

THE OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE GERING CITY COUNCIL, SEPTEMBER 10, 2018

A regular meeting of the City Council of Gering, Nebraska was held in open session on September 10, 2018 at 6:00 p.m. at Gering City Hall, 1025 P Street, Gering, NE. Present were Mayor Kaufman and Councilmembers Smith, Backus, Holliday, Wiedeman, O'Neal, Morrison and Cowan. Also present were City Administrator Lane Danielzuk, City Clerk Kathy Welfl and Acting City Attorney Matt Turman. Absent was Councilmember Gillen. 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 Kaufman called the meeting to order at 6:00 p.m. The Mayor stated that there was a quorum of the Council and City business could be conducted.

1. Recital of the Pledge of Allegiance and Prayer
2. Roll Call
3. Excuse councilmember absence

Councilmember Morrison made a motion to excuse the absence of Councilmember Smith from the August 27, 2018 regular City Council meeting. Second by Councilmember Wiedeman. The Mayor called the vote. "AYES": Smith, Backus, Holliday, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: Gillen. Motion Carried.

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

Mayor Kaufman 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 Council determines that the matter requires emergency action.

CONSENT AGENDA:

1. Approve minutes of the August 27, 2018 regular City Council meeting and the September 5, 2018 Special City Council meeting
2. Approve Claims
3. Approve TCD April – June, 2018 Quarterly Report
4. Approve and file for record Amendment No. 2 pertaining to water main construction previously executed by and between the Nebraska Department of Health and Human Services, Drinking Water Division and the City of Gering

Claims:

8-18-18 to 8-31-18

ACCELERATED RECEIVABLES \$173.70 GARNISHMENT 2, 24/7 FITNESS \$200.00 WELLNESS, 308 EMBROIDERY \$1,398.00 NEW WHITE UNIFORM POLO SHIRTS, A&A POTTIES \$135.00 PORT A POTTY, ABEL PARISH \$260.00 SOUTH DAKOTA ASSIGNMENT, ACTION COMMUNICATIONS INC \$1,079.06 NEW PORTABLE RADIO BATTERIES/PART ON G-12, ACUSHNET CO \$3,112.42 264 GOLF BALLS, ADIDAS \$84.30 WOMENS GOLF SKORTS, AWARDS PLUS \$120.00 UNIFORM FOR BASIC TRNG AT NLETC, BENZEL PEST CONTROL \$142.20 PEST CONTROL GERING FIRE HALL & LANDFILL, BIG MACK \$90.00 WORK ON PUMP, BKD RENTALS LLC \$2,154.20 SEPT 2018 PRAIRIE PINES SUBSIDY, BLUFFS SANITARY SUPPLY \$384.51 HAND SANITIZER/ RESTROOM SUPPLIES/CLEANING SUPPLIES, BORDER STATES INDUSTRIES \$2,408.99 TERMINATION KIT/WIRE/IT TAP CRIMPS/ELECTRIC PARTS/TOOL POUCH, CEN CON LLC \$2,080.00 BORE IN CONDUIT, CITY INSURANCE FUND \$170,186.21 HEALTH PREM 125, CITY OF GERING \$99.85 WING BOARD MEETING, CITY PAYROLL TRUST \$2,865.27 FSA MEDICAL 125, COCHRANE DICK \$910.00 UTAH ASSIGNMENT, CONNECTING POINT \$224.76 COPY CHRG, CONSOLIDATED MANAGEMENT \$124.44 NLETC RILEY MEALS, COZAD SIGNS LLC \$38.00 PARTS G-12/ G-13, CREATIVE SIGNS DIVISION/C \$328.50 RPR ELECTRONIC SIGN, CREDIT BUREAU SRV \$213.01 GARNISHMENT, CREDIT MANAGEMENT SRV \$122.13 GARNISHMENT 2, CRESCENT ELECTRIC SUPPLY \$145.72 PARTS LANDFILL, DEMCO \$327.80 2 PKG LBL PROJECT/1 BX LABELS, DIAMOND VOGEL PAINT CENTER \$24.73 LIFT STATION RPR, DOOLEY OIL INC \$699.33 HYD OIL, DUTTON – LAINSON CO \$2,328.75 METERS & ARRESTER, EASY PICKER GOLF PRODUCTS \$145.10 TOKENS RANGE BALL DISPENSER, ECOLAB \$260.78 PEST CONTROL AMPHITHEATER/CIVIC CENTER/WWTP/FLY CONTROL @ GOLF COURSE, ELECTRIC PUMP \$3,186.38 POND 1B PUMP RPR, EMPFIELD BARBARA \$500.00 REFUND DEP FOR WEDDING, ENERGY LABORATORIES INC \$456.00 WATER LAB, ENVIRO SRV INC \$2,195.50 WATER LAB/ WW LAB, ESC ENGINEERING \$2,135.00 U STREET SUB, FASTENAL CO \$300.30 UPS CHRG/GLOVES & BATTERIES/OPERATING SUPPLIES, FAT BOYS TIRE & AUTO \$673.66 NEW TIRES FOR MARKED VEHICLE/FLAT RPR, FATHOM DIVING \$800.00 DIVE

CLASS 2 FIREFIGHTERS, FCW LLC \$1,538.26 4 FIRE ARMS, FED EX \$211.33 WATER LAB, FIRST STATE BANK \$369.08 IBEW UNION DUES, FLOYD'S SALES & SRV \$6,878.66 WORK G-1, FORT DEARBORN LIFE INS CO \$123.84 FIREFIGHTER LIFE INS, FRANK PARTS CO \$956.47 PARTS FOR OLD TRUCK/BOLTS/SOLENOID/SHOP SUPP/ EQUIPMENT RPR/NEW SWITCH FOR MAINTENANCE/TOOL FOR TIRES/EQUIPMENT RPR, GARDNER DEBORAH \$75.00 ROBIDOUX DEPOSIT REFUND, GARY'S CLEANING & RESTORATION \$720.00 CLEAN CHAIRS, GERING COURIER \$60.00 ADVERTISING, GERING VALLEY PLUMBING & HEATING \$1,424.00 RPR OUTSIDE FAUCET W/KEY/ICE MACHINE RPR & CLEANING, GERING VOLUNTEER FIRE DEPT \$260.00 COMMUNICATIONS TRAINING, GREY HOUSE PUBLISHING \$265.50 1 REF BOOK, GROUND UP CONSTRUCTION \$510.00 JULY 2018 JANITORIAL SRV, HACH CO \$2,942.33 FLUORIDE TEST REAGENTS/PH ELECTRODE, HARRINGTON INDUSTRIAL PLA \$138.22 CHLORINE PUMP RPR, HENNINGS CONSTRUCTION \$400.00 HAUL EXCAVATOR TO CLEAN DITCH, HERTZBERG NEW METHOD INC \$45.18 4 CHILDRENS BOOKS, HESSLER MATT \$130.00 SOUTH DAKOTA ASSIGNMENT, HYDROTEX \$16.23 POLARIS ADVANCED MOBILE KIT, ICMA ELECTRONIC RETIREMENT \$556.85 ICMA CITY ADMIN, IDEAL LINEN SUPPLY INC \$278.74 EXCHANGED MATS/RUGS/MISC SUPPLIES/TOWELS/TOILET PAPER, INDOFF INC \$466.54 PAPER CLIPS/TAPE/FILE POCKETS/SAFETY SUPPLIES/OFFICE SUPPLIES/VELLUM PAPER, INGRAM LIBRARY SRV \$818.96 53 CHILDRENS BOOKS/24 BOOKS, INTERNAL REVENUE SRV \$41,509.51 FED/FICA TAX, INTERSTATE BATTERIE/RAPID \$96.95 NEW BATTERY FOR MARKED VEHICLE, INTRALINKS TECHNICAL SOL \$2,346.97 COMPUTER SUPPORT/BATTERY BACKUP SWITCH/SONIC WALL FOR COMPUTERS, IRBY TOOL & SAFETY \$1,288.28 14 CUT OUTS, JIRDON \$1,522.55 FUNGICIDE, JOHN HANCOCK USA \$13,904.22 JH RETIRE 6%, JOHN MEJIA \$924.54 LEAGUE OF NE MUNICIPAL CONF, JOHNSON CASHWAY CO \$77.06 BUILDING RPR'S/LIGHT SWITCH/PON 1B PUMP RPR/TURN BUCKLE/TAPE/LED LIGHT, JUAN MARQUEZ \$21.43 CREDIT ON ACCT #61, KASSEBURG CANINE TRAINING \$6,500.00 PURCHASED K-9, KEEP SCOTTSBLUFF GERING BEAUTIFUL \$256.02 RMBRSMNT GREEN BALL TOURNAMENT, KNEB \$529.50 RADIO ADVERTISING, KOVARIK ELLISON MATHIS \$10,070.50 WEBORG HOTEL TIF/ COG VITALIX/DAILY GRIND/JAD'S TRUCKING/NTC LOGISTICS/RETAINAGE CITY ATTORNEY/GERING HOSPITALITY GROUP/REVIEW RECORDS/LB840 MAIN FILE/ JOHNSON CASHWAY/JC MOTOR, LL JOHNSON DIST \$163.22 IRRIGATION RPR, LIBRARY JOURNAL \$157.99 1 YR SUBS, LOGOZ LLC \$593.00 EMPLOYEE APPRECIATION GIFTS, MASEK GOLF CAR CO \$729.00 GOLF CART RENTALS FARMERS DAY, MASSIE KRISTEN \$205.00 PICKING UP K-9, MATHESON TRI - GAS INC \$88.64 CARBON DIOXIDE, MATRIX TRUST CO \$6,645.38 MG T - POLICE, MEAT SHOPPE \$16,585.19 MANAGEMENT CONTRACT, MENARDS \$177.92 ACCOUNTABILITY TAGS/ AMPITHEATER FAUCET/CLEANING SUPPLIES/HAND TOOLS, MIZUNO USA INC \$181.05 GOLF CLUB FAIRWAY METAL, MODEC MICHAEL \$87.50 POOL PARTY REFUND, MODENA THOMAS W \$1,170.00 UTAH ASSIGNMENT, MONEY WISE OFFICE SUPPLY \$45.78 MOISTENER - FINGER/PENS/OFFICE SUPPLIES, MONUMENT GRILL \$1,288.00 RMBRSMNT GER OPEN TOURNAMENT, MUNICIPAL ENERGY AGENCY O \$330,341.26 PURCHASE POWER, MUNICIPAL SUPPLY INC OF \$247.85 MAIN RPR, NATIONAL INS SRV \$1,028.16 VISION INS, NDOR - LODGING \$1,178.53 JULY 2018 LODGING TAX, NE CHILD SUPPORT PYMT \$794.64 CHILD SUPPORT 1, NE DEPT OF REV (PR) \$20,341.46 STATE TAXES, NE PUBLIC POWER DIST \$4,130.24 UTILITIES PHEASANT DR, NE SAFETY/FIRE EQUIPMENT \$241.88 RPR CHAMBERS CAMERAS, NE LAW ENFORCEMENT \$245.00 MATERIAL FEE FOR SCANLAN, NE SEC OF STATE \$30.00 NOTARY STEVE SCHNEIDER, NEBRASKALAND TIRE \$710.70 TIRES, NORTHWEST PIPE FITTINGS \$322.34 SPRINKLER RPR'S/MATERIALS/OPERATING SUPPLIES/IRRIGATION RPR, NSAE \$100.00 ADVERTISING IN NSAE CATALOG, OCLC INC \$154.85 AUG ILL & CAT SUBS, OUTDOOR CUSTOM SPORTS \$2,979.10 GOLF JACKETS & POLO SHIRTS, PANHANDLE COOP ASSOC \$11,278.13 BACKHOE TIRE RPR/ UNLEADED FUEL/FUEL AT LANDFILL, PANHANDLE HUMANE SOCIETY \$3,168.50 AUG FINANCIAL SUPPORT, PARAGON \$444.32 JUNIOR GOLF CLUB SETS, PAUL L REED CONSTRUCTION \$588.96 CRUSHED CONCRETE 37.3 TONS, PAYROLL CHECKS \$129,237.64 PAYROLL CHECKS ON 8-31-18, PETERSON GENE \$65.24 NEW BOOTS, PETTY CASH \$55.00 PETTY CASH, PHILBRICK TRENT & ANGELA \$1,215.43 OVERPAID FINAL, PING \$45.35 GOLF SHAFT DRIVER, PITTMAN JACOB \$1,170.00 UTAH ASSIGNMENT, POSTMASTER \$1,000.00 AUGUST MAILING PERMITS, POWERPLAN OIB \$6,757.02 EQUIPMENT RPR/WORK 750J/OIL FOR 1800/WORK 762B/OIL SHIPPING CHR/ PARTS G-12, PRAIRIE ARTS YOGA STUDIO \$56.00 PRAIRIE ART YOGA, PRINT EXPRESS \$359.00 500 NEW WARNING TICKETS, QUICK CARE MEDICAL SRV \$132.00 TETANUS SHOT RECIPROCITY TRNG, RANDY RAINES \$1,275.00 DIRECT CITY BAND 2018, RECORDED BOOKS LLC \$157.49 4 AUDIO BOOKS, ROBINSON ELECTRIC \$1,023.71 CHLORINE PUMP RPR, RON'S TOWING \$475.00 TOW SRV, RWPC MULTI SPECIALTY \$28.00 TB TEST BURGMAN, RYAN'S WELDING LLC \$4,200.00 WORK LANDFILL, SANDBERG IMPLEMENT INC \$1,127.41 RPR'S FOR HYD TAMPER/SHAFT FOR 2011 KUBOTA/OIL MIX FOR GAS/2 CYCLE OIL/KUBOTA AXLE, SCOTT JEFF \$130.00 SOUTH DAKOTA ASSIGNMENT, SCOTTS BLUFF COUNTY COURT \$17.00 COUNTY COURT FEES, SCOTTSBLUFF POLICE DEPT \$380.00 FIREARMS RANGE RENEWAL, SCOTTSBLUFF - GERING UNITED \$93.00 UNITED WAY CTRB, SEACREST & KALKOWSKI P C \$2,135.00 WEBORG HOTEL LEGAL FEES/LEGAL FEES COBBLESTONE HOTEL, SENIOR CITIZENS CENTER \$2,616.15 KENO FUNDS - RPRS FOR DOORS, SEVERSON GRANT \$260.00 SOUTH DAKOTA ASSIGNMENT, SIMMONS OLSEN LAW FIRM P \$1,500.00 CITY PROSECUTOR BILL, SIMON CONTRACTORS \$1,643.63 SRV LINE RPR/7.9 TONS ASPHALT/5.5 YDS CONCRETE, SOLOMON CORP \$11,930.50 TRANSFORMERS, SONNY'S TOWING \$105.00 TOW SRV, STAR HERALD \$328.66 AD FOR SEAL COAT/ADVERTISING, STATE OF NE/DAS COMM \$207.53 LONG DISTANCE PHONE CHR/ G'S, SUBERT DARLENE \$75.00 ROBIDOUX DEPOSIT REFUND, SUGAR VALLEY FEDERAL CREDIT \$678.37 CREDIT UNION, TEAM CHEVROLET \$3,673.35 WING LEASE/RPR'S CASEY'S PICKUP, THE TORO CO \$155.00 NSN COMPUTER SUPPORT, TODD TERRY \$150.00 REFUND DEPOSIT FOR EVENT, TUNDRA RESTAURANT SUPPLY \$336.16 KITCHEN EQUIPMENT REPLACEMENT, UNION PACIFIC RAILROAD CO \$1,045.00 RPR MANHOLE/FOLDER #0311857, VANCE JEFF \$1,170.00 UTAH ASSIGNMENT, VARIDSK \$455.00 DESK/MAT FOR AMANDA, WALTER BRETT \$780.00 UTAH ASSIGNMENT, WARD LABORATORIES INC \$48.00 SOIL TEST, WAREHOUSE FITNESS CENTER \$270.00 WELLNESS, WESCO DIST INC \$1,367.46 SWITCH, WESTCO \$10,746.44 UNLEADED FUEL/DIESEL FUEL/SPRAYER RPR'S, WESTERN MATERIALS \$1,487.81 GRAVEL 90 TONS, WESTERN NE TOURISM \$100.00 WNTC DUES, WESTERN STATES BANK \$6,125.78 HSA CTRB 125, WESTERN STATES BANK - POL \$360.00 PO UNION DUES, WILLIAMS TED \$75.00 ROBIDOUX DEPOSIT REFUND, WILLS DR DARYL \$9,631.00 REFUND DIFFERENCE INDUSTRIAL TO COMMERCIAL, WINCHELL CLEANING SRV \$930.00 CLEAN BATHS/HALLS/OFFICES, WYOMING BEARING & SUPPLY \$336.78 OPERATING SUPPLIES/GREASE FOR ALJON, YMCA \$358.00 WELLNESS

Motion by Councilmember Morrison to approve the Consent Agenda. Second by Councilmember Wiedeman. There was no discussion. The Mayor called the vote. "AYES": Smith, Backus, Holliday, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: Gillen. Motion Carried.

PUBLIC HEARINGS: None

BIDS: None

CURRENT BUSINESS:

1. Approve amending Personnel Policy 2.14 - Holidays

Motion by Councilmember O'Neal to approve an amendment to Personnel Policy 2.14 adding Arbor Day as a paid holiday. Second by Councilmember Cowan.

Discussion: Councilmember Wiedeman asked the reasoning for adding Arbor Day as a paid holiday; she doesn't know if any other city in the state has that as a paid holiday. The County gets it, but they are an extension of the state and Arbor Day is a state holiday not a federal holiday. The City is not an extension of the state. HR Director, Tammy Cooley, replied that from her understanding the City of Scottsbluff gets Arbor Day as a paid holiday. Councilmember Wiedeman replied no, they don't; she checked. Ms. Cooley stated that the Committee was told that during the negotiations. She stated that she has the costs – she then provided the information to the Council with a hand out. She stated that the additional cost would be to our Police Department and our Water Department. She added that this was one of the items that the Police Union brought to the City's Committee as a negotiation item request. Councilmember Wiedeman stated that usually on Arbor Day the Parks Department does a tree planting with Northfield School, usually in Northfield Park. Last year several members of the Parks Department helped the students plant the trees. She noted that Ms. Cooley's handout noted lost productivity and that you can't figure that in a spreadsheet. Ms. Cooley replied that the Parks Department planting was discussed and it was suggested that they could consider doing the planting the Thursday before Arbor Day – Councilmember Wiedeman replied that it loses its meaning then.

Councilmember O'Neal stated that she serves on the Negotiation Committee as well as the Personnel Committee and this was brought forward for negotiations. They did not feel this was unreasonable; she doesn't think the actual cost is that great and she thinks it's a satisfier for the departments. The Personnel Committee did recommend that it be moved forward. Mayor Kaufman noted that for Police the cost would be about \$2064.00 plus a little more for the Water Department (\$2166.00 total). Ms. Cooley said there could be some on-call expense as well. Councilmember Smith said eventually it will be the entire City; Mayor Kaufman replied that it *is* for the entire City. Councilmember Holliday asked what it costs the City for all employees; Ms. Cooley replied the cost for wages on any given day is roughly \$16,900. Councilmember Backus asked the Police Department representatives present at the meeting if there was a particular reason they wanted Arbor Day off. Officer Bruntz addressed Council and stated that some of the officers do miss out on some volunteer-related opportunities. Also, when the State and County personnel are off on holidays like that, and we have people down at the training center, they're stuck down there and not getting paid – it puts a burden on them. Ms. Cooley noted that in essence whether an employee works that day or not, there is no additional cost; it's the same cost to the City (except for the Police Department and a small cost to the Water Department).

The Mayor called the vote. "AYES": Backus, O'Neal, Morrison, Cowan. "NAYS": Smith, Holliday, Wiedeman. Abstaining: None. Absent: Gillen. Mayor Kaufman voted "AYE" to create a majority. Motion Carried.

2. Approve amending City of Gering Fitness Facility Membership Policy

Motion by Councilmember Morrison to approve an amendment to the City of Gering Fitness Facility Membership Policy no longer requiring a minimum monthly attendance. Second by Councilmember O'Neal.

Discussion: Councilmember Smith asked what the purpose is of this, we want employees to go and if they're not going we don't want to have to pay for a membership they're not using. Ms. Cooley explained that the reasoning is that there are certain months of the year that employees are getting physical activity other than at a fitness center such as golfing, hiking, walking, etc. Some employees find it difficult to get to the fitness center six times per month depending on their work schedules and other activities. There are some employees who have wanted to join the fitness center program but haven't because of the six times per month restriction. The Committee felt that some attendance by a majority of the employees is better than no attendance at all. The employee pays half of the fee and the City pays half; the Committee didn't feel employees would abuse that if they were paying also. Councilmember Wiedeman asked what accountability would there be. Ms. Cooley replied that we can still monitor attendance; we'll see if over the next three years (which is when negotiations will come up again) if attendance improves or not. Councilmember Wiedeman stated that we have several facilities now that are 24/7. Ms. Cooley stated that the only drawback is that those facilities don't have the gymnasiums, swimming pool and other amenities that the YMCA has, and the Y is not 24/7.

The Mayor called the vote. "AYES": Backus, Holliday, O'Neal, Morrison. "NAYS": Smith Wiedeman, Cowan. Abstaining: None. Absent: Gillen. Mayor Kaufman voted "AYE" to create a majority. Motion Carried.

3. Approve Resolution 9-18-2 - Salary Resolution / Step Scale

RESOLUTION NO. 9-18-2

WHEREAS, City of Gering has established a salary range schedule for a pay plan for City of Gering employees;

WHEREAS, a 2.3% Cost of Living Adjustment and a merit based step pay plan has been included in the 2018-2019 budget for all non-union permanent City of Gering employees.

BE IT RESOLVED that the following Salary Range Schedule/Step Scale be adopted for pay period starting September 24, 2018:

2018-2019 WAGE/GRADE SCALE, 2.3% COLA

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>
Grade 1	\$9.39	\$9.57	\$9.82	\$10.06	\$10.32	\$10.56	\$10.81	\$11.10	\$11.32
Grade 2	\$9.79	\$10.05	\$10.32	\$10.56	\$10.82	\$11.12	\$11.35	\$11.63	\$12.03
Grade 3	\$10.30	\$10.69	\$11.10	\$11.50	\$11.84	\$12.26	\$12.62	\$13.03	\$13.43
Grade 4	\$10.79	\$11.23	\$11.64	\$12.07	\$12.48	\$12.90	\$13.33	\$13.74	\$14.16
Grade 5	\$11.31	\$11.73	\$12.18	\$12.60	\$13.05	\$13.47	\$13.93	\$14.34	\$14.79
Grade 6	\$11.96	\$12.40	\$12.86	\$13.31	\$13.77	\$14.21	\$14.67	\$15.12	\$15.59
Grade 7	\$12.54	\$13.01	\$13.47	\$13.96	\$14.42	\$14.89	\$15.35	\$15.83	\$16.31
Grade 8	\$13.16	\$13.66	\$14.16	\$14.65	\$15.13	\$15.63	\$16.11	\$16.58	\$17.10
Grade 9	\$13.81	\$14.31	\$14.84	\$15.35	\$15.88	\$16.40	\$16.93	\$17.43	\$17.97
Grade 10	\$14.48	\$15.02	\$15.59	\$16.11	\$16.64	\$17.20	\$17.74	\$18.27	\$18.81

Grade 11	\$15.28	\$15.84	\$16.39	\$16.95	\$17.48	\$18.07	\$18.60	\$19.17	\$19.71
Grade 12	\$16.02	\$16.57	\$17.18	\$17.74	\$18.32	\$18.88	\$19.47	\$20.05	\$20.61
Grade 13	\$16.79	\$17.39	\$18.00	\$18.60	\$19.22	\$19.82	\$20.44	\$21.04	\$21.66
Grade 14	\$17.61	\$18.22	\$18.86	\$19.49	\$20.15	\$20.77	\$21.40	\$22.04	\$22.67
Grade 15	\$18.57	\$19.18	\$19.83	\$20.50	\$21.14	\$21.79	\$22.47	\$23.09	\$23.75
Grade 16	\$19.39	\$20.05	\$20.76	\$21.44	\$22.10	\$22.82	\$23.48	\$24.17	\$24.85
Grade 17	\$20.34	\$21.07	\$21.79	\$22.52	\$23.23	\$23.95	\$24.67	\$25.39	\$26.13
Grade 18	\$21.31	\$22.05	\$22.82	\$23.54	\$24.29	\$25.04	\$25.77	\$26.53	\$27.30
Grade 19	\$22.30	\$23.09	\$23.90	\$24.72	\$25.51	\$26.32	\$27.13	\$27.92	\$28.79
Grade 20	\$23.41	\$24.26	\$25.09	\$25.94	\$26.78	\$27.63	\$28.47	\$29.32	\$30.17
Grade 21	\$24.52	\$25.40	\$26.31	\$27.20	\$28.08	\$28.96	\$29.84	\$30.74	\$31.62
Grade 22	\$25.65	\$26.58	\$27.50	\$28.45	\$29.39	\$30.30	\$31.26	\$32.18	\$33.11
Grade 23	\$26.92	\$27.90	\$28.88	\$29.85	\$30.82	\$31.82	\$32.80	\$33.75	\$34.72
Grade 24	\$28.19	\$29.21	\$30.24	\$31.29	\$32.32	\$33.36	\$34.40	\$35.42	\$36.46
Grade 25	\$29.63	\$30.71	\$31.81	\$32.88	\$33.96	\$35.06	\$36.13	\$37.20	\$38.28
Grade 26	\$31.07	\$32.21	\$33.36	\$34.51	\$35.63	\$36.81	\$37.93	\$39.06	\$40.21
Grade 27	\$32.49	\$33.66	\$34.79	\$35.94	\$37.07	\$38.22	\$39.39	\$40.52	\$41.65
Grade 28	\$34.02	\$35.28	\$36.59	\$37.94	\$39.34	\$40.80	\$42.31	\$43.88	\$45.50

Minimum Wage Schedule:

Step A	\$9.31
Step B	\$9.46
Step C	\$9.62
Step D	\$9.77
Step E	\$9.92

Adopted this 10th day of September, 2018.

Mark A. Kaufman, Mayor

ATTEST:

Kathleen J. Welfl, City Clerk

Motion by Councilmember O'Neal to approve Resolution 9-18-2 - Salary Resolution / Step Scale. Second by Councilmember Morrison.

Discussion: Tammy Cooley handed out information to the Council and stated that one of the negotiated items during the IBEW Union negotiations was the cost of living increase. Currently and in years past the

City of Gering has based the COLA on the May CPI. The IBEW was under a different understanding, that the average percentage change was for the whole year. The annual May figure was .5%, but the annual average figure in May was 2.3%. After much discussion it was agreed that the COLA percentage should be an average for the year, not just a one month change. One of the changes proposed in the new contract is changing the verbiage so it's very clear on which number we'll be using in the future. This change does reflect an additional cost of \$87,500 to the City. Department Heads have been notified of this change and given the dollar amounts for their departments. Department Heads don't necessarily like having to come up with that difference but will do their best to absorb those additional costs. They have commented that there will be other activities and purchases that possibly may not occur due to the increase.

Councilmember Smith clarified that before staff were just getting the difference between April and May. Mayor Kaufman replied correct, it has been a little dated. Councilmember Wiedeman stated that that has been the practice for many years. In the budget process Council was told .5% and that was the assumption that was made when they were doing the budgeting process. Ms. Cooley stated that the language will be changed in the contracts so that negotiations will take place earlier so that it's not up against the budget process and we won't have this issue again. Councilmember O'Neal echoed that it will be in the contract to begin negotiations sooner, before the budget process begins. Ms. Cooley noted that the other cities she contacted also use an average; they didn't think it was fair to do just a one month change.

The Mayor called the vote. "AYES": Backus, Holliday, O'Neal, Morrison, Cowan. "NAYS": Smith, Wiedeman. Abstaining: None. Absent: Gillen. Motion Carried.

4. Approve and authorize the Mayor to sign contract between the City of Gering & Local Union No. 1597 International Brotherhood of Electrical Workers (FLL-CIO) for period of October 1, 2018 - September 30, 2021

Motion by Councilmember Morrison to approve and authorize the Mayor to sign a contract between the City of Gering & Local Union No. 1597 International Brotherhood of Electrical Workers (FLL-CIO) for period of October 1, 2018 - September 30, 2021. Second by Councilmember O'Neal. There was no discussion. The Mayor called the vote. "AYES": Smith, Backus, Holliday, O'Neal, Morrison, Cowan. "NAYS": Wiedeman. Abstaining: None. Absent: Gillen. Motion Carried.

5. Approve and authorize the Mayor to sign contract between City of Gering, Nebraska & Gering Bargaining Unit for period of October 1, 2018 - September 30, 2021

Motion by Councilmember O'Neal to approve and authorize the Mayor to sign a contract between City of Gering, Nebraska & Gering Bargaining Unit for period of October 1, 2018 - September 30, 2021. Second by Councilmember Morrison. There was no discussion. The Mayor called the vote. "AYES": Smith, Backus, Holliday, O'Neal, Morrison, Cowan. "NAYS": Wiedeman. Abstaining: None. Absent: Gillen. Motion Carried.

6. Approve and authorize the Mayor sign agreement with Keep Scottsbluff/Gering Beautiful – Tri-City Stormwater

Motion by Councilmember Smith to approve and authorize the Mayor sign agreement with Keep Scottsbluff/Gering Beautiful – Tri-City Stormwater. Second by Councilmember Holliday. There was no discussion. The Mayor called the vote. "AYES": Smith, Backus, Holliday, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: Gillen. Motion Carried.

7. Approve and authorize the Mayor to sign Trihydro Corporation Agreement between the Cities of Scottsbluff and Gering, NE for Engineering and Consulting Services - General Basic Agreement

Motion by Councilmember Morrison to approve and authorize the Mayor to sign Trihydro Corporation Agreement between the Cities of Scottsbluff and Gering, NE for Engineering and Consulting Services - General Basic Agreement concerning the landfill. Second by Councilmember Wiedeman.

Discussion: Councilmember Smith asked if this is just engineering, not construction. Mayor Kaufman replied correct, engineering and looking into potential sites and we can stop the contract at any point in time and it has a maximum.

The Mayor called the vote. "AYES": Smith, Backus, Holliday, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: Gillen. Motion Carried.

8. Library Building Project and Site Study presentation


Suzanne Myer, Library Board President, thanked the Mayor and Council and stated that the current library was built in 1962 and was added to in 1980. The Library Board has been working since 2010, and the Friends of the Library have been working for almost 20 years, to determine what is the best avenue for our library. Gering is progressive with the new ball field and stadium and the recent bond issue that was passed for the high school, the downtown plaza and updated store fronts. She explained how important libraries are in communities. She stated that our library serves all ages, all incomes, all educational levels and they have patrons from all over. They have numerous programs that help with literacy. Our library has helped people with resumes, internet job searches and much more. Three sites were identified for a potential new library but the board wasn't really satisfied with them so one additional site was looked at. Meagan Hayward with Hewgley & Associates, and a local architect from Scottsbluff, addressed Council and gave a power point presentation of their findings. She asked everyone present to think about what their library could be; it could be something that enhances the quality of life in our community. She said the Library Board knows what our library could be due to extensive tours and searches. She stated that the community, Library Director and staff, the Library Board and an architect out of Denver who is a national expert, have been involved in this process. She reviewed the various sites that were considered. The site that is most viable for the future needs of the library is located south of the Dome Rock Manner. The lot is currently available for sale and allows for green space, adequate parking, future expansion and more. The site is accessible to the schools and all of Gering. They are looking at just under 5.8 million dollars which includes the building, furniture, site development, sprinklers, trees, green space, etc. She stated that every year the project is put off inflation will raise the costs. Mayor Kaufman thanked Meagan, her firm and the committee for all their work; he appreciates her starting this conversation for the Library Board.

CLOSED SESSION: (Council reserves the right to enter into closed session if deemed necessary.)

ADJOURN:

Motion by Councilmember Morrison to adjourn. Second by Councilmember Cowan. There was no discussion. The Mayor called the vote. "AYES": Smith, Backus, Holliday, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: Gillen. Motion Carried.

Meeting adjourned at 6:52 p.m.


Mark A. Kaufman, Mayor

ATTEST:


Kathleen J. Welfl, City Clerk

