

THE OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE GERING CITY COUNCIL, APRIL 27, 2026

A regular meeting of the City Council of Gering, Nebraska was held in open session on April 27, 2026 at 6:00 p.m. at Gering City Hall, 1025 P Street, Gering, NE. Present were Mayor Ewing and Councilmembers Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. Also present were City Administrator Pat Heath, City Clerk Kathy Welfl, and City Attorney Jim Ellison. All proceedings hereafter were taken while the meeting was open to the attendance of the public except as otherwise indicated.

CALL TO ORDER

Mayor Ewing called the meeting to order at 6:00 p.m. and stated that a quorum of the Council was present and City business could be conducted.

1. Recital of the Pledge of Allegiance and Prayer
2. Roll Call
3. Excuse Council Member absence (None)

OPEN MEETINGS ACT - NEB.REV.STAT. CHAPTER 84, ARTICLE 14

Mayor Ewing stated: As required by State Law, public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room. Agenda items may be moved up or down on the agenda at the discretion of the Mayor. As required by State Law, additions may not be made to this agenda less than 24 hours before the beginning of the meeting unless they are considered under this section of the agenda and the Council determines that the matter requires emergency action.

CONSENT AGENDA:

(Items under the Consent Agenda are proposed for adoption by one action for all items unless any member of Council requests that an item be considered separately.)

1. Approve minutes of the April 13, 2026 regular City Council Meeting
2. Approve Claims
3. Approve March, 2026 Financial Report

CLAIMS 4-14-26 TO 4-28-26

24/7 FITNESS \$295.00, 308 PLUMBING SOLUTIONS \$475.00, ACCUSTAR SURVEYING \$2,500.00, ACE HARDWARE \$1,300.31, ACTION COMMUNICATIONS, INC. \$440.20, ACUSHNET COMPANY \$2,928.98, ADVANCED SERVICES, INC. \$567.20, AFLAC \$957.18, ALARM SECURITY TECHNICIANS \$38.95, AMAZON CAPITAL SERVICES \$1,091.28, AMERITAS LIFE INSURANCE CORP. \$622.84, ANDERSON & SHAW CONSTRUCTION \$19,358.10, AT&T MOBILITY \$1,044.60, BENZEL PEST CONTROL \$76.71, BIRD CONSERVANCY OF THE ROCKIES \$1,300.00, BLUFFS FACILITY SOLUTIONS \$220.41, BORDER STATES INDUSTRIES, INC \$5,099.74, CALLAWAY GOLF COMPANY \$527.35, CENGAGE LEARNING/GAGE \$30.75, CITY OF GERING \$740.52, COLUMN SOFTWARE, PBC \$28.36, CONTRACTORS MATERIALS, INC. \$1,014.00, CROELL, INC \$1,552.00, DANKO EMERGENCY EQUIPMENT CO \$211.08, DAVIS EQUIPMENT CORPORATION TURFWERKS \$1,849.75, DOOLEY OIL \$759.34, DUSTIN KINNAN \$265.00, DUTTON-LAINSON COMPANY \$5,173.84, EAKES INC \$209.82, ECOLAB \$409.40, ELITE TOTAL FITNESS \$165.00, FASTENAL COMPANY \$320.68, FEDEX \$197.76, FIRST NATIONAL BANK OF OMAHA \$12,466.53, FIRST NATIONAL BANK OMAHA - POLICE \$584.00, FLOYD'S TRUCK CENTER, INC. \$114.60, FRANCISCOS BUMPER TO BUMPER IN \$260.00, FRANK PARTS COMPANY \$(0.99), FRANKLIN SANTIAGO \$410.05, FRONTIER OVERHEAD DOOR \$3,123.06, GENERAL TRAFFIC CONTROLS, INC. \$309.00, GOLDSTAR PRODUCTS INC \$1,106.92, GREATAMERICA FINANCIAL SERVICE \$104.83, GT DISTRIBUTORS, INC. \$8,746.00, HDR ENGINEERING, INC. \$3,418.44, HOMETOWN LEASING \$164.55, HYDRO OPTIMIZATION & AUTOMATION \$1,913.34, IDEAL LAUNDRY AND CLEANERS, INC. \$494.43, INDEPENDENT PLUMBING & HEATING \$24.06, INDOFF INCORPORATED \$82.06, INTERNAL REVENUE SERVICE \$55,432.18, INTERSTATE BATTERY \$316.90, IRBY TOOL & SAFETY \$1,165.03, J & A TRAFFIC PRODUCTS \$1,654.20, J RODZ \$85.00, JACK'S UNIFORMS & EQUIPMENT \$266.25, JEO CONSULTING GROUP \$7,544.00, JIRDON AGRI CHEMICALS, INC \$672.00, JOHN HANCOCK USA \$20,583.50, JOHN HANCOCK USA FIRE \$1,075.74, JOHN HANCOCK USA POLICE \$11,213.24, JOHNSON CASHWAY CO. \$93.52, L.L. JOHNSON DISTRIBUTING \$356.40, LEAGUE ASSOC./RISK MANAGEMENT \$2,090.44, LEAGUE OF NE. MUNICIPALITIES \$476.00, LEGACY COOPERATIVE \$11,609.91, MAGPUL INDUSTRIES CORP \$591.30, MARK CHRISMAN TRUCKING \$3,030.00, MASEK DISTRIBUTING INC \$30.33, MB KEM OVERHEAD DOORS \$252.00, MENARDS \$1,160.10, MIDWEST CONNECT \$321.78, MOBIUS COMMUNICATIONS COMPANY \$30.00, MUNICIPAL ENERGY AGENCY OF NE \$330,580.20, MUNICIPAL SUPPLY, INC. OF NE. \$1,784.04, NC CHILD SUPPORT CENTRALIZED COLLECTIONS \$250.36, NEBRASKA CHILD SUPPORT PAYMENT CENTE \$714.93, NEBRASKA DEPARTMENT OF REV (PR) \$14,990.52, NEBRASKA DEPT OF REVENUE \$938.58, NEBRASKA DEPT. OF REVENUE \$64,803.33 ,NEBRASKA LAW ENFORCEMENT \$525.00 ,NEBRASKA PUBLIC HEALTH ENVIRO LAB \$105.00, NEBRASKA PUBLIC POWER DISTRICT \$2,598.87, NEBRASKA TRAVEL ASSOCIATION \$125.00, NKC TIRE \$1,773.31, NORTH PLATTE NRD \$67.00, NORTHWEST PIPE FITTINGS, INC \$2,981.37, OMAHA MAGAZINE, LTD \$695.00, O'REILLY AUTOMOTIVE STORE \$225.56, PANHANDLE ENVIRONMENTAL SERVICE, INC. \$736.00, PANHANDLE HUMANE SOCIETY \$3,168.50 ,PANHANDLE POWER SYSTEMS LLC \$135.00, PEACEFUL PRAIRIE NURSERY, INC \$118.97, PETE'S QUICK LUBE \$241.99, PH & S PRODUCTS, LLC \$292.00, PING INC \$790.98 ,PIPE WORKS PLUMBING LLC \$8,500.00 ,POMP'S TIRE SERVICE INC \$78.00 ,PT HOSE AND BEARING \$149.36, PVB VISA \$11,790.45 ,QUADIANT POSTAGE FUNDING \$20.90 ,RAPID FIRE PROTECTION \$1,380.00 ,REGIONAL CARE INC. \$1,973.13 ,REGIONAL WEST MEDICAL CENTER \$15.00, RIVERSTONEBANK \$646.70, RPM FITNESS \$110.00, RUSSELL'S EXCAVATION & CONSTRUCTION \$1,750.00 ,SANDBERG IMPLEMENT, INC. \$2,188.88, SARGENT DRILLING CO. \$2,694.38 ,SB/GERING LIONS CLUB \$10,000.00, SCB COUNTY REGISTER OF

DEEDS \$60.00, SCB. COUNTY AMBULANCE SERVICE \$316.23, SCOTTS BLUFF COUNTY COURT \$456.06, SCOTTSBLUFF-GERING UNITED WAY \$226.34, SCS ENGINEERS \$4,362.00, SENIOR CITIZENS CENTER \$1,500.00, SIMMONS OLSEN LAW FIRM, P.C. \$4,020.00, SIMON CONTRACTORS \$2,102.00, STRYKER SALES \$875.40, SWANNIES GOLF APPAREL CO \$2,262.96, TERESA TOSH \$17,603.15, TERRY CARPENTER, INC. \$650.00, THOMPSONGLASS, INC. \$200.00, TINA WORTHMAN \$154.00, TITAN MACHINERY INC. \$860.41, TOUR EDGE MFG INC \$719.00, TYLER TECHNOLOGIES \$3,342.50, UMCVB \$450.00, UNITED HEALTH CARE \$139,590.69, UTILITY BILL REFUNDS \$265.91, VALLEY AUTO LOCATORS LLC \$1,101.31, W J R INC. \$562.35, WESCO RECEIVABLES CORP. \$326.53, WESTERN COOPERATIVE COMPANY \$10,288.69, WESTERN PATHOLOGY CONSULTANTS \$344.00, WHITING SIGNS, LLC \$1,000.00, WYOMING FIRST AID & SAFETY \$295.81, YMCA OF SCOTTSBLUFF \$1,017.00, TOTAL CLAIMS \$870,032.50

Motion by Councilmember Gillen to approve the Consent Agenda. Second by Councilmember Morrison. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

CURRENT BUSINESS:

1. Future Agenda Item Request by Jay Sturdevant, Scotts Bluff National Monument Superintendent

Scotts Bluff National Monument Superintendent, Jay Sturdevant, addressed Council and stated that he has been at the park for a little over a year. He thanked Administrator Heath for helping him get his bearings in Gering, Tina Worthman for being a great resource, as well as Mike Davies and Jim Scott for their assistance with a water line issue. He also thanked the Gering Police Department for supporting their law enforcement division. He then invited the Council to come out to the park for a tour to show them what they're working on and what the next couple of years at the monument might look like.

2. Consider approving a Final Plat of Lot 1 & 2 Block 1, TJR Subdivision, a subdivision to the City of Gering, Scotts Bluff County, Nebraska - generally located at the northeast intersection of 10th Street and Lockwood Road

City Engineer, Annie Folck, stated that the City has received an application for a Final Plat for Lot 1 & 2, Block 1, TJR Subdivision, a subdivision to the City of Gering. Currently, the property consists of two separate parcels which are unplatted (they are tax lots), and are owned by the same person. The property owner would like to move the lot line in order to be able to sell a portion of one of the properties while retaining the remainder of the property and combining it with the adjacent parcel to the north. She showed the new lot lines on overhead screens and explained that both lots already have access to a developed street as well as access to all utilities. If the properties had been platted in the past, this could have been done administratively, but since they are unplatted, moving the lot line requires approvals from Planning Commission and City Council. The Planning Commission recommended approval at their meeting on April 7; staff recommends approval as well.

Motion by Councilmember Gillen to approve a Final Plat of Lot 1 & 2 Block 1, TJR Subdivision, a subdivision to the City of Gering, Scotts Bluff County, Nebraska - generally located at the northeast intersection of 10th Street and Lockwood Road. Second by Councilmember O'Neal. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

3. Consider approving an Ag Estate Dwelling Site by Wilford Kaufman Farms Inc. on property located on the East Half of the Southeast Quarter of Section 9 Township 21 North, Range 55 West of the 6th P.M., Scotts Bluff County, Nebraska - generally located at the northwest intersection of Robidoux Road and County Road 20

Engineer Folck explained that the City received an application for an Ag Estate Dwelling Site. The owner of the property would like to separate the existing farmstead from the remainder of the property as an Ag Estate Dwelling Site. The farmstead site consists of 4.81 acres, and the remainder of the property consists of 154.36 acres, 80 acres of which will be held in reserve as agricultural land in order to meet the requirements of the City's Zoning Code. This is an existing farmstead and the remainder of the property meets the minimum requirements by code. The Planning Commission recommended approval at their meeting on April 7. Staff also recommends approval.

Motion by Councilmember Gillen to approve an Ag Estate Dwelling Site by Wilford Kaufman Farms Inc. on property located on the East Half of the Southeast Quarter of Section 9 Township 21 North,

Range 55 West of the 6th P.M., Scotts Bluff County, Nebraska - generally located at the northwest intersection of Robidoux Road and County Road 20. Second by Councilmember Cecil. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

4. Consider approving and authorizing the Mayor to sign a Master Short Form Agreement for Professional Services and Task Order 001 by and between the City of Gering and HDR Engineering, Inc.

Engineer Folck stated that the City's landfill is nearing its final capacity and will need to be closed in accordance with all applicable solid waste regulations. The agreement with HDR Engineering, Inc. is to do the closure design and engineering for the landfill, including construction quality assurance. This will include evaluating different options for closure, such as an ET (evapotranspiration) cap, which would provide more options for long-term use of the site for recreation and reestablishment of vegetation. The City has been working with two different landfill engineering consultants over the last few years and both have done excellent work. Proposals were received from both consultants; staff is recommending that the HDR proposal is the best fit for the City's needs.

Motion by Councilmember Morrison to approve and authorize the Mayor to sign a Master Short Form Agreement for Professional Services and Task Order 001 by and between the City of Gering and HDR Engineering, Inc. Second by Councilmember Wiedeman. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

5. Consider approving and authorizing the Mayor to sign a Memorial Donation and Placement Agreement by and between the City of Gering and Reunited in Heaven (Angel of Hope Memorial Committee)

Director of Parks and Recreation, Amy Seiler, explained the Reunited in Heaven organization has been planning and fund raising since roughly 2017-2018 to build a memorial for parents who have lost children. It will be located in Gentry Park (and was previously approved by Council). This agreement lays out what the City's relationship will be with this organization. It outlines maintenance, costs of repairs, insurance, and those types of things. It can be reviewed periodically to make sure everyone is in line with what each group's expectations are. If someday that organization ceases to exist, there would be another conversation on what it would look going forward.

Councilmember Wiedeman asked if they've started work in that park. Ms. Seiler replied that yes, they have started Phase I which is the ADA walkway that leads to the Angel of Hope Memorial. She further explained the plaza area that would house the Angel of Hope; the statue is actually sitting in the park building shop for the time being.

Motion by Councilmember Wiedeman to approve and authorize the Mayor to sign a Memorial Donation and Placement Agreement by and between the City of Gering and Reunited in Heaven (Angel of Hope Memorial Committee). Second by Councilmember Morrison. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

6. Consider approving and authorizing the Mayor to sign an Oregon Trail Creative District MOU between the City of Gering (Tourism Office), TCD (Trusted Community Development), and the Gering Merchants Association

Director of Tourism, Tina Worthman, explained that the proposed Memorandum of Understanding (MOU) establishes a collaborative partnership between the City of Gering, the Gering Merchants Association, and Trusted Community Development in support of the Gering Oregon Trail Creative District application process through the Nebraska Arts Council Creative Districts Program. The MOU outlines the roles and responsibilities of each partner organization in supporting the planning, promotion, and long-term sustainability of the Creative District. The City of Gering would serve as the lead administrative entity for the district, coordinating project oversight, communication, and implementation efforts in partnership with community stakeholders.

Approval of this item would formalize the partnership structure required for the Creative District application through the Nebraska Arts Council and supports ongoing collaboration focused on arts, culture, placemaking, downtown vitality, and community engagement. The MOU does not create new financial obligations beyond existing or future

approved budget allocations. She stated that their group, comprised of Rita Stinner, Jay Sturdevant, Gretchen Peters, her, and people who are invested in the arts in the community have worked together to make this creative district possible. The proposed district is centered around the downtown corridor – The Civic Plaza, the Civic Center, along M Street and up through Legacy of the Plains to the Scotts Bluff National Monument.

Through community engagement, they asked residents what they wanted to see in the creative district. There is strong interest in murals, sculptures (already in place), programming in the plaza (already happening), and future planning.

Councilmember Gillen asked if there will be a governing board. Ms. Worthman replied that it's a community group; they don't really have a "governing body" at this point. It's more of a collaborative group, similar to Scottsbluff's Creative District; the City of Scottsbluff oversees that part but it's just a group that has a common goal. He asked how expenditures would be handled. Ms. Worthman replied that they would go through the budget process. Once it's designated with the Nebraska Arts Council, there's a \$10,000 grant to start working on a strategic plan. There's also a possibility of up to \$100,000 in continuing grants.

Motion by Councilmember Gillen to approve and authorize the Mayor to sign an Oregon Trail Creative District MOU between the City of Gering (Tourism Office), TCD (Trusted Community Development), and the Gering Merchants Association. Second by Councilmember O'Neal. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

7. Consider approving and authorizing the Mayor to sign an Agreement for Mosquito Control between the City of Gering and the City of Terrytown

Motion by Councilmember Gillen to approve and authorize the Mayor to sign an Agreement for Mosquito Control between the City of Gering and the City of Terrytown. Second by Councilmember Morrison. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

8. Consider Approving Occupation Tax Grant Fund Request for Oregon Trail Days

Tourism Director Worthman stated that the Occupation Tax Advisory Committee reviewed a funding request from the Oregon Trail Days Committee for the 2026 Interactive Experience & Photography Project. The project is designed to enhance visitor engagement through branded photo installations, themed props, and professional photography at multiple Oregon Trail Days locations, including downtown Gering and Five Rocks Amphitheater. These enhancements are intended to encourage multi-day attendance, increase overnight stays, and generate tourism-related promotion through shared imagery and social media content. The Occupation Tax Grant Fund Advisory Committee recommended approval of the full \$4,000 request.

Motion by Councilmember Wiedeman to approve an Occupation Tax Grant Fund Request for Oregon Trail Days in the amount of \$4,000. Second by Councilmember Gillen. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

9. Consider Approving Occupation Tax Grant Fund Request for 308 Truck Show

Ms. Worthman explained that the Drive 308 Truck Show will be held in conjunction with the July 3rd fireworks celebration at/near the amphitheater. The event is intended to attract automotive enthusiasts and visitors to Gering while supporting local businesses and community activity. The Occ Tax Committee recommended partial funding in the amount of \$2,000 to support eligible tourism-related expenses, including City fees, advertising, and lodging expenses associated with the event.

Motion by Councilmember Morrison to approve an Occupation Tax Grant Fund Request for the 308 Truck Show in the amount of \$2,000. Second by Councilmember Gillen. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

10. Consider Approving Occupation Tax Grant Fund Request for PVC Monument Marathon

Ms. Worthman stated that the advisory committee reviewed a funding request from the WNCC Foundation for the 2026 PVC Monument Marathon. The event attracts runners and visitors from across the region and nation, generating overnight stays, local spending, and tourism exposure for Gering and Scotts Bluff County. Grant funds will support targeted tourism advertising, participant shirts, and professional photography used to promote the event and the community. The committee recommended approval of the full \$10,000 request.

Motion by Councilmember O'Neal to approve an Occupation Tax Grant Fund Request for the Platte Valley Companies Monument Marathon in the amount of \$10,000. Second by Councilmember Weideman. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

11. Consider Approving Occupation Tax Grant Fund Request for Class B State Golf

Ms. Worthman stated that the Class B State Golf Host Committee applied for support of the 2026 NSAA Class B Boys and Girls State Golf Championships to be held in Gering/Scottsbluff. The event brings high school athletes, coaches, and families from across Nebraska to the area, generating overnight stays, dining, retail activity, and tourism-related spending. The committee recommended approval of the full \$4,000 request to assist with hosting expenses associated with the championships.

Motion by Councilmember Gillen to approve an Occupation Tax Grant Fund Request for Class B State Golf in the amount of \$4,000. Second by Councilmember O'Neal. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

BIDS/PROPOSALS:

1. Consider approving Parks Department Storage Building Bid – Parks and Recreation Department

Engineer Folck explained that the Parks Department budgeted for a new storage building to replace the one that was taken down when the Ballpark Substation was built. The Electric Department is contributing \$40,000 to the project to reimburse the Parks Department for the building that they had to tear down. The project was publicly bid and one bid was received from Mark Chrisman Trucking for \$153,720, which was higher than what was budgeted. Staff has been working with the contractor to value engineer the project to reduce costs within budget. After reducing the size of the building from 50'X60' to 42'X60', and making a few other minor changes such as scheduling, the contractor provided deductions that brought the total project cost to \$115,816, which is within the budgeted amount and leaves a little to do the electrical once it's built. Staff is comfortable with the changes and believe it's big enough to meet the needs of the Parks Department. It will be completed within this fiscal year. Staff recommends going with the proposal from Mark Chrisman Trucking, with the noted changes, in the amount of \$115,816.

Councilmember Shields asked the location of the building. Engineer Folck replied that it will be near the Parks Department maintenance building, roughly located on the other side of the sod house; east of Overland Trails Road. Councilmember Morrison asked if in the long run, staff would regret go for the bigger building; could it be added onto in any way? Ms. Folck replied that staff would really like to go bigger, but there aren't funds to do the bigger building. There isn't really a way to add on because of the location. Director of Parks and Recreation, Amy Seiler, replied that staff have discussed it and they will have the ability to add a mezzanine which they believe would be sufficient storage up above. She believes the size will work for the department. Engineer Folck added that the walls will be built high enough to add a mezzanine; essentially a loft. Ms. Seiler noted that additional landscaping

will be added after the building is constructed. The building will be a buff color to match some of the other Park Department structures. It will store baseball equipment (in the loft area) and numerous other items.

Motion by Councilmember Gillen to award the Parks Department Storage Building Bid to Mark Chrisman Trucking in the amount of \$115,816.00. Second by Councilmember Wiedeman. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

2. Consider approving the purchase of a 2026 Chevy Silverado 2500HD 4WD Crew Cab Work Truck and long box – Water Department

Public Works Director, Mike Davies, stated that funds were budgeted in the FY26 Budget to replace one pickup that will replace a 2014 Ford F250 pickup with roughly 91,000 miles. That pickup will go to the Wastewater Department and be converted for a spraying truck. He sought bids from the state bid and two local dealerships:

Husker Auto Group	\$49,707.77 - 2026 Chevy Silverado 2500 4x4 Crew Cab
Transwest Ford	\$49,886.00 - 2026 Ford F250 Super Cab XL 4x4
Anderson Ford	\$50,207.00 - 2026 Ford F250 Super Cab XLT 4x4
Team Chevrolet	\$53,165.00 - 2026 Chevy Silverado 2500 4x4 crew cab

Additional equipment will be a single wheel long box (flatbed) estimated at \$11,000 plus \$800 for installation, bringing the total for the pickup and long box to \$60,507.77. Sales tax for the pickup and long box combined will run approximately \$4553.08 for a total of \$66,060.85. He can make up the overage in the Capital Outlay Equipment line item. This vehicle Delivery to dealership is expected within 60-90 days of approval.

Staff recommend Husker Auto Group for the bid. Councilmember Shields suggested considering Transwest Ford since their bid is only a little higher. Mr. Davies explained that they didn't follow the state bid specs; they bid an XL instead of an XLT. Councilmember Morrison asked why they're going with a flatbed. Mr. Davies explained that they've been installing a utility box, but anymore they are running so small; they can't get as much in them. His crew wanted to try a flatbed like some of the other departments to see if that works better. They'll add a few tool boxes. They want to give it a try to see if City staff like it better.

Motion by Councilmember Cecil to approve the purchase of a 2026 Chevy Silverado 2500HD 4WD Crew Cab Work Truck and long box in the amount of \$66,060.85 From Husker Auto Group for the Water Department. Second by Councilmember Morrison. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

RESOLUTIONS:

1. Consider approving Resolution 4-26-2 to reclassify Deputy Finance Director to Senior Account Clerk and to approve an amended Pay Plan for Officers and Employees of the City of Gering

Human Resources Director, Shannon Goss, stated that the Deputy Finance Director has submitted a resignation. This position was originally established during a time when the City did not have a full-time Finance Director. With the current organizational structure in place, staff recommends redefining the position to better align with operational needs. After reviewing this year's pay review, it is recommended that the position be reclassified as Senior Account Clerk and placed at Grade 18 on the General Pay Scale. Councilmember Morrison asked what the pay grade was before. Finance Director, Lyndsey Mathews, replied grade 24.

Motion by Councilmember O'Neal to approve Resolution 4-26-2 to reclassify Deputy Finance Director to Senior Account Clerk and to approve an amended Pay Plan for Officers and Employees of the City of Gering. Second by Councilmember Gillen. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

RESOLUTION NO. 4-26-2

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

1. That the following Pay Plan for positions of the City of Gering, Nebraska primary, full-time positions be approved and effective May 1, 2026.

**PAY SCHEDULE - GENERAL EMPLOYEES ONLY
NON-EXEMPT EMPLOYEES**

<u>Grade</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>
9	\$15.31	\$16.08	\$16.88	\$17.72	\$18.61	\$19.54	\$20.52	\$21.54	\$22.62
10	\$16.08	\$16.88	\$17.72	\$18.61	\$19.54	\$20.52	\$21.54	\$22.62	\$23.75
11	\$16.88	\$17.72	\$18.61	\$19.54	\$20.52	\$21.54	\$22.62	\$23.75	\$24.94
12	\$17.72	\$18.61	\$19.54	\$20.52	\$21.54	\$22.62	\$23.75	\$24.94	\$26.19
13	\$18.61	\$19.54	\$20.52	\$21.54	\$22.62	\$23.75	\$24.94	\$26.19	\$27.49
14	\$19.54	\$20.52	\$21.54	\$22.62	\$23.75	\$24.94	\$26.19	\$27.49	\$28.87
15	\$20.52	\$21.54	\$22.62	\$23.75	\$24.94	\$26.19	\$27.49	\$28.87	\$30.31
16	\$21.54	\$22.62	\$23.75	\$24.94	\$26.19	\$27.49	\$28.87	\$30.31	\$31.83
17	\$22.62	\$23.75	\$24.94	\$26.19	\$27.49	\$28.87	\$30.31	\$31.83	\$33.42
18	\$23.75	\$24.94	\$26.19	\$27.49	\$28.87	\$30.31	\$31.83	\$33.42	\$35.09
19	\$24.94	\$26.19	\$27.49	\$28.87	\$30.31	\$31.83	\$33.42	\$35.09	\$36.85
20	\$26.19	\$27.49	\$28.87	\$30.31	\$31.83	\$33.42	\$35.09	\$36.85	\$38.69
21	\$27.49	\$28.87	\$30.31	\$31.83	\$33.42	\$35.09	\$36.85	\$38.69	\$40.62

EXEMPT EMPLOYEES ONLY (salaries figured at 80 hours per pay period)

<u>Grade</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>
22	\$28.87	\$30.31	\$31.83	\$33.42	\$35.09	\$36.85	\$38.69	\$40.62	\$42.65
23	\$30.31	\$31.83	\$33.42	\$35.09	\$36.85	\$38.69	\$40.62	\$42.65	\$44.79
24	\$31.83	\$33.42	\$35.09	\$36.85	\$38.69	\$40.62	\$42.65	\$44.79	\$47.03
25	\$33.42	\$35.09	\$36.85	\$38.69	\$40.62	\$42.65	\$44.79	\$47.03	\$49.38
26	\$35.09	\$36.85	\$38.69	\$40.62	\$42.65	\$44.79	\$47.03	\$49.38	\$51.85
27	\$36.85	\$38.69	\$40.62	\$42.65	\$44.79	\$47.03	\$49.38	\$51.85	\$54.44
28	\$38.69	\$40.62	\$42.65	\$44.79	\$47.03	\$49.38	\$51.85	\$54.44	\$57.16
29	\$40.62	\$42.65	\$44.79	\$47.03	\$49.38	\$51.85	\$54.44	\$57.16	\$60.02
30	\$42.65	\$44.79	\$47.03	\$49.38	\$51.85	\$54.44	\$57.16	\$60.02	\$63.02

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

NON-EXEMPT POSITIONS - General Employees Only

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
10	Library Assistant II	14	Recreation Coordinator
12	Animal Control Officer	16	EMS Coordinator
13	Administrative Secretary	18	Senior Account Clerk
13	Customer Service Clerk	18	Deputy City Clerk
13	Landfill Adm. Clerk	19	Combination Building Inspector
14	Admin Support Specialist	19	Engineering Technician
14	Youth Service Librarian	19	Golf Course Superintendent
14	Adult Engagement Librarian	20	City Planner
14	Technical Service Librarian		

* denotes positions that are currently unfilled

EXEMPT POSITIONS - General Professional, Administrative, and Executive

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
22	Library Director	25	Director of Parks, Recreation, & Leisure Services
22	Golf Course Professional	27	City Engineer
23	Director of Human Resources	27	Director of Public Works
24	City Clerk/Asst to City Admin	28	Chief of Police
24	Director of Tourism	28	Electric Superintendent
24	Director of Environmental Services	28	Fire Marshal
24	Police Captain	28	Finance Dir/City Treasurer
24	Street Superintendent		

3. That the Pay Schedule for the positions of Patrol Officer, Detective, and Police Sergeant be approved and effective September 29, 2025.

Hourly Pay Schedule

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Patrol Officer	\$26.91	\$28.26	\$29.67	\$31.15	\$32.71	\$34.34	\$36.06	\$37.86
Police Detective	\$28.30	\$29.72	\$31.20	\$32.76	\$34.40	\$36.12	\$37.92	\$39.82
Police Sergeant	\$30.88	\$32.42	\$34.05	\$35.75	\$37.54	\$39.41	\$41.39	\$43.45

4. That the following Pay Schedule for the below listed IBEW eligible positions of the City of Gering, Nebraska be approved and effective September 29, 2025.

Pay Schedule - IBEW Eligible Employees Only - Hourly Rates

Grade	A	B	C	D	E	F	G	H	I
3	\$ 18.08	\$ 18.98	\$ 19.93	\$ 20.93	\$ 21.98	\$ 23.08	\$ 24.23	\$ 25.44	\$ 26.71
4	\$ 18.98	\$ 19.93	\$ 20.93	\$ 21.98	\$ 23.08	\$ 24.23	\$ 25.44	\$ 26.71	\$ 28.05
5	\$ 19.93	\$ 20.93	\$ 21.98	\$ 23.08	\$ 24.23	\$ 25.44	\$ 26.71	\$ 28.05	\$ 29.45
6	\$ 20.93	\$ 21.98	\$ 23.08	\$ 24.23	\$ 25.44	\$ 26.71	\$ 28.05	\$ 29.45	\$ 30.92
7	\$ 21.98	\$ 23.08	\$ 24.23	\$ 25.44	\$ 26.71	\$ 28.05	\$ 29.45	\$ 30.92	\$ 32.47
8	\$ 23.08	\$ 24.23	\$ 25.44	\$ 26.71	\$ 28.05	\$ 29.45	\$ 30.92	\$ 32.47	\$ 34.09
9	\$ 24.23	\$ 25.44	\$ 26.71	\$ 28.05	\$ 29.45	\$ 30.92	\$ 32.47	\$ 34.09	\$ 35.80
10	\$ 25.44	\$ 26.71	\$ 28.05	\$ 29.45	\$ 30.92	\$ 32.47	\$ 34.09	\$ 35.80	\$ 37.59
11	\$ 26.71	\$ 28.05	\$ 29.45	\$ 30.92	\$ 32.47	\$ 34.09	\$ 35.80	\$ 37.59	\$ 39.47
12	\$ 28.05	\$ 29.45	\$ 30.92	\$ 32.47	\$ 34.09	\$ 35.80	\$ 37.59	\$ 39.47	\$ 41.44
13	\$ 29.45	\$ 30.92	\$ 32.47	\$ 34.09	\$ 35.80	\$ 37.59	\$ 39.47	\$ 41.44	\$ 43.51
14	\$ 30.92	\$ 32.47	\$ 34.09	\$ 35.80	\$ 37.59	\$ 39.47	\$ 41.44	\$ 43.51	\$ 45.69
15	\$ 32.47	\$ 34.09	\$ 35.80	\$ 37.59	\$ 39.47	\$ 41.44	\$ 43.51	\$ 45.69	\$ 47.97
16	\$ 34.09	\$ 35.80	\$ 37.59	\$ 39.47	\$ 41.44	\$ 43.51	\$ 45.69	\$ 47.97	\$ 50.37

HOURLY POSITIONS - IBEW Employees Only

Grade	Class Titles	Grade	Class Titles
3	Cemetery Caretaker / Park Maintenance Worker I	9	Sanitation Coordinator
4	Solid Waste Handler	9	Water/Wastewater Operator III
4	Equipment Operator	10	Electric Line Apprentice
4	Water/Wastewater Operator I	10	Wastewater Treatment Plant Operator
5	Heavy Equipment Operator	10	Electric Meter/Service Man
6	Water/Wastewater Operator II	10	Park Maintenance Supervisor
6	Park Maintenance Worker II	10	Street Supervisor
7	Cemetery Sexton	12	Water/Wastewater Supervisor
8	Master Mechanic	15	Electric Journeyman/Lineman
8	Maintenance Mechanic	16	Electric Line Crew Supervisor
8	Storekeeper/Purchasing Agent		

* denotes positions that are currently unfilled

5. That the following Pay Schedule for positions in seasonal and part-time positions of the City be approved and effective January 1, 2026.

PAY SCHEDULE - GENERAL EMPLOYEES - PART TIME & SEASONAL

Grade	A	B	C	D	E	F
1	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25
2	\$15.50	\$15.75	\$16.00	\$16.25	\$16.50	\$16.75
3	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50	\$17.75
4	\$17.50	\$17.75	\$18.00	\$18.25	\$18.50	\$18.75
5	\$18.50	\$18.75	\$19.00	\$19.25	\$19.50	\$19.75
6	\$19.50	\$19.75	\$20.00	\$20.25	\$20.50	\$20.75
7	\$20.00	\$20.25	\$20.50	\$20.75	\$21.00	\$21.25
8	\$20.50	\$20.75	\$21.00	\$21.25	\$21.50	\$21.75

HOURLY POSITIONS - Seasonal & Part time Positions Only

Grade	Class Titles	Grade	Class Titles
1 / A	School Crossing Guard	2	Lifeguard
1 / A	Library Page	3	Maintenance Support-Part Time
1 / A	Clubhouse Attendant I	3	FD Support Tech
1 / A	Pool Cashier	4	Assistant Pool Manager
1 / A	Laborer I	4	Camp Host
1	Fire Intern	4	Electric Intern
1	Laborer II	4	Golf Pro Assistant
1	Clubhouse Attendant II	5	Assistant Clerk - Part Time
2	Tourism Intern	8	Pool Manager
2	Library Assistant I		

Passed and approved this _____ day of _____, 2026.

ATTEST:

Mayor

City Clerk

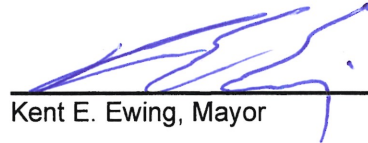
CLOSED SESSION: (Council reserves the right to enter into closed session if deemed necessary.) None.

OPEN COMMENT: Discussion or action by Council regarding unscheduled business will not take place. This section is for citizen comment only. None

ADJOURN:

Motion by Councilmember Gillen to adjourn. Second by Councilmember O'Neal. There was no discussion. Mayor Ewing called for the vote. AYES": Shields, Gillen, Cecil, Kinsey, Wiedeman, O'Neal, Morrison, Jackson. "NAYS": None. Abstaining: None. Absent: None. Motion carried.

Meeting adjourned at 6:43 p.m.



Kent E. Ewing, Mayor

ATTEST:



Kathleen J. Welfl, City Clerk



