Scanlan. "NAYS," None. Absent: Vidlak.

Concerning the Amendment to Local Union #1597 International Brotherhood of Electrical Workers Union Schedule A wages for FY 2023-2024, Mr. Spencer stated this amendment was negotiated by himself and Cami Kite, Human Resources Director and was for wages and insurance only. As with the others, an array of cities is looked at with wages compared on a scale of 98-102% range; the wage increase is 5%

Council Member Scanlan moved, seconded by Council Member Colwell to approve the Amendment to Local Union #1597 International Brotherhood of Electrical Workers Union (IBEW), Schedule A wages for fiscal year 2023-2024 and authorized the Mayor to sign the Amendment, "YEAS," McKerrigan, Scanlan, Colwell, and Salomon. "NAYS," None. Absent: Vidlak.

Council introduced the Ordinance amending Chapter 23, Articles 1 & 2 dealing with water service repairs and other billable charges in connection with the repair and maintenance of the water system and was read by title on second reading: **AN ORDINANCE OF THE CITY OF SCOTTSBLUFF, NEBRASKA AMENDING CHAPTER 23, ARTICLES 1 AND 2 DEALING WITH WATER SERVICE CHARGES AND OTHER BILLABLE CHARGES IN CONNECTION WITH THE REPAIR AND MAINTENANCE OF THE WATER SYSTEM, SERVICE LINE AND METERS, AMENDING ARTICLE 1, SECTION 27 RELATING TO SERVICE LINE, LEAKS AND REPAIR, AMENDING ARTICLE 1, SECTION 30 RELATING TO FREEZING OF METERS AND DAMAGE, AMENDING**

ARTICLE 2, SECTION 10 DEALING WITH DELINQUENT BILLS AND OTHER BILLABLE CHARGES FOR REPAIR AND AMENDING ARTICLE 2, SECTION 11 ALLOWING FOR DISCONTINUANCE OF SERVICE FOR FAILING TO PAY WATER CHARGES OR OTHER BILLABLE CHARGES, REPEALING PRIOR PROVISIONS OF THE MUNICIPAL CODE; PROVIDING FOR AN EFFECTIVE DATE AND PROVIDING FOR PUBLICATION IN PAMPHLET FORM.

Council introduced the Ordinance authorizing the issuance of General Obligation Highway Allocation Fund Pledge Bonds, Series 2023, for improvements to streets of the City and was read by title on second reading: **AN ORDINANCE AUTHORIZING THE ISSUANCE, SALE, AND DELIVERY OF GENERAL OBLIGATION HIGHWAY ALLOCATION FUND PLEDGE BONDS, SERIES 2023, OF THE CITY OF SCOTTSBLUFF, NEBRASKA IN A PRINCIPAL AMOUNT NOT TO EXCEED \$4,250,000 TO PAY THE COSTS OF CONSTRUCTING IMPROVEMENTS TO CERTAIN STREETS OF THE CITY; PRESCRIBING THE FORM AND CERTAIN DETAILS OF THE BONDS AND PROVIDING FOR THE FIXING AND ESTABLISHING OF OTHER DETAILS OF THE BONDS; PLEDGING FUNDS RECEIVED FROM THE NEBRASKA HIGHWAY ALLOCATION FUND AND PROVIDING FOR THE LEVY AND COLLECTION OF AN ANNUAL TAX FOR THE PURPOSE OF PAYING THE PRINCIPAL OF AND INTEREST ON THE BONDS AS THEY BECOME DUE; AND AUTHORIZING CERTAIN OTHER DOCUMENTS AND ACTIONS IN CONNECTION THEREWITH; PROVIDING FOR PUBLICATION OF THIS ORDINANCE IN PAMPHLET FORM; AND RELATED MATTERS.**

Council Member Scanlan moved, seconded by Council Member Salomon that the statutory rule regarding the Ordinance authorizing the issuance of General Obligation Highway Allocation Fund Pledge Bonds, Series 2023 to be read by title on three different days be suspended, “YEAS,” Colwell, Salomon, Scanlan, and McKerrigan. “NAYS,” None. Absent; Vidlak.

Council Member Colwell made a motion, seconded by Council Member Scanlan to adopt Ordinance No. 4306 authorizing the issuance of General Obligation Highway Allocation Fund Pledge Bonds, Series 2023 for improvements to streets of the City, “YEAS,” Salomon, Scanlan, McKerrigan, and Colwell. “NAYS,” None. Absent: Vidlak.

Council introduced the Ordinance adopting the budget statement to be termed the annual appropriation bill for FY 2023-2024 and was read by title on first reading: **AN ORDINANCE OF THE CITY OF SCOTTSBLUFF, NEBRASKA TO ADOPT THE BUDGET STATEMENT TO BE TERMED THE ANNUAL APPROPRIATION BILL FOR FISCAL YEAR BEGINNING OCTOBER 1, 2023; TO APPROPRIATE SUMS FOR NECESSARY EXPENSES AND LIABILITIES; TO PROVIDE FOR AN EFFECTIVE DATE.**

Mr. Spencer approached, explaining this is our budget Ordinance which will be read three times. In addition, he mentioned we did reduce the mill levy to .2046 from .216, commenting we are the second lowest mill levy in the State as we do not rely on property tax a great deal, but more on sales and use taxes.

Ms. Loutzenhiser approached to explain the Ordinance dealing with exceeding the allowable growth and basic allowable growth limits by one percent of budgeted restricted funds for FY 2023-2024. Ms. Loutzenhiser started by stating there are two things restricted by the State Auditor with budgets, the first being the levy limit. First class cities can levy up to .45 per \$100 of valuation; .50 is the maximum, but you need an interlocal agreement. Secondly, as a government the State gives us authority to tax. Every year revenues come in that are non-utility fees that are actual tax revenues, another name for this being restricted funds. Some types of restricted funds are sales tax, property tax, and highway allocation. Last year the tax amount was \$11,783,000 and with that the City gets an automatic 2.5% increase of taxing authority built into that figure.

Ms. Loutzenhiser went on to explain this percentage can be increased by 1% to 3.5%, but it would need to be voted on by Council to increase the taxing authority. Raising the percentage is recommended by the State Auditor and we are advised to do this because if we needed to raise the levy, we have the ability to do so and have the additional authority. Because we have done this cumulatively for twenty years, we have a very large amount of \$6,547,709.56, which is levy. Ms. Loutzenhiser further explained if we would forgo the extra 1% the city would lose approximately \$180,000 worth of taxing authority.

Council introduced the Ordinance allowing for exceeding the allowable growth limits by one percent of budgeted restricted funds for FY 2023-2024 and was read by title on first reading: **AN ORDINANCE ALLOWING FOR EXCEEDING THE ALLOWABLE GROWTH AND BASIC ALLOWABLE GROWTH LIMITS FOR THE 2023-2024 FISCAL YEAR BY ONE PERCENT OF BUDGETED RESTRICTED FUNDS, AND CORRECTING THE ADOPTED BUDGET STATEMENT AND ACCOMPANYING FORMS.**

Council introduced the Ordinance updating utility user fees, including water and sewer fees, solid waste collection, surcharge for stormwater and amending the sewer averaging process and was read by title on first reading: **AN ORDINANCE OF THE CITY OF SCOTTSBLUFF AMENDING AND CHANGING CHAPTER 6, ARTICLE 6, FOR SOLID WASTE COLLECTION FEES AT SECTIONS 6-6-23, 6-6-24; AMENDING AND CHANGING SEWER USER FEES INCLUDING SURCHARGE FOR STORMWATER REGULATORY REQUIREMENTS AT SECTIONS 6-6-19; 6-6-20; AND 6-6-22, AMENDING AND CHANGING THE WATER SERVICE FEES AT SECTION 6-6-28 ALL IN CHAPTER 6 ARTICLE 6 OF THE MUNICIPAL CODE, AMENDING CHAPTER 18, ARTICLE 4 SECTION 3 FOR SEWER AVERAGING PROCESS, REPEALING CHAPTER 18, ARTICLE 4 SECTION 4 AND AMENDING CHAPTER 23, ARTICLE 2, SECTION 2, ALL RELATING TO A MONTHLY BILLING CYCLE, REPEALING PRIOR PROVISIONS OF THE MUNICIPAL CODE; PROVIDING FOR AN EFFECTIVE DATE AND PROVIDING FOR PUBLICATION IN PAMPHLET FORM.**

Mr. Spencer presented the 2023-2024 Pay Resolution explaining this is the completed pay resolution and does include the unions. In reference to the general employees this reflects a 5% increase as well.

Council Member Colwell moved, seconded by Council Member Scanlan to approve the 2023-2024 Pay Resolution and authorize the Mayor to sign the Resolution, “YEAS,” Colwell, McKerrigan, Salomon, and Scanlan. “NAYS,” None. Absent: Vidlak.

RESOLUTION NO. 23-09-01

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 September 5, 2023 and effective September 25, 2023.

PAY SCHEDULE - GENERAL EMPLOYEES ONLY
HOURLY RATES (Based on 40 hour work week)

Grade	A	B	C	D	E	L1	L2
8	\$13.71	\$14.39	\$15.12	\$15.87	\$16.68	\$17.50	\$18.38
9	\$14.39	\$15.12	\$15.87	\$16.68	\$17.50	\$18.38	\$19.29
10	\$15.12	\$15.87	\$16.68	\$17.50	\$18.38	\$19.29	\$20.26
11	\$15.87	\$16.68	\$17.50	\$18.38	\$19.29	\$20.26	\$21.28
12	\$16.68	\$17.50	\$18.38	\$19.29	\$20.26	\$21.28	\$22.34
13	\$17.50	\$18.38	\$19.29	\$20.26	\$21.28	\$22.34	\$23.45
14	\$18.38	\$19.29	\$20.26	\$21.28	\$22.34	\$23.45	\$24.62
15	\$19.29	\$20.26	\$21.28	\$22.34	\$23.45	\$24.62	\$25.84
16	\$20.26	\$21.28	\$22.34	\$23.45	\$24.62	\$25.84	\$27.15
17	\$21.28	\$22.34	\$23.45	\$24.62	\$25.84	\$27.15	\$28.49
18	\$22.34	\$23.45	\$24.62	\$25.84	\$27.15	\$28.49	\$29.92
19	\$23.45	\$24.62	\$25.84	\$27.15	\$28.49	\$29.92	\$31.42
20	\$24.62	\$25.84	\$27.15	\$28.49	\$29.92	\$31.42	\$32.99
21	\$25.84	\$27.15	\$28.49	\$29.92	\$31.42	\$32.99	\$34.64

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	\$1,783.22	\$1,872.38	\$1,965.99	\$2,064.30	\$2,167.50	\$2,275.89	\$2,389.68
19	\$1,872.38	\$1,965.99	\$2,064.30	\$2,167.50	\$2,275.89	\$2,389.68	\$2,509.16
20	\$1,965.99	\$2,064.30	\$2,167.50	\$2,275.89	\$2,389.68	\$2,509.16	\$2,634.62
21	\$2,064.30	\$2,167.50	\$2,275.89	\$2,389.68	\$2,509.16	\$2,634.62	\$2,766.35
22	\$2,167.50	\$2,275.89	\$2,389.68	\$2,509.16	\$2,634.62	\$2,766.35	\$2,904.67
23	\$2,275.89	\$2,389.68	\$2,509.16	\$2,634.62	\$2,766.35	\$2,904.67	\$3,049.90
24	\$2,389.68	\$2,509.16	\$2,634.62	\$2,766.35	\$2,904.67	\$3,049.90	\$3,202.39
25	\$2,509.16	\$2,634.62	\$2,766.35	\$2,904.67	\$3,049.90	\$3,202.39	\$3,362.52
26	\$2,634.62	\$2,766.35	\$2,904.67	\$3,049.90	\$3,202.39	\$3,362.52	\$3,530.62
27	\$2,766.35	\$2,904.67	\$3,049.90	\$3,202.39	\$3,362.52	\$3,530.62	\$3,707.17
28	\$2,904.67	\$3,049.90	\$3,202.39	\$3,362.52	\$3,530.62	\$3,707.17	\$3,892.52
29	\$3,049.90	\$3,202.39	\$3,362.52	\$3,530.62	\$3,707.17	\$3,892.52	\$4,087.15
30	\$3,202.39	\$3,362.52	\$3,530.62	\$3,707.17	\$3,892.52	\$4,087.15	\$4,291.51
31	\$3,362.52	\$3,530.62	\$3,707.17	\$3,892.52	\$4,087.15	\$4,291.51	\$4,506.09
32	\$3,530.62	\$3,707.17	\$3,892.52	\$4,087.15	\$4,291.51	\$4,506.09	\$4,731.39

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>
8	Library Technician	15	Compliance Officer
10	Waterpark Assistant Manager	18	Waterpark Manager
11	Building & Grounds Custodian	18	Crew Leader
11	Library Assistant	19	Utilities Administrative Coordinator
14	Record Technician	19	Account Clerk - Finance
14	Human Resources Assistant	19	Admin. Assist. - Police Department
15	Administrative Services Assistant	20	Cemetery Supervisor
15	Administrative Records Technician	20	Code Administrator I
15	Administrative Assistant	21	Fire Prevention Officer
15	Maintenance Worker – Parks, Cemetery	21	Stormwater Specialist

EXEMPT POSITIONS

Professional, Administrative and Executive

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
19	Librarian	27	Director of Developmental Services
21	GIS Analyst	27	Director of Economic Development
22	Code Administrator II	27	Director of Parks and Recreation
23	Recreation Supervisor	28	Deputy Director of Finance
24	Water System Supervisor	29	Police Captain
24	Wastewater Plant Supervisor	29	Director of Human Resources
24	Environmental Services Supervisor	30	Director of Public Works
24	Transportation Supervisor	30	Fire Chief
24	Parks Supervisor	32	Police Chief
26	City Clerk/Risk Manager	32	Director of Finance
26	Library Director		

3. That the following pay schedule for officers and employees in Unclassified Positions of the City is approved September 5, 2023 and effective September 25, 2023.

Seasonal and Part-Time Hourly Rates

Class Title	Hourly Pay Schedule						
	1	2	3	4	5	6	7
School Crossing Guard	\$15.00						
Library Page	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00
Laborer	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00
Field Mt. Grdskpr	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50
Waterpark Aide	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00
Lifeguard*	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50

*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 Mayor and City Council on September 5, 2023 and effective September 25, 2023.

Class Title	Hourly Pay Schedule (56 Hour Week)							
	1	2	3	4	5	6	7	8
Firefighter	\$16.73	\$17.56	\$18.44	\$19.36	\$20.33	\$21.35	\$22.42	\$23.54
Fire Lieutenant	\$19.05	\$20.01	\$21.01	\$22.06	\$23.16	\$24.32	\$25.53	\$26.81
Fire Captain	\$21.27	\$22.33	\$23.45	\$24.62	\$25.85	\$27.14	\$28.50	\$29.92

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 5, 2023 and effective September 25, 2023.

Class Title	Hourly Pay Schedule							
	1	2	3	4	5	6	7	8
Patrol Officer	\$24.78	\$26.02	\$27.32	\$28.69	\$30.12	\$31.63	\$33.21	\$34.87
Police Detective	\$26.33	\$27.65	\$29.03	\$30.48	\$32.01	\$33.61	\$35.29	\$37.05
Police Corporal	\$26.33	\$27.65	\$29.03	\$30.48	\$32.01	\$33.61	\$35.29	\$37.05
Police Sergeant	\$29.05	\$30.51	\$32.03	\$33.63	\$35.31	\$37.08	\$38.93	\$40.88

6. 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 5, 2023 and effective September 25, 2023.

Pay Schedule - IBEW Eligible Employees Only Hourly Rates (Based on 40 hour work week)

Grade	A	B	C	D	E	L1	L2	L3
1	16.96	17.81	18.70	19.64	20.62	21.65	22.74	23.88
2	17.81	18.70	19.64	20.62	21.65	22.74	23.88	25.07
3	18.70	19.64	20.62	21.65	22.74	23.88	25.07	26.33
4	19.64	20.62	21.65	22.74	23.88	25.07	26.33	27.65
5	20.62	21.65	22.74	23.88	25.07	26.33	27.65	29.03
6	21.65	22.74	23.88	25.07	26.33	27.65	29.03	30.48
7	22.74	23.88	25.07	26.33	27.65	29.03	30.48	32.01
8	23.88	25.07	26.33	27.65	29.03	30.48	32.01	33.61
9	25.07	26.33	27.65	29.03	30.48	32.01	33.61	35.29
10	26.33	27.65	29.03	30.48	32.01	33.61	35.29	37.06

HOURLY POSITIONS - IBEW EMPLOYEES ONLY

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
3	Maintenance Worker – Compost Facility	5	Water System Operator I
3	Motor Equipment Operator	6	Compost Facility Operator II
3	Wastewater Plant - Maintenance Worker	7	Wastewater Plant Operator II
4	Environmental Services Solid Waste Operato	7	Mechanic-Environmental Services
4	Heavy Equipment Operator	7	Mechanic-Transportation
5	Traffic Control Tech	7	Water System Operator II
5	Wastewater Plant Operator I	7	Construction Locator Specialist

8. Resolution No. 23-04-01 and all other resolutions in conflict with this resolution are repealed.

Passed and approved this 5th day of September, 2023.

Mayor

ATTEST:

City Clerk

There were no updates given for Council Reports.

Council Member Colwell made a motion to adjourn the meeting at 6:35 p.m. The motion was seconded by Council Member Scanlan, “YEAS,” McKerrigan, Scanlan, Colwell, and Salomon. “NAYS,” None. Absent: Vidlak.

Mayor

Attest:

City Clerk

“SEAL”