

**THE OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE GERING CITY COUNCIL,  
October 14, 2024**

A regular meeting of the City Council of Gering, Nebraska was held in open session on October 14, 2024 at 6:00 p.m. at Gering City Hall, 1025 P Street, Gering, NE. Present were Mayor Ewing and Councilmembers Shields, Gillen, Backus, Bohl, Wiedeman, O'Neal, Morrison, Cowan. Also present were City Administrator Pat Heath, City Clerk Kathy Welfl and City Attorney Jim Ellison. Notice of the meeting was given in advance by publication in the Star-Herald, the designated method of giving notice. 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 councilmember 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 September 23, 2024 Special City Council meeting
2. Approve minutes of the September 23, 2024 Regular City Council meeting
3. Approve Claims
4. Approve August, 2024 Financial Report

**Claims 9/24/24 thru 10/14/24**

A & A PORTA POTTIES \$450.00, ABC BROKERAGE, LLC \$21,575.30, ACE HARDWARE \$1,656.94, ACUSHNET COMPANY \$2,154.91, ADRIANNE OR TATUM MORGAN \$75.00, AIR MED CARE NETWORK \$9,225.00, ALLO COMMUNICATIONS \$3,161.29, AMAZON CAPITAL SERVICES \$1,584.34, AMERITAS LIFE INSURANCE COPR. \$601.18, AT&T MOBILITY \$292.98, AUTREY SUPPLY CO \$373.66, BEELINE SERVICE NC \$130.00, BENZEL PEST CONTROL \$165.00, BIG MACK HEATING & COOLING \$4,759.00, BLUFFS FACILITY SOLUTIONS \$718.67, BORDER STATES INDUSTRIES, INC \$6,301.23, BRENNEN MARTINEZ \$242.00, BRETHOURS HONEYWAGON EXPRESS \$200.00, CALLAWAY GOLF COMPANY \$942.00, CAMPSPOT \$1,100.49, CARR-TRUMBULL LUMBER COMPANY \$510.04, CITY OF GERING \$23,713.28, CITY OF SCOTTSBLUFF \$8,323.50, COLUMN SOFTWARE, PBC \$392.30, CONNECTING POINT \$82.20, CONNIE CAMACHO \$300.00, CONSUMER REPORTS \$26.00, CONTRACTOR SERVICES INC \$2,175.00, CONTRACTORS MATERIALS, INC. \$1,733.00, CORE & MAIN LP \$6,521.34, CROSSCOUNTRY COURIER INC \$288.11, DEARBORN LIFE INSURANCE COMPAN \$116.96, DESTINEY SCHAMEL \$75.00, DOCU-SHRED LLC \$45.00, DON MILLER \$150.00, DOOLEY OIL \$517.59, DUTTON-LAINSON COMPANY \$4,413.52, EAKES INC \$223.85, EAST PENN MANUFACTURING CO. \$747.65, EJS SUPPLY, LLC \$25,832.00, ELLISON, KOVARIK & TURMAN LAW \$5,955.00, ENERGY LABORATORIES INC. \$580.00, ESRI \$1,750.00, FASTENAL COMPANY \$459.94, FAT BOYS TIRE & AUTO \$627.27, FEDEX \$474.72, FIRST NATIONAL BANK OF OMAHA \$8,116.21, FIRST NATIONAL BANK OMAHA - POLICE \$584.00, FISHER WELL SERVICE, INC \$1,924.00, FLOYD'S TRUCK CENTER, INC. \$2,933.51, FRANK PARTS COMPANY \$691.86, FRESH FOODS INC. \$47.72, FRONTIER OVERHEAD DOOR \$5,700.00, FYR-TEK, INC. \$1,860.50, GALLS, AN ARAMARK COMPANY \$51.94, GEORGIA WESTERN \$16,556.75, GERING VOLUNTEER FIRE DEPT. \$270.00, GFSI LLC \$3,088.69, GRAINGER \$345.28, GREATAMERICA FINANCIAL SERVICE \$100.00, HARBOR FREIGHT TOOLS \$654.17, HAWKINS & COMPANY \$32,000.00, HEALTHBREAK, INC. \$610.00, HYDRO OPTIMIZATION & AUTOMATION \$329.22, IDEAL LAUNDRY AND CLEANERS, INC. \$2,031.79, INDEPENDENT PLUMBING & HEATING \$1,781.73, INDOFF INCORPORATED \$1,592.56, INGRAM LIBRARY SERVICES \$1,172.92, INTERNAL REVENUE SERVICE \$52,422.23, INTRALINKS, INC. \$6,930.63, IRBY TOOL & SAFETY \$2,695.03, JAMES & REBECCA MCALLISTER \$24,912.90, JIRDON AGRI CHEMICALS, INC \$16,251.68, JOHN HANCOCK USA \$17,941.40, JOHN HANCOCK USA FIRE \$799.83, JOHN HANCOCK USA POLICE \$9,356.86, JOHNSON FEED INC \$6,902.00, JOHNSON SERVICES \$11,225.00, JORDAN MCBRIDE \$72.54, KRISTINA BAKER \$440.00, LEGACY COOPERATIVE

\$24,252.45, LISA GUHN \$75.00, LOGOZ LLC \$1,934.00, LOST RIVER SAND & GRAVEL, INC \$7,870.00, MALY MARKETING \$252.80, MASEK DISTRIBUTING INC \$250.00, MATHESON TRI-GAS INC \$175.74, MATT HOLCOMB \$305.52, MENARDS \$2,331.88, MIDWEST CONNECT \$3,275.50, MIDWEST LABORATORIES, INC. \$1,011.00, MOBIUS COMMUNICATIONS COMPANY \$30.00, MUNICIPAL ENERGY AGENCY OF NE \$325,104.89, MUNICIPAL SUPPLY, INC. OF NE. \$7,545.30, MUTUAL OF OMAHA \$4,665.82, NEBRASKA CHILD SUPPORT PAYMENT CENTE \$714.93, NEBRASKA DEPT OF ENVIRONMENT AND EN \$13,035.18, NEBRASKA DEPT OF REVENUE \$25.00, NEBRASKA GOLF ASSOCIATION \$50.00, NEBRASKA LIBRARY COMMISSION \$843.50, NEBRASKA MUNICIPAL CLERK ASSOC \$200.00, NEBRASKA PUBLIC HEALTH ENVIRO LAB \$326.00, NEBRASKA SAFETY AND FIRE EQUIPMENT, INC \$171.00, NEBRASKA STATEWIDE ARBORETUM \$150.00, NMC INCORPORATED \$1,830.40, NOREGON SYSTEMS, LLC \$7,073.67, NORTHWEST PIPE FITTINGS, INC \$730.46, OPEN A NINE, LLC \$505.05, PANHANDLE AREA DEVELOPMENT \$7,536.32, PANHANDLE CONCRETE PROD. INC. \$1,580.00, PANHANDLE ENVIRONMENTAL SERVICE, INC. \$225.00, PANHANDLE GEOTECHNICAL & \$224.00, PATTLEN ENTERPRISES, INC \$1,176.10, PETE'S QUICK LUBE \$200.30, PHILIP SCHMITT \$109.88, PING INC \$392.62, PLATTE RIVER GLASS \$325.87, POWERPLAN OIB \$3,093.69, PRECISION AIR \$100.00, PRESTIGE FLAG \$180.27, PREVENTION \$36.00, PT HOSE AND BEARING \$1,301.43, QUADIANT LEASING USA \$858.00, QUADIANT POSTAGE FUNDING \$824.08, R & C WELDING & FABRICATION \$745.31, REGIONAL CARE INC. \$211,137.95, RIVERSTONE BANK \$620.45, ROAD BUILDERS \$594.93, ROBERT GLEIM \$67.00, RUSSELL'S EXCAVATION & CONSTRUCTION \$7,625.00, SANDBERG IMPLEMENT, INC. \$4,969.18, SAPP BROS \$12,465.29, SARGENT DRILLING CO. \$27,718.84, SCB. COUNTY SHERIFF OFFICE \$147.60, SCHANK ROOFING SERVICE \$21,562.84, SCOTTS BLUFF COUNTY COURT \$250.98, SCOTTSBLUFF/GERING STATE GOLF C/O OTCF \$2,000.00, SCOTTSBLUFF-GERING UNITED WAY \$223.67, SHERWIN WILLIAMS \$2,049.50, SIMMONS OLSEN LAW FIRM, P.C. \$1,382.50, SIMON CONTRACTORS \$24,820.85, SPEAK WRITE \$46.64, SUNSET LAW ENFORCEMENT \$1,029.35, TAYLOR MADE GOLF COMPANY \$467.34, TEAM CHEVROLET \$425.00, TERESA TOSH \$24,365.87, THE TORO COMPANY \$175.00, THOMPSON GLASS, INC. \$3,640.00, TICO CUSTOMS, LLC \$150.00, TITAN MACHINERY INC. \$1,940.33, TORRINGTON SOD FARMS \$314.40, TRANSUNION RISK AND ALTERNATIV \$150.00, TRANSWEST \$448.94, TREE MONKEYS LLC \$5,500.00, TYLER TECHNOLOGIES \$5,823.75, TYNDALE \$1,390.95, UNANIMOUS, INC. \$120.00, UTILITY BILL REFUNDS \$165.39, VALLEY AUTO LOCATORS LLC \$335.81, VAN DIEST SUPPLY COMPANY \$7,087.50, VAN PELT FENCING CO., INC. \$1,400.00, VERIZON CONNECT \$25.90, VERIZON WIRELESS SERVICES, LLC \$565.50, W & R INC. \$1,354.86, WESTERN COOPERATIVE COMPANY \$4,249.26, WESTERN NEBRASKA PIONEERS BASEBALL CLUB \$1,667.76, WESTERN PATHOLOGY CONSULTANTS \$91.00, WYOMING FIRST AID & SAFETY \$78.72, ZIMCO SUPPLY CO \$5,000.00, TOTAL \$1,183,425.02

**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, Backus, Bohl, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: None. Motion Carried.**

## **BIDS/PROPOSALS:**

### **1. Approve purchase of Valve Maintenance Skid - Water Department**

Public Work Director, Mike Davies, stated that he put a Valve Maintenance Skid in his budget this year. The original turner the department had was sold to the City of Scottsbluff. It was difficult for the two cities to share an item like that as the state wants the City to turn all of the valves in the system, both water and wastewater; Scottsbluff has twice as many valves as Gering. The skid can be mounted on a pickup which works better and is safer for Water Department personnel. It will turn valves and staff can actually hydro-excavate with it as well. Other City departments can use it, too. It's manufactured by Wachs, as was the last trailer. Staff have had excellent performance with this company and recommend purchasing the Valve Maintenance Skid from Wachs in the amount of \$88,460. Wachs is a sole source for this purchase; lead time is eight weeks.

**Motion by Councilmember Morrison to approve the purchase of a Valve Maintenance Skid from Wachs Utility Products in the amount of \$88,460. Second by Councilmember Wiedeman. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Backus, Bohl, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: None. Motion Carried.**

### **2. Approve Fall 2024 Gasoline Fuel Bid**

City Engineer, Annie Folck, stated that the City advertised for fall fuel bids, gasoline and diesel. The low bid for gasoline was Legacy Cooperative at \$2.684 per gallon for a total of \$42,944.00 for 16,000 gallons. Along with these fuel bids, bidders were asked to include an emergency fuel delivery plan. After reviewing that plan with legal, staff is recommending that Council approve the low bidder for gasoline. Staff did not

feel that the differences in the emergency plans were enough to make any difference on whether or not the City goes with this bidder for the gasoline.

**Motion by Councilmember O'Neal to award the Fall 2024 gasoline fuel bid to Legacy Coop in the amount of \$42,944.00. Second by Councilmember Gillen. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Backus, Bohl, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: None. Motion Carried.**

### **3. Approve Fall 2024 Diesel Fuel Bid**

Engineer Folck stated that three bids were received for fuel bids. The low bid for diesel was Sapp Brothers for the price of \$3.15 per gallon for #1 diesel, \$2.77 per gallon for #2 diesel. The second lowest bid was Westco at \$3.215 per gallon for #1 diesel and \$2.815 per gallon for #2 diesel. Bidders were asked to submit an emergency plan for fuel delivery in the event of power outages, highway closures due to inclement weather, and emergency circumstances which would require rapid delivery of fuel. The main one that there was a difference on between these two bidders was highway closures due to inclement weather. That's because Westco has bulk fuel storage here in Gering, whereas Sapp Brothers would be coming from Sidney. Sapp Brothers did state that if highways were closed, they would not be able to get fuel to Gering for 12 hours after the highways reopen. They stated that they would keep monitors on the City's tanks to make sure the tanks are full; they monitor the weather carefully. They would make sure the City's tanks are full before a storm. After discussing this with legal, it's a very small difference between the costs, roughly a \$1,534.00 difference. Legal was of the opinion that there would be some justification if Council should choose to go with a different bidder rather than the lowest bidder. The justification would be based on concerns about fuel delivery should the highways be closed for an extended period of time. Staff's recommendation is that it be one of these two bids. If Council should choose to go with a bid other than the lowest bidder, the reasons why need to be stated.

Councilmember Morrison asked if it would happen that the City would use all the diesel it has at one time. Engineer Folck replied she doesn't think that has ever happened. In talking to Casey Dahlgrin, Transportation Superintendent, the most they could use is 700 gallons a day. There is a 1000-gallon tank at Central Stores and an additional 1500-gallon tank at the Landfill that could be used in the event of an emergency.

Administrator Heath stated that another consideration (staff found out in the April storm) is the City has several generators that operate the water plant and wastewater plant. Those have an 18-24 hour run time with the fuel tanks on those (that are diesel). It's not just trucks that run on diesel.

Councilmember Backus asked about the fuel truck at the Landfill and if staff need to consider having fuel that staff can transport as opposed to relying on the gas companies. Administrator Heath replied that there isn't a fuel truck at the Landfill, but there's a trailer with a propane tank that has been modified. It's not something staff could use to drive on the roads, it's used to drive down to the pit to fuel heavy equipment. However, it's something that staff could consider in the future.

Councilmember Gillen asked if there are monitors on the fuel tanks now. Engineer Folck replied that it depends on who the City gets the fuel from. In the past, Coop put monitors on and Sapp Brothers said they would put monitors on. She doesn't believe Westco does. Councilmember Gillen clarified that it would be up to staff to monitor (in that case); Engineer Folck replied, yes. Councilmember Wiedeman added that she thinks Westco would have monitors available, staff would just have to ask for them.

**Motion by Councilmember Gillen to award the diesel fuel bid at \$2.77 per gallon for #2 diesel (\$7,202 total) and \$3.15 per gallon for #1 diesel (\$68,670 total) to the lowest bidder, Sapp Brothers. Second by Councilmember Morrison. There was no discussion. Mayor Ewing called for the vote. "AYES": Gillen, Morrison. "NAYS": Shields, Backus, Bohl, Wiedeman, O'Neal, Cowan. Abstaining: None. Absent: None. Motion failed.**

**Motion by Councilmember Shields to award the diesel fuel bid Westco based on their emergency fuel plan for the purchase of \$70,087 total for #1 diesel and \$7,319 total for #2 diesel. Second by Councilmember Bohl.**

**Discussion:** Councilmember Gillen asked if the reason was based on time. Does it need to be clarified in the motion that it's based on time of delivery? City Attorney Ellison stated yes, the time of delivery, the amount that's on hand; as long as there is something in there to justify it. Councilmember Backus added that he felt they had a better emergency plan put together. They discuss coming from multiple locations like Alliance, Torrington, or Oshkosh. Storms don't always come from the same direction. He thinks three locations is a better idea. He doesn't know if having one location on that emergency plan is worth \$1400 in safety. To have that assurance is worth \$1500 to him. Councilmember Wiedeman added that in the instance of fire, six hours could make a big difference and/or if the City runs out of power in the generator. If the supplier has the fuel on hand in Gering, it would be even shorter time. She feels the emergency plan is better suited for what the City may need in the event of an emergency.

**Mayor Ewing called for the vote. "AYES": Shields, Backus, Bohl, Wiedeman, O'Neal, Cowan. "NAYS": Gillen, Morrison. Abstaining: None. Absent: None. Motion carried.**

**PUBLIC HEARINGS:**

**1. Public Hearing regarding the FY 24/25 One and Six Year Street Improvement Plan**

Mayor Ewing opened a public hearing regarding the FY24/25 One and Six Year Street Plan at 6:21 p.m. Casey Dahlgren, Transportation Superintendent, addressed the Council. In addition to the written plan, maps were provided to the Council.

<i>One Year Plan</i>		
Project/Priority #	Street/Description	Est. Cost
GER (8-2020)	Arroyo Road 2" Mill and Overlay of Existing Deteriorated Asphalt Pavement Including Installation of 5 ADA Handicap Ramps	\$ 286,000
GER (9-2020)	Hackberry Drive from Old Oregon Trail Road North to Cross Pan 2" Mill and Overlay of Existing Deteriorated Asphalt Pavement	\$ 60,000
	Total:	\$ 346,000

<i>Six Year Plan</i>		
Project/Priority #	Street/Description	Est. Cost
GER (11-2020)	10th Street from Union Pacific Railroad Tracks to Stable Club Road 2" Mill and Overlay of Existing Deteriorated Asphalt Pavement Including Installation of New Curb/Gutter and Sidewalk	\$ 2,605,000
GER (1-2023)	7th Street from M Street South to Concrete Pavement 2" Mill and Overlay of Existing Deteriorated Asphalt Pavement Including Installation of 10 ADA Handicap Ramps	\$ 290,000
GER (1-2024)	Nelson Avenue 2" Mill and Overlay of Existing Deteriorated Asphalt Pavement Including Installation of 9 ADA Handicap Ramps	\$ 236,000
GER (2-2024)	Q Street from 15th to 19th Street	

	2" Mill and Overlay of Existing Deteriorated Asphalt Pavement Including Installation of 20 ADA Handicap Ramps	\$ 350,000
GER (1-2021)	M Street from 11th Street East to City Limits 2" Mill and Overlay of Existing Deteriorated Asphalt Pavement Including Installation of 19 ADA Handicap Ramps Including Performed Pavement Marking	\$ 2,778,000
GER (3-2022)	Lockwood Road from Old Oregon Trail Road South to City Limit 2" Mill and Overlay of Existing Deteriorated Asphalt Pavement	\$ 358,000
GER (2-2023)	Country Club Road West of Five Rocks 2" Mill and Overlay of Existing Deteriorated Asphalt Pavement Including Installation of 11 ADA Handicap Ramps Including Performed Pavement Marking	\$ 875,000
	Total:	\$ 7,492,000

<i>One Year Plan</i>	<i>Completed Projects</i>	
<b>Project/Priority #</b>	<b>Street/Description</b>	<b>Act. Cost</b>
GER (10-2020)	17th Street from 955 17th South to D Street 2" Mill and Overlay of Existing Deteriorated Asphalt Pavement Including Installation of 4 ADA Handicap Ramps	\$ 171,128
GER (2-2022)	Crescent Drive 2" Mill and Overlay of Existing Deteriorated Asphalt Pavement	\$ 116,086
	Total:	\$ 287,214

Transportation Superintendent Dahlgrin explained the one-year plan, and explained that the six-year plan hasn't really changed, it just has different prices because costs keep going up. Staff are still trying to get a grant for the 10<sup>th</sup> Street project. He also went over the completed projects, shown above. He suggested the City come up with a plan to do some more street projects because the City isn't catching up and it's getting pretty bad.

Councilmember Bohl asked, with the southbound bridge going to be closed for what the County projects as a year, and traffic being re-routed, does it make sense to try to do some of 10<sup>th</sup> Street at the same time? Would it make it easier to get some of that done with the detour already in place for a year? Superintendent Dahlgrin replied that it probably would, but a lot of traffic carries on Country Club Road. If that gets shut down, it puts traffic back on M and U Street. As that project stands right now, it's roughly \$2.6 million.

Councilmember Wiedeman asked how much of the funds from 357 is he able to use at this point. Administrator Heath replied that since those prices have more than doubled since the passage of 357, staff have applied for a Safe Streets For All Grant. There's a lot of red tape, it's Federal Highway. Engineer Folck added that the grant the City has right now is just a planning grant. The goal of this grant is to identify several different projects. She thinks if safety improvements were made to 10<sup>th</sup> Street, it could potentially be one of those. That would open the City up to apply for implementation funds which is an 80/20 split. Staff have met with FHWA and there is a lot of federal money that's available. The planning piece has to

be in place first before applying for those funds. 357 funds could be used as a match. There are also 357 funds earmarked for water and sewer line replacement as well. Superintendent Dahlgrin added that there is money in the budget for the match. Engineer Folck noted that staff are looking at other funding options as well. Discussion followed.

Mayor Ewing asked twice if there was anyone in the Council Chambers wishing to speak regarding the public hearing. Seeing none and with no further comments, the administrative record was closed and the public hearing closed at 6:29 p.m.

**1a. Approve Resolution 10-24-1 authorizing the Mayor to sign the Municipal Annual Certification of Program Compliance to the Nebraska Board of Public Roads Classifications and Standards 2024**

**RESOLUTION 10-24-1**

**Signing of the Municipal Annual Certification of Program Compliance 2024**

**Whereas:** State of Nebraska Statutes, sections 39-2115, 39-2119, 39-2120, 39-2121, and 39-2520(2), requires an annual certification of program compliance to the Nebraska Board of Public Roads Classifications and Standards; and

**Whereas:** State of Nebraska Statute, Section 39-2120 also requires that the annual certification of program compliance by each municipality shall be signed by the Mayor or Village Board Chairperson and shall include the resolution of the governing body of the municipality authorizing the signing of the certification.

**Be it resolved** that the Mayor of Gering is hereby authorized to sign the Municipal Annual Certification of Program Compliance.

Adopted this \_\_\_\_ day of \_\_\_\_\_, 2024 at Gering, Nebraska.

**City Council Members:**

Rebecca Shields	Susan Wiedeman
Michael Gillen	Pam O'Neal
Ben Backus	Julie Morrison
Cody Bohl	Troy Cowan

City Councilmember \_\_\_\_\_ moved the adoption of said resolution. Member \_\_\_\_\_ seconded the motion. Roll call: \_\_\_ Yes \_\_\_ No \_\_\_ Abstained \_\_\_ Absent. Resolution adopted, signed and billed as adopted.

Attest:

\_\_\_\_\_  
(Signature of Clerk)

**Motion by Councilmember Wiedeman to approve Resolution 10-24-1 authorizing the Mayor to sign the Municipal Annual Certification of Program Compliance to the Nebraska Board of Public Roads Classifications and Standards 2024. Second by Councilmember Morrison. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Backus, Bohl, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: None. Motion Carried.**

**CURRENT BUSINESS:**

**1. Approve Resolution 10-24-2 regarding corrected Pay Plan for Officers and Employees of the City of Gering**

**RESOLUTION NO. 10-24-2**

**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 and part-time positions be approved and effective September 30, 2024.

**PAY SCHEDULE - GENERAL EMPLOYEES ONLY**

Grade	A	B	C	D	E	F	G	H	I
9	\$14.86	\$15.60	\$16.38	\$17.20	\$18.06	\$18.97	\$19.91	\$20.91	\$21.96
10	\$15.60	\$16.38	\$17.20	\$18.06	\$18.97	\$19.91	\$20.91	\$21.96	\$23.05
11	\$16.38	\$17.20	\$18.06	\$18.97	\$19.91	\$20.91	\$21.96	\$23.05	\$24.21
12	\$17.20	\$18.06	\$18.97	\$19.91	\$20.91	\$21.96	\$23.05	\$24.21	\$25.42
13	\$18.06	\$18.97	\$19.91	\$20.91	\$21.96	\$23.05	\$24.21	\$25.42	\$26.69
14	\$18.97	\$19.91	\$20.91	\$21.96	\$23.05	\$24.21	\$25.42	\$26.69	\$28.02
15	\$19.91	\$20.91	\$21.96	\$23.05	\$24.21	\$25.42	\$26.69	\$28.02	\$29.42
16	\$20.91	\$21.96	\$23.05	\$24.21	\$25.42	\$26.69	\$28.02	\$29.42	\$30.89
17	\$21.96	\$23.05	\$24.21	\$25.42	\$26.69	\$28.02	\$29.42	\$30.89	\$32.44
18	\$23.05	\$24.21	\$25.42	\$26.69	\$28.02	\$29.42	\$30.89	\$32.44	\$34.06
19	\$24.21	\$25.42	\$26.69	\$28.02	\$29.42	\$30.89	\$32.44	\$34.06	\$35.76
20	\$25.42	\$26.69	\$28.02	\$29.42	\$30.89	\$32.44	\$34.06	\$35.76	\$37.55
21	\$26.69	\$28.02	\$29.42	\$30.89	\$32.44	\$34.06	\$35.76	\$37.55	\$39.43

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

**NON-EXEMPT POSITIONS - General Employees Only**

Grade	Class Titles	Grade	Class Titles
10	Library Assistant II	14	Public Service Librarian
11	Landfill Adm. Clerk	14	Technical Service Librarian
11	Administrative Secretary	16	EMS Coordinator*
11	Customer Service Clerk	17	Deputy City Clerk*
12	Animal Control Officer*	19	Engineering Technician
13	Recreation Coordinator*	19	Golf Course Superintendent
14	Administrative Support Specialist	19	Combination Building Inspector
14	Youth Service Librarian	20	City Planner*

\* denotes positions that are currently unfilled

Grade	A	B	C	D	E	F	G	H	I
22	\$29.42	\$29.42	\$30.89	\$32.44	\$34.06	\$35.76	\$37.55	\$39.43	\$41.40
23	\$29.42	\$30.89	\$32.44	\$34.06	\$35.76	\$37.55	\$39.43	\$41.40	\$43.47
24	\$30.89	\$32.44	\$34.06	\$35.76	\$37.55	\$39.43	\$41.40	\$43.47	\$45.64
25	\$32.44	\$34.06	\$35.76	\$37.55	\$39.43	\$41.40	\$43.47	\$45.64	\$47.92
26	\$34.06	\$35.76	\$37.55	\$39.43	\$41.40	\$43.47	\$45.64	\$47.92	\$50.32
27	\$35.76	\$37.55	\$39.43	\$41.40	\$43.47	\$45.64	\$47.92	\$50.32	\$52.84
28	\$37.55	\$39.43	\$41.40	\$43.47	\$45.64	\$47.92	\$50.32	\$52.84	\$55.48
29	\$39.43	\$41.40	\$43.47	\$45.64	\$47.92	\$50.32	\$52.84	\$55.48	\$58.25
30	\$41.40	\$43.47	\$45.64	\$47.92	\$50.32	\$52.84	\$55.48	\$58.25	\$61.16

**EXEMPT POSITIONS - Professional, Administrative, and Executive (salary figured at 80 hours per pay period)**

Grade	Class Titles	Grade	Class Titles
22	Library Director	24	Director of Environmental Services
22	Golf Course Professional	25	Director of Parks & Rec
23	Police Captain	27	Director of Public Works
23	Director of Human Resources	27	City Engineer
24	Streets Superintendent	28	Chief of Police
24	City Clerk/Asst to City Admin	28	Fire Chief/Marshall
24	Director of Tourism	28	Electric Superintendent
24	Deputy Director of Finance	28	Finance Dir/City Treasurer

3. That the Pay Schedule for the positions of Patrol Officer, Detective, and Police Sergeant be approved and effective September 30, 2024.

**Hourly Pay Schedule**

	1	2	3	4	5	6	7	8
Patrol Officer	\$25.63	\$26.91	\$28.25	\$29.67	\$31.15	\$32.71	\$34.34	\$36.06
Police Detective	\$26.95	\$28.30	\$29.71	\$31.20	\$32.76	\$34.40	\$36.12	\$37.92
Police Sergeant	\$28.42	\$29.84	\$31.33	\$32.90	\$34.55	\$36.27	\$38.09	\$39.99

4. That the following Pay Schedule for the below listed IBEW eligible positions of the City of Gering, Nebraska be approved and effective September 30, 2024.

**IBEW Eligible Positions Only - Hourly Rates**

**Hourly Pay Schedule**

Grade	A	B	C	D	E	F	G	H	I
3	\$ 17.55	\$ 18.43	\$ 19.35	\$ 20.32	\$ 21.34	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.94
4	\$ 18.43	\$ 19.35	\$ 20.32	\$ 21.34	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.94	\$ 27.23
5	\$ 19.35	\$ 20.32	\$ 21.34	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.94	\$ 27.23	\$ 28.59
6	\$ 20.32	\$ 21.34	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.94	\$ 27.23	\$ 28.59	\$ 30.02
7	\$ 21.34	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.94	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.53
8	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.94	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.53	\$ 33.10
9	\$ 23.52	\$ 24.70	\$ 25.94	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.53	\$ 33.10	\$ 34.76
10	\$ 24.70	\$ 25.94	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.49
11	\$ 25.94	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.49	\$ 38.32
12	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.49	\$ 38.32	\$ 40.23
13	\$ 28.59	\$ 30.02	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.49	\$ 38.32	\$ 40.23	\$ 42.25
14	\$ 30.02	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.49	\$ 38.32	\$ 40.23	\$ 42.25	\$ 44.36
15	\$ 31.53	\$ 33.10	\$ 34.76	\$ 36.49	\$ 38.32	\$ 40.23	\$ 42.25	\$ 44.36	\$ 46.58
16	\$ 33.10	\$ 34.76	\$ 36.49	\$ 38.32	\$ 40.23	\$ 42.25	\$ 44.36	\$ 46.58	\$ 48.91

**HOURLY POSITIONS - IBEW Employees Only**

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

5. That the following Pay Schedule for positions in seasonal and part-time of the City be approved and effective September 30, 2024.

**PAY SCHEDULE - GENERAL EMPLOYEES ONLY**

Grade	A	B	C	D	E	F	G
1	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50
2	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00
3	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50
4	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00
5	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50
6	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00

**HOURLY POSITIONS - Seasonal & Part time Positions Only**

Grade	Class Titles	Grade	Class Titles
1/A	School Crossing Guard	3	Library Assistant I
1/A	Library Page	3	Lifeguard
1/A	Clubhouse Attendant I	5	Maintenance Worker
1/A	Cashier	5	Assistant Pool Manager
1	Laborer I	6	Pool Manager
2	Intem	6	Camp Host
2	Laborer II	6	Golf Pro Assistant
2	Clubhouse Attendant II		

Passed and approved this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

Mayor

ATTEST:

\_\_\_\_\_  
City Clerk



**Motion by Councilmember Morrison to approve Resolution 10-24-2 regarding a corrected Pay Plan for Officers and Employees of the City of Gering. Second by Councilmember Gillen.**

**Discussion:** Councilmember O'Neal clarified that the reason for the correction was a Scrivener's error. Mayor Ewing replied, yes. Administrator Heath added that there was a rounding error on the formula as well. HR Director, Shannon Goss, stated there was a rounding error in one of the exempt positions which threw off the whole scale. It was discovered as staff were entering it into the payroll system.

**Mayor Ewing called for the vote. "AYES": Shields, Gillen, Backus, Bohl, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: None. Motion Carried.**

**2. Approve Resolution 10-24-3 regarding Second Amendment to Firefighters' Pension Plan and Trust**

**RESOLUTION NO. 10-24-3**

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

1. Adoption of Amendment and Restatement of the City of Gering, Nebraska Firefighters' Pension Plan: NOW, BE IT RESOLVED, that the City shall amend and it hereby does adopt, effective as of the date set forth below, the Second Amendment to the City of Gering, Nebraska Firefighters' Pension Plan (the "Plan") in the form of the Second Amendment attached hereto and by this reference fully incorporated herein. The purpose of said Amendment is to adopt certain changes enacted under the Cities of the First Class Firefighters Retirement Act, and to adopt such other changes required by applicable law or as otherwise determined to be necessary and appropriate by the City.
2. Authorizations: NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Mayor and other appropriate elected officials and officers of the City of Gering shall be, and they hereby are, authorized to do all things necessary to carry out and accomplish the foregoing Resolution, including the execution of any document or amendment which may be necessary or appropriate to amend and administer the Plan, including such actions as may be necessary or appropriate to achieve and maintain qualification of the Plan under Section 401(a) of the Internal Revenue Code of 1986, as amended, as such sections apply to government plans.

**PASSED AND APPROVED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2024.**

\_\_\_\_\_  
**MAYOR**

**ATTEST:**

\_\_\_\_\_  
**CITY CLERK**

**Motion by Councilmember Cowan to approve Resolution 10-24-3 regarding a Second Amendment to Firefighters' Pension Plan and Trust. Second by Councilmember Bohl. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Backus, Bohl, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: None. Motion Carried.**

**3. Council to Consider an Ag Estate Dwelling Site for a property located in the NW ¼ of Section 15, Township 21N, Range 55W of the 6<sup>th</sup> P.M., Scotts Bluff County**

Engineer Folck explained that the City received an application for an Ag Estate Dwelling Site located southwest of town on Robidoux Road. This AEDS would divide 6.05 acres off from the remainder of the farm. There would be 130.79 acres remaining of the farm, however 80 acres of that has already been used to split off a previous Ag Estate Dwelling. Each 80 acres can only be used once for each AEDS. Once that is taken out, there is 53.97 acres remaining that would be held in reserve for agricultural uses only. The reason for requiring the area to be held in reserve is to make sure that Ag Estate Dwellings are for existing farmsteads or marginal use of land. The point is to not create a bunch of these that allow people to circumvent the requirements of a rural subdivision. The point is more for existing farmsteads or areas where someone who owns the farm might want to build their own house. The goal is to try to minimize the number of these that are done. If only one per every 80 acres can be done, that helps to keep the number of them down. However, the code does allow some flexibility and states that the City *may allow the creation*

of an Ag Estate Dwelling out of less than 80 acres if the intent of the code is maintained. Where this is an existing farmstead, it does not add any population to the area. Some of the concern in the past was about a well being drilled and in that area, there is sometimes a draw down if there are a bunch of wells located too close to each other. If a lot of homes are added out there, it could have an effect on the exiting farmsteads that are out there. This existing farmstead has been there since 1964, staff recommends that this does actually meet the intent of the code and should not affect the character of the district and does meet the criteria for an exception (for less than 80 acres to be held in reserve). Planning Commission recommended approval and staff recommends approval.

Councilmember Backus noted that for a while, the City was getting a lot of these; is this with the streamlining that the City received this one? Engineer Folck replied that the City didn't make any changes to its code. Staff are looking at some changes to help clarify the difference between an existing farmstead versus a new building site. Mostly, there are only a limited number of these out there, so the number has slowed down considerably.

**Motion by Councilmember Shields to approve an Ag Estate Dwelling Site for a property located in the NW ¼ of Section 15, Township 21N, Range 55W of the 6<sup>th</sup> P.M., Scotts Bluff County. Second by Councilmember Gillen. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Backus, Bohl, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: None. Motion Carried.**

**4. Motion to ratify all actions of Pat Heath, City of Gering LARM Representative, identified in the minutes of the Annual Members Meeting of the League Association of Risk Management on October 2, 2024, including the election of nominees to the LARM Board of Directors**

**Motion by Councilmember Gillen to ratify all actions of Pat Heath, City of Gering LARM Representative, identified in the minutes of the Annual Members Meeting of the League Association of Risk Management on October 2, 2024, including the election of nominees to the LARM Board of Directors. Second by Councilmember Bohl.**

**Discussion:** Councilmember O'Neal asked if there's 18 yeses, no "nos", and 211 absent, and every time this has been done, there's 212 to 215 people not even present, what is the value of this? Administrator Heath replied that LARM's by-laws require Council to consider and ratify the actions of the City's representative on the LARM Board. There are over 200 members but not all attend that particular meeting. Councilmember O'Neal commented that it seems there are always 18 or 19 cities that are making decisions for 230 cities. Administrator Heath replied there are only a certain number of members on the LARM Board so usually those are the ones that show up to this meeting.

**Mayor Ewing called for the vote. "AYES": Shields, Gillen, Backus, Bohl, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: None. Motion Carried.**

**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 Morrison. There was no discussion. Mayor Ewing called for the vote. "AYES": Shields, Gillen, Backus, Bohl, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: None. Motion Carried.**

Meeting adjourned at 6:39 p.m.

ATTEST:

Kathleen J. Welfl, City Clerk



Kent E. Ewing, Mayor