

AGENDA
MCCOOK CITY COUNCIL
REGULAR MEETING
Monday - August 17, 2015
6:30 P.M. - City Council Chambers

- **Call to Order and Roll Call.**
 - **Open Meetings Act Announcement.**
**A copy of the Open Meetings Act is posted by the entrance to the Council Chambers and is available for public review.*
 - **Invocation.**
The McCook Ministerial Association - 1st Assembly of God Church.
 - **Pledge of Allegiance.**
- 1. Citizen's Comments.**
**The Council welcomes your input. You may address the Council at this time on items that are not on tonight's agenda. According to Nebraska Open Meeting Laws no action may be taken by Council.*
- At the appropriate time during the meeting, citizens wishing to comment on tonight's Agenda items will be given an opportunity.*
- 2. Announcements & Recognitions.**
- 3. Public Hearing and proposed FY 2014/2015 consideration.**
- A. Public Hearing - regarding a report from Rex Nelson regarding the Citizen's Advisory Committee meetings held April 27, 2015 and July 27, 2015.
 - B. Receive and file the minutes of the April 27, 2015 Economic Development Plan Citizens' Advisory Review Committee meeting.
- [081715 lb840](#)
- 4. Consent Agenda:**
**The Consent Agenda is approved on one motion. Any item listed on the Consent Agenda may, by the request of any single Councilmember or public in attendance, be considered as a separate item under the Regular Agenda.*
- A. Approve the minutes of the August 3, 2015 regular City Council meeting.
 - B. Authorize Great Plains communications to occupy city right-of-way for the installation of fiber optic cable along the north side of South Street beginning at South Highway 83 and moving west approximately 550 feet to Parker Hannifin and authorize the Mayor to sign the Application to Occupy Right of Way.
- [081715 minutes](#)
[081715 great plains row](#)
- 5. Regular Agenda:**

A. Review and approve an easement with Jay and Kim Schilling for property legally described as Lot 16, Block 15, Original McCook, Red Willow County, Nebraska, said easement to be part of the Downtown Redevelopment Project.

081715 schilling

B. Approve Ordinance No. 2015-2918 providing for the adoption of the budget for FY 2015/2016 upon its second reading.

081715 ord budget

C. Approve Ordinance No. 2015-2919 providing for the adoption of the 2015/2016 Fiscal Year Employee Classification Pay Plan upon its second reading.

081715 ord pay

D. Council Comments.

E. An Executive Session may be held upon a majority vote of the Council for the protection of public interest and protection of attorney client privilege for a strategy session with their Attorney with respect to potential litigation involving a Zoning Regulation Violation.

**If the motion to close passes, then the presiding officer shall announce immediately prior to the closed session:*

"At this time, pursuant to the Nebraska Open Meetings Act, a closed session will be held for the purpose of [restate the entire motion]. We will reconvene in public session following this closed session."

▪ **Adjournment.**

**CITY MANAGER'S REPORT
AUGUST 17, 2015 CITY COUNCIL MEETING**

ITEM: 3A Public Hearing - Regarding a report from Rex Nelson regarding the Citizen's Advisory Committee meetings held April 27, 2015 and July 27, 2015.

ITEM: 3B Receive and file the minutes of the April 27, 2015 Economic Development Plan Citizen's Advisory Review Committee meeting.

BACKGROUND:

Quarterly Economic Development Plan Citizen's Advisory Review Committee meetings were held on April 27, 2015 and July 27, 2015. Per the City's Plan, a public hearing will be held to discuss the contents of the meetings.

**FISCAL
IMPACT:** None.

RECOMMENDATION:

ITEM: 3A Public Hearing - Regarding a report from Rex Nelson regarding the Citizen's Advisory Committee meetings held April 27, 2015 and July 27, 2015.

ITEM: 3B Receive and file the minutes of the April 27, 2015 Economic Development Plan Citizen's Advisory Review Committee meeting.

APPROVALS:



Lea Ann Doak, City Clerk

August 12, 2015



Nathan A. Schneider, City Manager

August 12, 2015

NOTICE OF PUBLIC HEARING

NOTICE IS HEREBY GIVEN that the Mayor and City Council of McCook, Nebraska will hold a public hearing on August 17, 2015 at 6:30 p.m. CDST in the City Council Chambers of the McCook Municipal Center concerning the findings and suggestions of the Citizens Advisory Committee regarding the functions and progress of the economic development program for the City of McCook.

Individuals requiring physical or sensory accommodations including interpreter service, braille, large print, or recorded materials, please contact the City Clerk at 308-345-2022.

-s- Lea Ann Doak
City Clerk

Publish: August 14, 2015.

McCook LB840 Economic Development Program

Quarterly Report

July 24, 2015

Hormel Business Plan Competition 10/10/2014 2500.00

The Hormel Business Plan Competition, re-imagined by the Mid Plains Center for Enterprise and the Nebraska Business Development Center represents a best practice for promoting business creation and job creation through encouraging entrepreneurship. This contribution represents a partnership with other leading funders of the event by local banks and businesses. Over 30 businesses participated. Fourteen finalists completed a business planning course and although only two the received the larger awards, nearly all plan to launch their businesses and will benefit from an improved business plan. Job creation, private investment and increased services to the community and the region will bel considerable from this very successful undertaking.

Clary Village, Legal Expenses, relocation issue 3/18/2015 2836.56

Legal review of our standing relative to mobile home leases which were terminated by the previous property owners. Counsel demonstrated effectively that: The termination was legal and within the rights of the landowner and that MEDC and the City of McCook were not responsible have no liability for the action. This activity protects taxpayer interests in the project.

North Pointe TIF Bond 4/02/2015 208,000.00

This transaction purchased the Tax Increment Financing Bond which will in turn be used to finance the installation of sanitary sewer at the North Pointe Subdivision. This zero interest loan will be repaid through Ad Valorem taxes on new housing construction on the property.

Clary Village Bridge Loan – TIF Bonds 4/02/2015 4190.30

This is the first installment on an LB840 loan that pays off a bank bridge loan used to purchase the TIF Bond for the Clary Village Project. The proceeds will be used to fund site acquisition and infrastructure improvements including city water, sanitary sewer and electrical utilities.

Clary Village Equity Loan - 4/02/2015 120,000.00

This is a gap loan that helped to complete the funding for the Clary Village housing project.

Façade Program, 4/29/2015 5000.00

This façade renovation included \$20,000 in new siding, fascia shingles and framing and windows for the Ambiance Counselling building. Grantee Lindsay McConville was responsible for work on the building at 601 Norris Avenue, formerly Rye Printing. Improving the look and feel of our

LB840 PROGRAM BALANCES (MEDC Format)

6/30/2015

| | Beginning | YTD | YTD | Ending | Program |
|---|---------------------|-----------------|---------------------|----------------|-----------------------------|
| | Cash on Hand | Receipts | Expenditures | Balance | Total |
| Loan & Grant Program | \$ 425,531.00 | \$ 84,338.16 | \$ 348,018.52 | \$ 161,850.64 | |
| Loan Repayments | | \$ 50,153.87 | | \$ 50,153.87 | |
| Legal | | | \$ 2,836.56 | \$ (2,836.56) | |
| Interest | | \$ 681.10 | | \$ 681.10 | |
| TOTAL | | | | | <u>\$ 209,849.05</u> |
| Project & Program | \$ 77,701.09 | \$ 12,623.94 | \$ 16,235.90 | \$ 74,089.13 | |
| Interest | | \$ 448.33 | | \$ 448.33 | |
| TOTAL | | | | | <u>\$ 74,537.46</u> |
| Ending Cash Available for Projects | | | | | <u>\$ 284,386.51</u> |
| Keystone Bond | \$ 1.50 | \$ 104,444.28 | \$ 9,805.00 | \$ 94,640.78 | |
| Keystone Bond Reserve | \$ 120,000.00 | | | \$ 120,000.00 | |
| MEDC Administration | | \$ 89,739.00 | \$ 89,739.00 | \$ - | |

LB840 AVAILABLE FUNDS

6/30/2015

| | Program Balance | Reserved Funds | Project Commitments | Available |
|----------------------------------|--------------------|---------------------|------------------------|-------------------------|
| Loan & Grant Program | \$ 209,849.05 | | | |
| Loans | | | | |
| American Ag Labs | | | \$ 75,000.00 | |
| Façade Program | | \$ 37,850.00 | | |
| Ambience/601 Norris - pd | | | | |
| Shilling/ 323 Norris - pd | | | | |
| Gary Parks / 201 W 2nd | | | \$ 5,000.00 | |
| Sports Shoppe/208 Norris | | | \$ 2,150.00 | |
| Renalle's/219 Norris | | | \$ 5,000.00 | |
| Total Reserved and Committee | | <u>\$ 37,850.00</u> | <u>\$ 87,150.00</u> | |
| Total L & G Available | | | | <u>\$ 84,849.05</u> |
| Project & Program | \$ 74,537.46 | | | |
| Business Park Paving Grant Match | | | \$ 72,000.00 | |
| Total Reserved and Committed | | <u>\$ -</u> | <u>\$ 72,000.00</u> | |
| Total P & P Available | | | | <u>\$ 2,537.46</u> |
| Total Funds Available | | | | <u>\$ 87,386.51</u> |
| Future Commitments | | | | |
| Clary Village Infrastructure | | | \$ 188,370.00 | |

LB840 PROGRAM BALANCES
06/30/2015

| | (C) BEGINNING CASH ON HAND 10/01/2014 | (D) FY 14/15 ANTICIPATED RECEIPTS | (E) FY 14/15 YTD RECEIPTS | (F) FY 14/15 YTD EXPENDITURES | (G) ENDING PROGRAM BALANCES (C + E - F = G) |
|---|--|--|------------------------------------|--|---|
| Motor Vehicle Sales Tax ** (**Not available to MEDC) | \$ 143,700.26 | \$ 32,000.00 | \$ 32,626.15 | | \$ 176,616.07 |
| Interest | | | \$ 289.66 | | |
| Loan & Grant Program | \$ 425,531.22 | \$ 95,600.00 | \$ 84,338.16 | \$ 348,018.52 | \$ 209,849.27 |
| Loan Repayment | | \$ 22,227.00 | \$ 50,153.87 | \$ 2,836.56 | |
| Legal | | | | | |
| Interest | | | \$ 681.10 | | |
| Project & Program | \$ 77,701.09 | \$ 151,048.00 | \$ 12,623.94 | \$ 16,235.90 | \$ 74,537.46 |
| Interest | | | \$ 448.33 | | |
| Keystone Bond Redemption | \$ 1.50 | | \$ 104,444.28 | \$ 9,805.00 | \$ 94,640.78 |
| Required Bond Reserve | \$ 112,000.00 | | | | \$ 112,000.00 |
| MEDC Administration | \$ - | \$ 119,652.00 | \$ 89,739.00 | \$ 89,739.00 | \$ - |

BALANCES \$ 758,934.07 \$ 420,527.00 \$ 375,344.49 \$ 466,634.98 \$ 667,643.58

**ECONOMIC DEVELOPMENT PLAN
CITIZEN'S ADVISORY REVIEW COMMITTEE
REGULAR MEETING**

**MINUTES
Monday, April 27, 2015
12:00 P.M.
Heritage Senior Center**

The Economic Development Plan Citizen's Advisory Review Committee of the City of McCook was called to order by Chair Rex Nelson and began at 12:00 P.M. at the Heritage Senior Center.

Present: Chair Rex Nelson, MEDC; Committee Members Leon Kuhlen, Troy Bruntz and Dennis Berry; Nate Schneider, City Manager; Lori Schmidt, Recording Secretary.

Absent: Jerda Garey-Vickers and Linda Taylor.

The Open Meetings Act was posted by the entrance to the Heritage Senior Center Room and available for public review.

(1) REVIEW AND APPROVE MINUTES OF JANUARY 26, 2015 MEETING

Kuhlen motioned to approve the January 26, 2015 minutes; Bruntz seconded. Motion passed on the following roll call vote: Yea: Berry, Bruntz, Kuhlen. Nea: None. Absent: Garey-Vickers, Taylor.

(3) UPDATE OF REVENUES COLLECTED TO DATE

Nelson reviewed with the committee the revenues collected to date for the period ending March 31, 2015.

(4) UPDATE OF LB840 ENDING PROGRAM BALANCES

Nelson reviewed the LB840 Program Balances report as of March 31, 2015. Schneider indicated he would be meeting with Ron Friehe concerning status of bond reserve.

(5) REVIEW OF SALES TAX FUNDED PROJECTS

Nelson reviewed the LB840 program allocations and discussed future committed LB840 funds.

(6) DISCUSS SALES TAX RENEWAL EFFORT

Discussion was held regarding the mailers sent out by the MEDC last week and the positive

comments relayed to some committee members regarding the progress of McCook.

(7) DISCUSSION OF COMMITTEE MEMBER RESIGNATIONS/REPLACEMENTS

City Manger Schneider reviewed the *City of McCook Economic Development Plan* and indicated that, according to his interpretation, it might be in the best interest of the Committee and MEDC to accept the resignations of Berry and Taylor and suggested the committee think of individuals who might be good replacements for the committee.

(8) ADJOURNMENT

Meeting adjourned at 1:00 P.M.


Lori Schmidt, Recording Secretary

**CITY MANAGER'S REPORT
AUGUST 17, 2015 CITY COUNCIL MEETING**

ITEM: **4A**

Approve the minutes of the August 3, 2015 regular City Council meeting.

BACKGROUND:

Receive and approve the minutes.

**FISCAL
IMPACT:** None.

RECOMMENDATION:

Approve the minutes of the August 3, 2015 regular City Council meeting.

APPROVALS:



Lea Ann Doak, City Clerk

August 13, 2015

MCCOOK CITY COUNCIL
August 3, 2015
6:30 P.M.

A MEETING OF THE MAYOR AND COUNCIL OF THE CITY OF MCCOOK, NEBRASKA convened in open, regular, and public session at 6:30 o'clock P.M. in the City Council Chambers.

Present: Mayor Gonzales, Councilmembers Hepp, Calvin, McDowell, Weedon.

Absent: None.

City Officials present: City Manager Schneider, City Attorney Mustion, City Clerk Doak, Library Director Crocker, Fire Chief Harpham, Police Sergeant Ortiz, Public Works Director Potthoff, and Senior Services Director Siegfried.

Notice of the meeting was given in advance thereof by publication in the McCook Daily Gazette on July 30, 2015, the designated method of giving notice, a copy of the proof of publication being attached to these minutes. Advance notice of the meeting was also given to the Mayor and members of the City Council and a copy of the Acknowledgment of Receipt of such notice is attached to these minutes. Availability of the agenda was communicated in the advance notice to the Mayor and Council. All proceedings hereafter shown were taken while the meeting was open to the attendance of the public.

Mayor Gonzales announced that a copy of the Open Meetings Act was posted by the entrance to the Council Chambers and available for public review. Invocation was provided by Bruce Lester, pastor of the McCook Evangelical Church. Following the Pledge of Allegiance to the flag of the United States of America, Mayor Gonzales called the meeting to order.

1. Citizen's comments.

No one was present for citizen's comments.

2. Announcements & Recognitions.

There were no announcements or recognitions.

3. Presentations.

- A. Stan Clouse, Account Manager, Nebraska Public Power District, update regarding quarterly lease payments and other local issues.

Stan Clouse, Brian Vasa, and Brian Buhr, representatives for Nebraska Public Power District, gave an update regarding local issues and their quarterly lease payments. Mr. Vasa also reviewed the Economic Demographic Trends for McCook, Red Willow County, and the surrounding area which NPPD prepares.

- B. Presentation from Barb Ostrum regarding the use of the City Auditorium for the annual Coat Closet and Toy Box and approve the use of Community Betterment Funds to pay for the rental of the City Auditorium for these events.

Barb Ostrum and Dennis Berry addressed the Council regarding the use of the City Auditorium for the annual Coat Closet and Toy Box and requested the use of Community Betterment Funds to pay for the rental of the City Auditorium for these events.

Upon a motion by Councilmember Weedin, seconded by Councilmember McDowell, the Council voted to approve the use of Community Betterment Funds to pay for the rental of the City Auditorium for the Coat Closet and Toy Box events for the upcoming fiscal year. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

4. Public Hearing and proposed FY 2015/2016 consideration.

A. Advertized Public Hearings:

- FY 2015/2016 Annual Budget

Upon a motion by Councilmember Calvin, seconded by Councilmember Weedin, the Council voted to recess as a City Council and convene a public hearing for the purpose of receiving public comment on the proposed FY 2015/2016 Annual Budget with the City Attorney to act as hearing officer. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

The City Attorney offered and received into evidence Exhibit #1 - City Manager's Report prepared for the August 3, 2015 City Council meeting and Exhibit #2 - the Notice of Hearing published.

City Manager Schneider reviewed the published notice with the Council.

There being no one else present to comment, upon a motion by Councilmember Calvin, seconded by Councilmember Hepp, the Council voted to adjourn the public hearing and to reconvene as a City Council. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

- Set Final Tax Request at a different amount than the prior year

Upon a motion by Councilmember Calvin, seconded by Mayor Gonzales, the Council voted to recess as a City Council and convene a public hearing for the purpose of receiving public comment on the setting the Final Tax Request for FY 2015/2016 at a different amount than the prior year with the City Attorney to act as hearing officer. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

The City Attorney offered and received into evidence Exhibit #1 - City Manager's Report prepared for the August 3, 2015 City Council meeting and Exhibit #2 - the Notice of Hearing published.

City Manager Schneider reviewed the published notice with the Council.

There being no one else present to comment, upon a motion by Councilmember Calvin, seconded by Councilmember Weedin, the Council voted to adjourn the public hearing and to reconvene as a City Council. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

- B. Introduce and approve Ordinance No. 2015-2918 providing for the adoption of the budget for FY 2015/2016 upon its first reading.

Mayor Gonzales introduced Ordinance No. 2015-2918 by title. The Clerk read the Ordinance by title:

AN ORDINANCE TO ADOPT THE BUDGET STATEMENT TO BE TERMED THE ANNUAL APPROPRIATION BILL; TO APPROPRIATE SUMS FOR NECESSARY EXPENSES AND LIABILITIES; TO PROVIDE FOR AN EFFECTIVE DATE.

Ordinance No. 2015-2918 was introduced and read by title only. Motion was made by Councilmember Calvin, seconded by Councilmember McDowell, to approve Ordinance No. 2015-2918 on its first reading.

City Manager Schneider reviewed the highlights of his proposed budget transmittal letter.

Lori Prestes, McCook Humane Society, again requested that the Council consider the addition of an Animal Control/Ordinance Officer. This person could serve the city and surrounding area and be funded through pet licenses, both cat and dog.

It was the consensus of the Council to form a committee to begin the process of addressing this request.

The Mayor then stated the question: "Shall Ordinance No. 2015-2918 be approved upon its first reading?" Upon roll call vote the following Councilmembers voted YEA: Gonzales, Calvin, Hepp, McDowell, Weedon. NAY: None. Motion carried. Whereupon the Mayor declared said Ordinance No. 2015-2918 approved on its first reading.

- C. Introduce and approve Ordinance No. 2015-2919 providing for the adoption of the 2015/2016 Fiscal Year Employee Classification Pay Plan upon its first reading.

Mayor Gonzales introduced Ordinance No. 2015-2919 by title. The Clerk read the Ordinance by title:

AN ORDINANCE OF THE CITY OF MCCOOK, NEBRASKA PROVIDING FOR THE ADOPTION OF THE 2015/2016 FISCAL YEAR EMPLOYEE CLASSIFICATION AND PAY PLAN; PROVIDING FOR AN EFFECTIVE DATE FOR THE IMPLEMENTATION OF THE CLASSIFICATION AND PAY PLAN; REPEALING ANY AND ALL OTHER ORDINANCES IN CONFLICT HEREWITH; AND PROVIDING FOR A TIME AND DATE FROM AND AFTER WHICH THIS ORDINANCE SHALL TAKE EFFECT AND BE IN FORCE.

Ordinance No. 2015-2919 was introduced and read by title only. Motion was made by Mayor Gonzales, seconded by Councilmember Calvin, to approve Ordinance No. 2015-2919 on its first reading. Upon roll call vote the following Councilmembers voted YEA: Gonzales, Calvin, Hepp, McDowell, Weedon. NAY: None. Motion carried. Whereupon the Mayor declared said Ordinance No. 2015-2919 approved on its first reading.

- D. APPROVE INCREASE OF RESTRICTED FUNDS LIMIT BY AN ADDITIONAL 1% FOR UNUSED RESTRICTED FUNDS AUTHORITY.

Upon a motion by Councilmember Calvin, seconded by Councilmember Hepp, the Council voted to approve the increase of the Restricted Funds Limit by an additional 1% for Unused Restricted Funds Authority. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

5. Consent Agenda:

Councilmember Weedin requested that Item D be removed from the Consent Agenda and placed on the Regular Agenda.

Councilmember Calvin requested that Item G be removed from the Consent Agenda and placed on the Regular Agenda.

- A. Approve the minutes of the July 20, 2015 regular City Council meeting and the July 27, 2015 special City Council meeting.

Upon a motion by Mayor Gonzales, seconded by Councilmember Calvin, the Council voted to approve the minutes of the July 20, 2015 regular City Council meeting and the July 27, 2015 special City Council meeting. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

- B. Receive and file the minutes of the June 9, 2015 Senior Center Advisory Board regular meeting.

Upon a motion by Mayor Gonzales, seconded by Councilmember Calvin, the Council voted to receive and file the minutes of the June 9, 2015 Senior Center Advisory Board regular meeting. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

- C. Ratify the Mayor's appointments to the Parks Advisory Board - reappoint Harry Sughroue - term expires May 2018 and appoint Elizabeth Yilk to replace Michelle Gonzales - term expires May 2018.

Upon a motion by Mayor Gonzales, seconded by Councilmember Calvin, the Council voted to ratify the Mayor's appointments to the Parks Advisory Board - reappoint Harry Sughroue - term expires May 2018 and appoint Elizabeth Yilk to replace Michelle Gonzales - term expires May 2018. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

- E. Approve the plans and specifications for Industrial Park Road and set the time and date to receive bids as 2:30 P.M. on August 25, 2015.

Upon a motion by Mayor Gonzales, seconded by Councilmember Calvin, the Council voted to approve the plans and specifications for Industrial Park Road and set the time and date to receive bids as 2:30 P.M. on August 25, 2015. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

- F. Receive and file results of the Annual Reservoir Falloff Test for the Class I Non-Hazardous Deep Injection Well.

Upon a motion by Mayor Gonzales, seconded by Councilmember Calvin, the Council voted to receive and file results of the Annual Reservoir Falloff Test for the Class I Non-Hazardous Deep Injection Well. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

6. Regular Agenda:

5D. Award the bid for construction of the new McCook Skate Park on the west side of Bolles Canyon, to Dreamland Skateparks in the amount of \$130,000, which includes Alternate #1 calling for colored concrete in the amount of \$5,000.

Discussion included why the colored concrete; possible sources for funding of the \$5,000 for Alternate #1; possible funding options included the City, further donations, and in-kind donations.

Upon a motion by Councilmember Weedin, seconded by Councilmember McDowell, the Council voted to award the bid for construction of the new McCook Skate Park on the west side of Bolles Canyon, to Dreamland Skateparks in the amount of \$130,000, which includes Alternate #1 calling for colored concrete in the amount of \$5,000. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

5G. Authorize SourceGas Distribution, LLC to occupy city right-of-way for the installation of underground gas distribution line along the north side of West "N" Street between West 9th Street and West 10th Street and along the east side of West 10th Street north of the West "N" Street and West 10th Street intersection and authorize the Mayor to sign the Application to Occupy Right of Way.

Councilmember Calvin introduced a motion to authorize SourceGas Distribution, LLC to occupy city right-of-way for the installation of underground gas distribution line along the north side of West "N" Street between West 9th Street and West 10th Street and along the east side of West 10th Street north of the West "N" Street and West 10th Street intersection and authorize the Mayor to sign the Application to Occupy Right of Way. Councilmember McDowell seconded the motion.

Upon a motion by Councilmember Calvin, seconded by Councilmember McDowell, the Council voted to amend the motion by striking "West 9th Street" and inserting "Missouri Avenue". The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

The Mayor then stated the question: "Shall the motion on the floor be approved as amended?" Upon roll call vote the following Councilmembers voted YEA: Gonzales, Calvin, Hepp, McDowell, Weedin. NAY: None. Motion carried.

A. Council Comments.

Councilmember comments included congratulations to Prairie Gold Homes on a job well done and that previous comments about Great Lakes Aviation were not that they could not pay their pilots, but that they could not pay them at a higher rate comparable to other airlines, they continue to have financial issues.

B. An Executive Session may be held upon a majority vote of the Council for the protection of public interest for a strategy session with respect to collective bargaining - the Fraternal Order

of Police Lodge 57.

Upon a motion by Mayor Gonzales, seconded by Councilmember Calvin, the Council voted to move into executive session for the protection of public interest for a strategy session with respect to collective bargaining - the Fraternal Order of Police Lodge 57 at 8:00 P.M. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

Mayor Gonzales announced that at this time, pursuant to the Nebraska Open Meetings Act, a closed session will be held for the protection of public interest for a strategy session with respect to collective bargaining - the Fraternal Order of Police Lodge 57. The Council will reconvene in public session following this closed session.

Included in the executive session were City Manager Schneider, City Attorney Mustion, and City Clerk Doak.

Upon a motion by Mayor Gonzales, seconded by Councilmember Calvin, the Council voted to move out of executive session at 8:25 P.M. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

C. An Executive Session may be held upon a majority vote of the Council for the protection of public interest for a strategy session with respect to collective bargaining - the McCook Professional Firefighters Association Local 2100.

Upon a motion by Councilmember Weedin, seconded by Councilmember Calvin, the Council voted to move into executive session for the protection of public interest for a strategy session with respect to collective bargaining - the McCook Professional Firefighters Association Local 2100 at 8:26 P.M. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

Mayor Gonzales announced that at this time, pursuant to the Nebraska Open Meetings Act, a closed session will be held for the protection of public interest for a strategy session with respect to collective bargaining - the McCook Professional Firefighters Association Local 2100. The Council will reconvene in public session following this closed session.

Included in the executive session were City Manager Schneider, City Attorney Mustion, City Clerk Doak, and Fire Chief Harpham.

Upon a motion by Councilmember Weedin, seconded by Councilmember Calvin, the Council voted to move out of executive session at 8:42 P.M. The motion passed upon the following roll call vote: YEA: Gonzales, Hepp, Calvin, McDowell, Weedin. NAY: None.

▪ **Adjournment.**

There being no further business to come before the Council, Mayor Gonzales declared the meeting adjourned at 8:43 P.M.

Michael D. Gonzales, Mayor

ATTEST:

Lea Ann Doak, City Clerk

**CITY MANAGER'S REPORT
AUGUST 17, 2015 CITY COUNCIL MEETING**

ITEM: 4B

RECOMMENDATION:

AUTHORIZE GREAT PLAINS COMMUNICATIONS TO OCCUPY CITY RIGHT OF WAY FOR THE INSTALLATION OF FIBER OPTIC CABLE ALONG THE NORTH SIDE OF SOUTH STREET BEGINNING AT SOUTH HIGHWAY 83 AND MOVING WEST APPROXIMATELY 550 FEET TO PARKER HANNIFIN AND AUTHORIZE THE MAYOR TO SIGN THE APPLICATION TO OCCUPY RIGHT OF WAY.

BACKGROUND:

Great Plains Communicatios is asking permission to occupy City of McCook Right of Way to install an underground fiber optic cable to serve Parker Hannifin.

The proposed fiber optic line will run along the north side of South Street beginning on the west side of South Hwy 83 and moving west approximately 550 feet to Parker Hannifin.

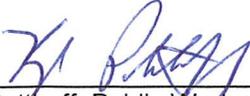
Great Plains Communications has attached an aerial map to identify the location. A \$2,500.00 performance guarantee has also been requested.

**FISCAL
IMPACT:** None.

RECOMMENDATION:

AUTHORIZE GREAT PLAINS COMMUNICATIONS TO OCCUPY CITY RIGHT OF WAY FOR THE INSTALLATION OF FIBER OPTIC CABLE ALONG THE NORTH SIDE OF SOUTH STREET BEGINNING AT SOUTH HIGHWAY 83 AND MOVING WEST APPROXIMATELY 550 FEET TO PARKER HANNIFIN AND AUTHORIZE THE MAYOR TO SIGN THE APPLICATION TO OCCUPY RIGHT OF WAY.

APPROVALS:



Kyle Potthoff, Public Werks Director

August 12, 2015



Nate Schneider, City Manager

August 12, 2015



Application to occupy Right of Way

Applicant: _____ **Date** 8-11-15
Name Great Plains **Phone** 402-278-2325
Address 521 Morris Ave **Fax** 308-364-9060
Email bwilliams@gpccom.com
Start Date 8-13-15 **Finish Date** 9-11-15

A CASH BOND IS REQUIRED

FOR ALL RIGHT-OF-WAY ENCROACHMENTS

| | | |
|-----------------------|---|------------------------------------|
| Type: (Circle) | With a (Circle) | |
| Over-cross | Water line | Tree Trimming/Removal |
| Under-cross | Sewer Line | Grading |
| Occupy | Gas Line | Other |
| Miscellaneous | Telephone Line (<u>Underground</u> Aerial) | Electric Line (Underground Aerial) |

Fiber optic

Location: beginning _____ feet (East West North South) of (Intersection) See map
 and ending (East West North South) _____ feet of (Intersection) Fiber to Parker Nose

Requirements: The applicant agrees to complete this work in accordance with the terms and conditions of the City of McCook. Any permit issued **will be cancelled** if the work specified is **not completed within the term listed on the permit** or within any **additional length of time granted**. Request for an extension of time to complete the work must be made in writing. Any extension granted will be acknowledged in writing by the City of McCook. **The Applicant may cancel the permit with written notification** at any time prior to beginning work on right of way.

Performance Guarantee: (Make Payable to City of McCook)
Amount: \$ _____ **Check No.** _____ **Soc. Sec. No. or FID No.** _____

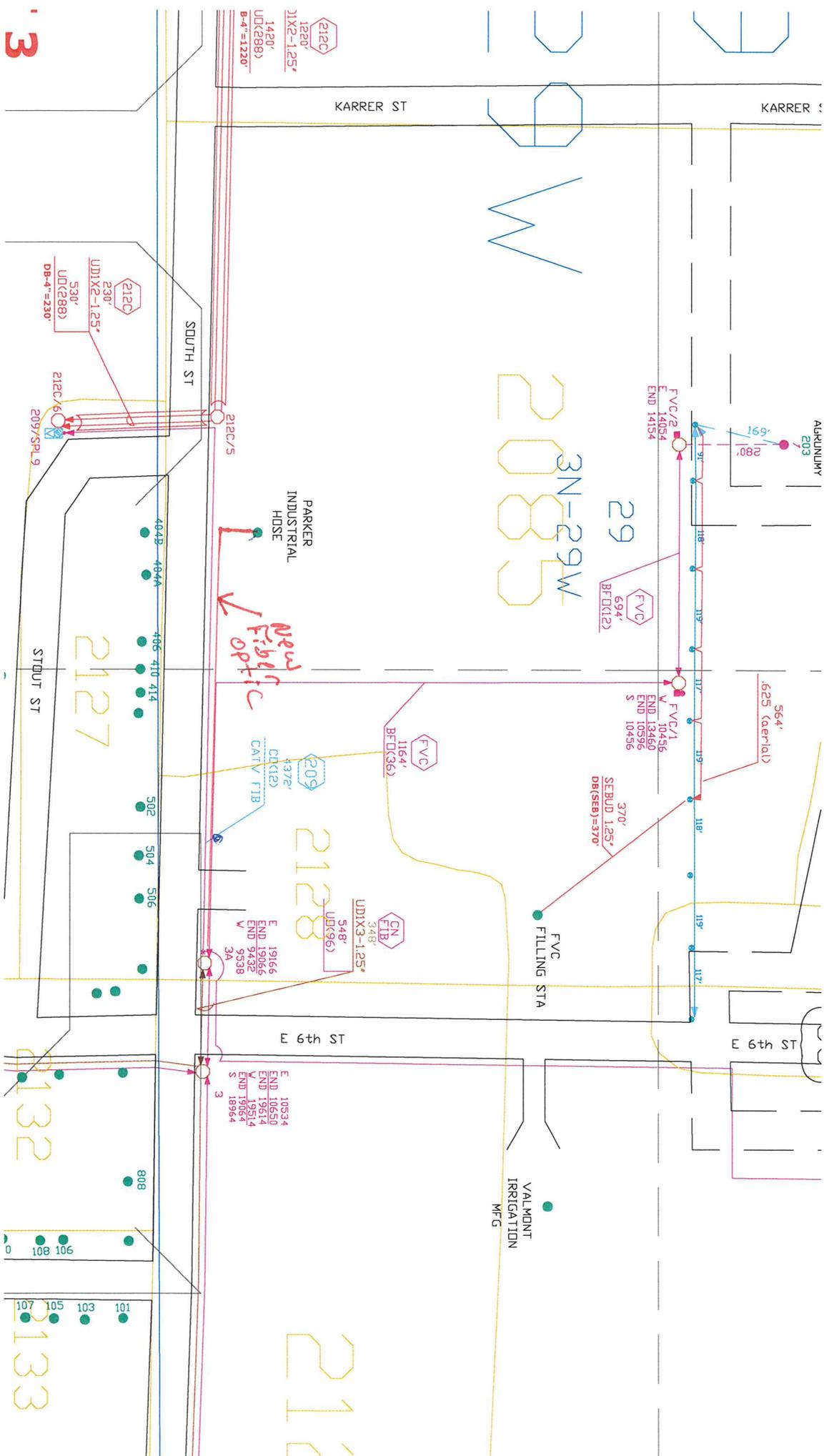
This guarantee is for the faithful compliance by the Applicant to the terms of the permit. It is understood that should the Applicant fail to perform the work as set forth in the permit, the City of McCook will have the right to keep the performance guarantee as liquidated damages for its necessary supervisory and inspection expenses and to initiate such legal proceedings as are necessary to secure either performance of the work in compliance with the terms of the permit or the restoration of the right of way to its previous condition prior to the activities of the Applicant.

NOTE: Please provide a location plan for over-cross or under-cross of location to occupy City of McCook right-of-way. When your project requires engineering plans, please submit four sets of plans, no larger than 18"X24". The engineering plans shall show the general features of the work to be completed and all information such as sizes, distances, dimensions, sleeves, cuts and fills, erosion control measures, etc., when applicable.

Bany Williams
 Applicant's Signature

_____ Date _____ Director of Public Works Approval

Comments:



3

2132
2133

211



Google earth

feet
meters



100



Google earth

**CITY MANAGER'S REPORT
AUGUST 17, 2015 CITY COUNCIL MEETING**

ITEM: 5A Review and approve an easement with Jay and Kim Schilling for property legally described as Lot 16, Block 15, Original McCook, Red Willow County, Nebraska, said easement to be part of the Downtown Redevelopment Project.

BACKGROUND:

The City of McCook, as part of its Downtown Redevelopment Project, has approached Jay and Kim Schilling to grant a walking trail easement in order to tie Norris Avenue to the parking area located at the corner of East 1st Street and East D Street. The Schillings are willing to grant the City the easement for consideration. As part of the agreement, the parties are agreeing to a 20 year duration, which can be extended after a period of 10 years by agreement of the parties. Due to the fact that it is a full Central Business District lot, the Schillings are agreeable to a "first right of refusal" clause in favor of the City should the property ever be sold. The City will be responsible for upkeep and maintenance of the trail. Also, for aesthetic purposes, the City will stucco the south and east side of the Schilling's building located directly to the north of the proposed trail and will move an air conditioning unit to the roof of the building to ensure its security from pedestrians. The City agrees to indemnify the Schillings should any injuries be incurred by pedestrians on the trail. A copy of the easement is attached to this report for your review.

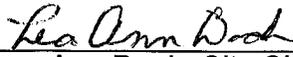
FISCAL

IMPACT: Approximately \$900 to relocate the air conditioning unit. The remaining balance is contemplated in the grant.

RECOMMENDATION:

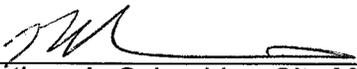
Review and approve an easement with Jay and Kim Schilling for property legally described as Lot 16, Block 15, Original McCook, Red Willow County, Nebraska, said easement to be part of the Downtown Redevelopment Project.

APPROVALS:



Lea Ann Doak, City Clerk

August 13, 2015



Nathan A. Schneider, City Manager

August 13, 2015

WALKING TRAIL EASEMENT AGREEMENT

THIS AGREEMENT is made and entered into this ___ day of _____, 2015, by and between Jay Schilling and Kim Schilling, Husband and Wife (Grantor) and City of McCook, an incorporated municipality (Grantee).

RECITALS

WHEREAS, Grantor is the owner of certain real property within the city boundaries of the City of McCook, Red Willow County, Nebraska more particularly described as

LOT 16, BLOCK 15, ORIGINAL McCOOK, Red Willow County,
Nebraska

WHEREAS, the Property lies between a designated city parking lot and Norris Avenue and is of significant interest and value to Grantee and the general public; and

WHEREAS, Grantor desires to donate to Grantee an easement across the Property for purposes of preserving open space and developing a public, non-motorized walking trail that will connect the city parking lot and Norris Avenue and assist in shaping the character, and direction of development of the downtown of the City of McCook.

WHEREAS, Grantee is a public body, authorized to acquire interests in real property.

NOW, THEREFORE, it is agreed as follows:

1. **Grant of Easement.**

In consideration of the sum of one (\$1.00) and other good and valuable consideration, receipt of which is hereby acknowledged, The Grantor, Jay Schilling and Kim Schilling, husband and wife, Hereby grants unto the Grantee, City of McCook, an incorporated municipality, a walking trail easement (the "Easement") on, over and across the Property for the duration and purpose set forth herein below and consisting of the rights and/or obligations hereinafter enumerated.

2. **Duration.**

The Easement is granted for a period of Twenty (20) Years and shall run with the land so as to be binding upon the parties hereto and their respective heirs, personal representatives, administrators, successors and assigns.

After a period of Ten (10) Years, the parties hereto shall have the option to extend the Easement for an additional Twenty (20) Years past the initial Twenty (20) Year period. Said option to extend shall not be unreasonably withheld by either Grantor or Grantee.

3. **Purpose.**

The purpose of this Easement is to preserve and maintain the area within the Easement boundary ("Easement Corridor") as open space and for use, preservation and maintenance of a right-of-way for a public, non-motorized walking trail for the use and benefit of the Grantee and the general public.

4. **Rights Conveyed.**

The rights and corresponding obligations conveyed by this Easement are as follows:

- A. To maintain the Easement Corridor as open space free from man-made improvements except as otherwise provided herein;
- B. To establish within the Easement Corridor a walking trail for non-motorized use;
- C. To lay out, mark, develop, construct, maintain or relocate a walking trail or foot path within the Easement Corridor;
- D. To make minor topographical changes to the Property within the Easement Corridor for the necessity and convenience of locating a trail;
- E. To establish and maintain appropriate signage within the Easement Corridor marking the walking trail and providing directions or other appropriate information in connection with the trail;
- F. To enter upon the Easement Corridor for all reasonable and necessary construction, maintenance and repair of the trail and Easement Corridor;
- G. To manage vegetation within the Easement Corridor through selective planting and/or removal of trees, shrubs, grasses or exotic or noxious plant species in order to maintain and enhance the scenic, natural, ecological and open space values of the Easement Corridor;
- H. To maintain the Easement Corridor in a good, clean and sanitary condition, free from waste or litter and any condition that is offensive to the public health, safety or welfare or that constitutes a nuisance; and
- I. To construct and/or maintain proper drainage of the Easement Corridor.
- J. During the term of this Walking Trail Easement Agreement, before Grantor may sell the Property to a third party, Grantor shall first offer the Property to Grantee on the same terms and conditions as are offered by the third party. Grantee shall have 30 days during which to accept said offer. If Grantee does not accept said offer within said period, Grantor shall be free to accept this third-party offer. If Grantor does not enter into an agreement with the third party on said terms and conditions and close the transaction within 90 days, Grantor's right to sell the Property shall expire and the procedure described in this Section shall again be applicable.

5. **Obligations of Grantee:**

A. Should the Grantee or agents of Grantee damage the improvements upon the Property while using the Easement, the Grantee will repair such damage, at its cost, to bring the Property and its improvements back to the condition it was in prior to such damage.

B. The Grantee shall cause, at Grantee's expense, the South side of Grantor's building that faces the Easement Corridor and the East side that faces the proposed parking lot area to be stuccoed. The Grantee shall be responsible for all costs and expenses of having South and East sides of the building stuccoed.

C. The Grantee shall bear all costs associated with the moving of Grantor's AC unit from the Easement Corridor to Grantor's roof. Provided, however, the Grantor shall be responsible for purchasing any replacement AC units that Grantor may deem necessary.

6. **Limitation on Use of the Easement.**

Except for motorized or battery propelled wheelchairs, public access on, over or across the Easement is limited to access by foot or other non-motorized means. Use of motor vehicles within the easement Corridor is prohibited, except for motor vehicles used by Grantor or used by Grantee for purposes of construction or maintenance of any walking trail that may be established within the Easement Corridor, or for emergency access for wildfire and structural fire suppression and to facilitate search and rescue operations.

7. **Fees.**

No fees shall be charged for use of the Easement by the general public.

8. **Liability/Indemnification**

Grantee agrees to indemnify and forever hold Grantor harmless from any loss, damage, injury or death arising from any act or omission of Grantee, its invitees, licensees, employees or agents caused to person or property of Grantor or its employees or to the person or property of any other individual or entity, including any governmental entity, while on or near the Easement.

9. **Grantor's Representations.**

Notwithstanding the Easement granted herein is without warranty, Grantor represents that he is the current owner in fee title to the Property, and that he has full legal authority to grant this Easement to Grantee free of liability for any lien or encumbrance previously placed thereon by Grantor.

10. **Retained Rights.**

Except for the rights expressly conveyed to Grantee hereunder, Grantor reserves to himself, his personal representatives, heirs, successor and assigns all other rights arising out of ownership of the Property, including, without limitation, the right to engage in, or permit or invite others to engage in, all uses of the Property not expressly prohibited herein and that are not inconsistent with the terms of this Easement, including, again without limitation, the following enumerated rights:

A. A right of way on, over and across the Easement for the purposes of ingress, egress, construction of a roadway and placement of underground utilities for the benefit of the Property and adjacent property that is or may hereafter be acquired by Grantor, the location of said right-of-way to be designated by Grantor at a future date; and

11. **Enforcement.**

This Agreement may be enforced by any means or remedy available at law or in equity, including the remedy of specific performance.

12. **Acceptance.**

By its signature set forth herein below, Grantee hereby accepts the foregoing grant of this Walking Trail Easement Agreement subject to the terms and conditions herein contained.

13. **Binding Effect.**

This Agreement extends to and is binding upon the parties and their respective heirs, personal representatives, successors and assigns.

DATED this ____ day of _____, 2015

GRANTOR:

GRANTEE:

Jay Schilling

McCook City Manager

Kim Schilling

State Of Nebraska)

County Of _____) : ss

The foregoing instrument was acknowledged before me on August _____, 2015 by Jay Schilling and Kim Schilling, Husband and Wife.

Notary Public

State Of Nebraska)
County Of _____) : ss

The foregoing instrument was acknowledged before me on August _____, 2015 by Nate Schneider, McCook City Manager.

Notary Public

DRAFT

**CITY MANAGER'S REPORT
AUGUST 17, 2015 CITY COUNCIL MEETING**

ITEM: 5B

Approve Ordinance No. 2015-2918 providing for the adoption of the budget for FY 2015/2016 upon its second reading.

BACKGROUND:

The attached ordinance provides for the adoption of the budget for Fiscal Year 2015/2016.

**FISCAL
IMPACT:** None.

RECOMMENDATION:

Approve Ordinance No. 2015-2918 providing for the adoption of the budget for FY 2015/2016 upon its second reading.

APPROVALS:



Lea Ann Doak, City Clerk

August 13, 2015



Nathan A. Schneider, City Manager

August 13, 2015

ORDINANCE NO. 2015-2918

AN ORDINANCE TO ADOPT THE BUDGET STATEMENT TO BE TERMED THE ANNUAL APPROPRIATION BILL; TO APPROPRIATE SUMS FOR NECESSARY EXPENSES AND LIABILITIES; TO PROVIDE FOR AN EFFECTIVE DATE.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF MCCOOK, NEBRASKA:

Section 1. That after complying with all procedures required by law, the budget presented and set forth in the budget statement is hereby approved as the Annual Appropriation Bill for the fiscal year beginning October 1, 2015, through September 30, 2016. All sums of money contained in the budget statement are hereby appropriated for the necessary expenses and liabilities of the City of McCook. A copy of the budget document shall be forwarded as provided by law to the Auditor of Public Accounts, State Capitol, Lincoln, Nebraska, and the County Clerk of Red Willow County, Nebraska, for use by the levying authority.

Section 2. This ordinance shall take effect and be in full force from and after its passage, approval, and publication or posting as required by law.

PASSED AND APPROVED THIS _____ day of _____, 2015.

-s- Michael D. Gonzales
Mayor

ATTEST:

-s- Lea Ann Doak
City Clerk

**CITY MANAGER'S REPORT
AUGUST 17, 2015 CITY COUNCIL MEETING**

ITEM: 5C

Approve Ordinance No. 2015-2919 providing for the adoption of the 2015/2016 Fiscal Year Employee Classification Pay Plan upon its second reading.

BACKGROUND:

The attached ordinance provides for the adoption of the Employee Classification and Pay Plan for FY 2015/2016.

**FISCAL
IMPACT:** None.

RECOMMENDATION:

Approve Ordinance No. 2015-2919 providing for the adoption of the 2015/2016 Fiscal Year Employee Classification Pay Plan upon its second reading.

APPROVALS:



Lea Ann Doak, City Clerk

August 13, 2015



Nathan A. Schneider, City Manager

August 13, 2015

**CITY OF MCCOOK
CLASSIFICATION AND PAY PLAN
FY 2015/2016**

Highlighted items have not been changed

| <u>(PAY GRADE) POSITION</u> | <u>HOURLY/MONTHLY RATE</u> | <u>12-MONTH ANNUAL RANGE</u> |
|---|---|----------------------------------|
| (S1) Pool Basket Help | 6.750 | |
| (S2T) Temporary Seasonal - work less than 90-Days Part-Time Laborer Maintenance Man Part-Time Clerical | 9.000 - 10.500 | |
| (3P) Permanent Part-Time Part-Time Clerical Part-Time Transit Driver Senior Center Aide Part-Time Maintenance | 9.000 - 10.780 | |
| (S4) Pool Seasonal Pool Manager Assistant Pool Manager Pool Guard | 10.200 - 13.000 9.000 - 10.500 8.500 - 10.000 | |
| (5) Clerk (No Review) | 8.326 - 12.410 | 17,318 - 25,816 |
| (10) Assistant Cook | 10.881 - 14.725 | 22,631 - 30,628 |
| (15) Bus Driver (Public Transportation) | 11.418 - 16.154 | 23,748 - 33,601 |
| (20) Head Cook | 11.714 - 17.940 | 24,367 - 37,312 |
| (25) Full-Time Custodial/Maintenance | 11.779 - 17.688 | |
| (30) Disposal Plant Operator Trainee (WWTP) | 12.230 - 17.309 | 25,438 - 36,004 |

| <u>(PAY GRADE) POSITION</u> | <u>HOURLY/MONTHLY RATE</u> | <u>12-MONTH ANNUAL RANGE</u> |
|---|----------------------------|------------------------------|
| (35) Clerk II (Public Transit Dispatcher) | 12.242 - 17.047 | 25,464 - 35,459 |
| (40) Circulation Librarian Catalogue/Media Librarian | 12.391 - 17.460 | 25,771 - 36,315 |
| (45) Laborer I | 12.825 - 17.506 | 26,677 - 36,412 |
| (50) Equipment Operator I | 12.997 - 17.538 | 27,034 - 36,480 |
| (55) Public Safety Office Assistant Office Assistant | 13.099 - 17.849 | 27,248 - 37,125 |
| (58) Public Safety Dispatcher (Union) | 13.275 - 18.088 | 27,612 - 37,621 |
| Premium Pay Positions (Public Safety Dispatcher On -Computer Systems Manager | Additional 5% of Base Pay | |
| (60) Laborer II | 13.420 - 18.065 | 27,913 - 37,573 |
| (65) Disposal Plant Operator WWTP Operator I | 13.615 - 18.305 | 28,319 - 38,077 |
| (70) Equipment Operator II | 13.969 - 19.141 | 29,056 - 39,812 |
| (75) Refuse Collection Driver | 14.096 - 19.501 | 29,318 - 40,560 |
| (80) Administrative Assistant | 14.130 - 19.128 | 29,391 - 39,788 |
| (85) Human Resource Officer | 14.153 - 19.919 | 29,436 - 41,431 |
| (90) Utility Service Technician I | 14.267 - 18.900 | 29,676 - 39,313 |
| (95) Assistant Mechanic | 14.347 - 20.215 | 29,840 - 42,049 |

| (PAY GRADE) POSITION | HOURLY/MONTHLY RATE | | 12-MONTH ANNUAL RANGE | |
|---|---------------------|---------------------------|-----------------------|----------|
| | HOURLY | MONTHLY | ANNUAL | RANGE |
| (100) Juvenile Services Librarian | 14.495 | - 18.717 | 30,151 | - 38,933 |
| (105) Disposal Plant Operator II | 14.907 | - 19.827 | 31,007 | - 41,240 |
| (110) Chief Dispatcher | 14.964 | - 19.977 | 31,126 | - 41,550 |
| (115) Utility Service Technician II | 15.775 | - 21.268 | 32,814 | - 44,238 |
| (120) Equipment Operator III Tractor-Trailer Operator | 15.800 | - 21.304 | 32,863 | - 44,311 |
| (125) Cemetery Sexton | 15.891 | - 22.115 | 33,053 | - 45,998 |
| (130) Maintenance/Groundskeeper II | 16.019 | - 21.051 | 33,317 | - 43,788 |
| (135) Mechanic | 16.200 | - 21.954 | 33,696 | - 45,666 |
| (140) Disposal Plant Operator III Water Plant Operator I | 16.200 | - 21.715 | 33,696 | - 45,167 |
| (145) Deputy City Clerk | 16.235 | - 22.493 | 33,767 | - 46,785 |
| (150) Patrol Officer (42 hour) (Union) | 17.380 | - 23.627 | 37,955 | - 51,605 |
| Premium Pay Positions (Patrol Officer Only) | | Additional 5% of Base Pay | | |
| -Firearms Instructor | | | | |
| -Evidence Custodian | | | | |
| -Training Officer/Self Defense Instructor | | | | |
| -Computer Systems Manager | | | | |
| -Field Training Officer | | | | |
| (155) Detective (42 hour) (Union) | 19.292 | - 26.759 | 42,134 | - 58,443 |
| (160) Water Plant Operator II | 19.313 | - 25.537 | 40,170 | - 53,116 |

| <u>(PAY GRADE) POSITION</u> | <u>HOURLY/MONTHLY RATE</u> | <u>12-MONTH ANNUAL RANGE</u> |
|--|----------------------------|------------------------------|
| (165) Police Sergeant (42 hour) Sergeant/Patrol Supervisor | 20.238 - 27.091 | 44,196 - 59,170 |
| (170) Solid Waste Superintendent Public Works Supervisory Library Director Senior Services Director | 20.673 - 28.273 | 43,002 - 58,808 |
| (175) Laborer Foreman | 20.696 - 26.692 | 43,049 - 55,513 |
| (180) Building Inspector/Code Compliance Officer | 21.201 - 28.397 | 44,097 - 59,066 |
| (185) Wastewater Superintendent | 21.372 - 28.878 | 44,452 - 60,064 |
| (190) Airport Maintenance Operator | 21.898 - 24.907 | 45,547 - 51,807 |
| (195) Library Director (Masters Degree) | 23.774 - 31.383 | 49,451 - 65,276 |
| (200) City Clerk (No Review) | 24.266 - 31.718 | 50,469 - 65,975 |
| (205) Utilities Director | 26.246 - 35.959 | 54,591 - 74,796 |
| (210) City Clerk/Treasurer | 26.361 - 38.144 | 54,827 - 79,340 |
| (215) Public Works Director | 28.305 - 37.927 | 58,874 - 78,890 |
| (220) Fire Chief Chief of Police | 29.003 - 39.277 | 60,326 - 81,695 |

NOTE:
20 hour/week = 1,040 hour/year
30 hour/week = 1,560 hour/year
40 hour/week = 2,080 hour/year
42 hour/week = 2,184 hour/year
56 hour/week = 2,912 hour/year