

THE OFFICIAL PROCEEDINGS OF THE REGULAR MEETING OF THE GERING CITY COUNCIL, NOVEMBER 25, 2024

A regular meeting of the City Council of Gering, Nebraska was held in open session on November 25, 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 November 12, 2024 Regular City Council meeting
2. Approve Claims
3. Approve September, 2024 Financial Report

Claims 11/13/24 – 11/25/24

911 CUSTOM \$4,458.54, AC ELECTRIC MOTOR SERVICE \$650.37, ACE HARDWARE \$346.79, ALARM SECURITY TECHNICIANS \$25.00, ALL STAR PRO GOLF \$270.15, ALTEC INDUSTRIES, INC. \$2,222.78, AMAZON CAPITAL SERVICES \$1,080.65, ANDERSON & SHAW CONSTRUCTION \$7,862.00, ANNIE FOLCK \$593.12, ARIZONA MACHINERY LLC \$103.21, AT&T MOBILITY \$1,801.45, BEACON ATHLETICS, LLC \$291.00, BEELINE SERVICE NC \$225.50, BENZEL PEST CONTROL \$221.71, BLACK HILLS ENERGY \$2,354.69, BLUFFS FACILITY SOLUTIONS \$796.11, BONNIE WOOLSEY \$75.00, BORDER STATES INDUSTRIES, INC \$2,224.61, BRETHOURS HONEYWAGON EXPRESS \$200.00, CENGAGE LEARNING/GAGE \$203.93, CITY OF GERING \$22,528.61, CLINTON RATLIFF \$300.00, COLUMN SOFTWARE, PBC \$300.50, CONTRACTORS MATERIALS, INC. \$371.84, DOOLEY OIL \$153.63, DUTTON-LAINSON COMPANY \$268.58, EAKES INC \$246.44, ECOLAB \$321.57, ELLISON, KOVARIK & TURMAN LAW \$10,000.00, FASTENAL COMPANY \$648.08, FAT BOYS TIRE & AUTO \$72.41, FIRST NATIONAL BANK OMAHA - POLICE \$584.00, FRANK PARTS COMPANY \$1,150.81, FRESH FOODS INC. \$8.49, FURST-MC NESS COMPANY \$477.50, FYR-TEK, INC. \$99.94, GERING VOLUNTEER FIRE DEPT. \$17,970.00, GROUND UP CONSTRUCTION & CLEAN \$8,057.50, HACH COMPANY \$958.60, HEARTLAND BANK \$673,382.50, HIGH PLAINS BUDWEISER \$760.00, IDEAL LAUNDRY AND CLEANERS, INC. \$636.48, INDOFF INCORPORATED \$214.25, INGRAM LIBRARY SERVICES \$775.59, INTERNAL REVENUE SERVICE \$66,729.29, INTERSTATE BATTERY \$438.85, J RODZ \$85.00, JEROLD E HIGEL \$4,334.44, JOHN BEILFUSS \$125.00, JOHN HANCOCK USA \$21,755.53, JOHN HANCOCK USA FIRE \$873.56, JOHN HANCOCK USA POLICE \$9,174.68, JOHNSON CORROSION ENGINEERING \$942.00, JOHNSON CASHWAY CO. \$49.52, KEEP SCOTTSBLUFF-GERING BEAUTI \$5,000.00, LEGACY COOPERATIVE \$6,100.73, LERNER PUBLISHING GROUP \$24.99, LIMMER EDUCATION \$281.15, LINCOLN MARRIOTT CORNHUSKER \$336.00, LOGOZ LLC \$38.00, MASEK DISTRIBUTING INC \$174.37, MATHESON TRI-GAS INC \$641.31, MATTHEW HUTT PH.D. \$450.00, MENARDS \$3,654.89, MUNICIPAL ENERGY AGENCY OF NE \$290,586.09, NEBRASKA CHILD SUPPORT PAYMENT CENTE \$714.93, NEBRASKA DEPT OF REVENUE \$510.56, NEBRASKA DEPT. OF REVENUE \$65,084.58, NEBRASKA LAW ENFORCEMENT \$27.00, NEBRASKA PUBLIC HEALTH ENVIRO LAB \$123.00, NEBRASKA PUBLIC POWER DISTRICT \$2,286.97, NEBRASKA SECRETARY OF STATE \$25.00, PANHANDLE CONCRETE PROD. INC. \$2,422.80, PANHANDLE ENVIRONMENTAL SERVICE, INC. \$866.00, PANHANDLE HUMANE SOCIETY \$3,168.50, PATTLEN ENTERPRISES, INC \$2,048.44, PETE'S QUICK LUBE \$68.02, PING INC \$858.81, PLATTE RIVER GLASS \$255.87, PROTEx CENTRAL, INC. \$98.00, PT HOSE AND BEARING \$60.58, PVB VISA \$7,231.48, REGIONAL CARE INC. \$45,793.35, RIVERSTONE BANK \$647.61, ROAD BUILDERS \$155.74, SANDBERG IMPLEMENT, INC. \$493.25, SCB COUNTY REGISTER OF DEEDS \$20.00, SCB. COUNTY AMBULANCE SERVICE \$316.23, SCB. COUNTY SHERIFF OFFICE \$32.60, SCB/GERING UNITED CHAMBER OF \$375.00, SCS ENGINEERS \$5,664.19, SENIOR CITIZENS CENTER \$1,000.00, SHERWIN WILLIAMS \$85.87, SIMMONS OLSEN LAW FIRM, P.C. \$2,022.50, SIMON CONTRACTORS \$524.36, SUNBELT SOLOMON \$30,465.50, TERESA TOSH \$21,085.63, TERRY CARPENTER, INC. \$650.00, TRANSUNION RISK AND ALTERNATIV \$75.00, TYLER BUSINESS FORMS \$491.24, ULINE, INC \$981.60, UNANIMOUS, INC. \$90.00, USA BLUE BOOK \$78.83, VALLEY AUTO LOCATORS LLC \$640.68, VERIZON WIRELESS SERVICES, LLC \$223.14, W & R INC. \$206.25, WESCO RECEIVABLES CORP. \$45,956.25, WESTERN COOPERATIVE COMPANY \$3,691.70, WILLIAM BROWN \$250.00, TOTAL \$1,425,956.39

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.

CURRENT BUSINESS:

1. Economic Development Citizens Advisory Committee Update – Galen Larson, Citizens Advisory Committee Chairman

Economic Development Citizens Advisory Committee Chairman, Galen Larson, reported:

Since the last update in May of 2024, the City of Gering Economic Development Citizens Advisory Committee has met twice; once on October 29 and again on November 20. The Committee was updated by staff and City legal counsel regarding economic development grants and loans. Based on the information provided, the Citizens Advisory Committee made recommendations regarding two applicants.

In May of 2024, Council approved a Conditional Assumption Agreement pertaining to Chino's Mexican Restaurant and the owner of the new restaurant at the same location. The agreement provided for continued forgiveness of the job creation grant as long as the new restaurant owner stayed in business and maintained a minimum of seven FTEs. Unfortunately, the business closed last summer and the obligation to repay the remainder of the grant fell back onto the owner of Chino's, in addition to an unpaid balance of an economic development loan. The Citizens Advisory Committee made a recommendation at their November 20th meeting to recommend that the unpaid balance of the grant be combined with the unpaid loan balance for one new loan. Council will be considering approval of the new loan agreement at the December 9TH City Council meeting.

Regarding Gering Hospitality Group LLC, Council approved a Modification to Economic Development Assistance Agreement in May of 2024 which provided for a six-month deferment of their economic development loans. Gering Hospitality Group approached the Citizens Advisory Committee again in October and requested another six-month deferment. After meeting with the applicant, the Committee recommended the additional deferment. The accrued interest for the first deferment has been paid. The interest for the second six-month deferment will be paid at the end of the deferment. Another Modification to Economic Development Assistance Agreement reflecting the additional deferment will come before Council on December 9TH as well.

Motion by Councilmember Morrison to enter the Citizens Advisory Update into the public record. 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. Update by Michael Snodgrass, President of OIKOS Development Corporation, on upcoming housing project

Michael Snodgrass, President of Oikos Development Corporation, addressed Council and stated that they were able to acquire the land at the proposed development site and now have access off of D Street. They applied for two funding sources. One through NIFA (Nebraska Investment Finance Authority) for phase one. The other one was through the USDA called a 514516 Farm Labor. The NIFA funding source did not meet their threshold and was not funded. They will be reapplying in the spring of 2025. The phase two funding source was awarded for \$4.77 million from USDA. The next step of that is to apply for what's called 4% Noncompetitive Funds from NIFA. That application goes in next week to partner up with the USDA money. The best-case scenario for when they might be able to start building is the fall of 2025. They still have a lot of work to do with the City and staff. They need to start the preliminary platting process to get the streets aligned the way the City wants to have it done. They are making progress and he feels good about where they're at. If they are able to get started in the fall, they are going to start looking at how they can incorporate some single-family into the development. Once they're here and building, it's a lot easier to actually do some of the single family as well. The first thing to do is to get that funding source.

3. Presentation by Rita Stinner regarding a Creative District in Gering

Tina Worthman, Director of Tourism for the City of Gering, addressed the Mayor and Council and stated that she and Rita Stinner have been working with community organizers and different organizations and groups in Gering to create a creative district through the Nebraska Arts Council. The major partners are the City of Gering, the Gering Visitors Bureau, Gering Merchants, Oregon Trail Days, Legacy of the Plains Museum, Scotts Bluffs National Monument, Gering Library and Gering Public Schools.

Rita Stinner addressed Council and explained that in 2020, State Senator Megan Hunt passed a bill in the state legislature calling it the Creative Districts Program under the umbrella of the Nebraska Arts Council. Communities could apply for funding that showcases their unique location and amenities demonstrating art

as an economic driver, attracting tourists, businesses, and job development. It can preserve and use historic buildings and promote each community's unique cultural heritage. Arts and culture contributed \$3.6 billion to the Nebraska economy in 2022 employing 31,228 people with wages and benefits totaling over \$2.1 billion. In 2021, the Nebraska state legislature appropriated \$1 million per year to support creative districts around the state. Currently, 34 creative districts have been approved and 21 more submitted and pending approval. Gering is late to the game. It was very difficult to decide who was going to take on this very large task, but they are taking it on. Those involved feel very positive about this project. There are still funds available with \$1 million available every year. It's time Gering starts taking advantage of these funds. In order to receive funds, there is a requirement to have a 501 (c)(3) District Administrator for the application. They plan to have that be the City of Gering Visitors Bureau which is a 501 (c)(3). The application process is complex and long. After completion and approval, the creative district starts by getting \$10,000 for a designated community improvement with potential development grants after that, up to \$100,000 for future projects. The one stipulation is that each of the partners benefit equally from these improvements; they all work together and all benefit. The \$10,000 grant will be used for an upgrade to the Gering Tourism and Visitors Bureau website as well as street banners for downtown Gering and all along the Old Oregon Trail Road (M Street) leading to the Scotts Bluff National Monument. The partners are strong and anxious and enthusiastic about all of this. Community involvement is absolutely essential for approval; they will be looking for a lot of suggestions and will have some community forums. This idea is about money coming into Gering rather than requiring the City to fund something. It's also about all of these partners organizing for the betterment of the community. It will be called the Old Oregon Trail Creative District.

"Old Oregon Trail Creative District"

Located in Gering, the Old Oregon Trail Road stretches west from our historic downtown to wonders of yesteryear at Legacy of the Plains Museum and to the majestic Scottsbluff National Monument.

The Gering Civic Center, with its towering Herb Mignery "Trails Home" sculpture, serves as the beating heart of our district, and a starting point to wander through the Civic Center Plaza, a gorgeous arboretum featuring native plantings and sculptures by Nebraska artists. Continuing downtown, visit the famed Gering Bakery, our new Scott Free Brewery, historic Scotts Bluff County Court House, and stop for a memorable treat at one of our delightful restaurants.

Following the trail of the pioneers, find your way to an enchanting visit of bygone days at the Legacy of the Plains Museum, and onward to the towering landmark for all peoples from Native Americans, emigrants on the Oregon, California and Mormon Trails, and to modern travelers. Discover the 3,000 acres of Scotts Bluff National Monument, reaching 800 feet above the North Platte River.

Mrs. Stinner added that this is the idea of Gering's Creative District. Their committee is very excited about it and are hoping they can count on the Council's support.

4. Approval of new position - Assistant Golf Course Superintendent

Parks and Recreation Director, Amy Seiler, stated that she is asking for approval of the Assistant Golf Course Superintendent for succession planning at the golf course. The current Golf Course Superintendent has been with the City for over 25 years. He is a remarkable individual and has a great deal of institutional knowledge regarding the golf course. She wants to make sure that as they transition from the current superintendent to a new one, that transition goes smoothly. The golf course is mainly funded by user fees and it's critically important that there is not a lapse in quality of the course as the transition is made. This position was budgeted in the Fiscal Year 2025 Budget. Staff plan to advertise for this position and hopefully fill it by mid-January to February.

Councilmember Gillen clarified that in the budget, which Council already passed in September, there's an ability to pay for both positions through the end of the fiscal year, which is October. Mrs. Seiler replied that staff did budget for a Golf Course Superintendent position and a full year for the Assistant Golf Course Superintendent. Councilmember Wiedeman asked if once the transition happens, this position won't be there anymore. Parks Director Seiler replied, that is correct. This would just be for succession planning. The course is complicated. Once this individual has learned the course and our current superintendent decides that it's time to step away, this person can just move right into that position and staff would eliminate the assistant position.

Councilmember Morrison asked, if need be, could they continue with an assistant, or is that not a necessary position? Parks Director Seiler replied that it was recommended by the USGA study that the golf course

needs an assistant superintendent. It would be very nice to have one because it would allow the superintendent to do many of the responsibilities that they currently struggle to find time to do. Currently, it is really important to update equipment and fix some of the existing facilities and do some repairs and maintenance on those. She would really like to see a position such as this in the future, but staff have got to focus on replacing some of the aging equipment and doing repairs to the club house and cart barn. Councilmember Morrison clarified that maybe the position wouldn't go away, that it might just be put on the back burner. Parks Director Seiler replied that the way the pay scale is, that position would be removed for a period of time. They need to get ahead a little bit more at the golf course before they can think about having a permanent position. She thinks it would be incredibly beneficial, but they cannot currently do that.

Councilmember Gillen clarified that the golf course is funded by user fees; this would be part of that budget and the bond will be paid off soon. Park Director Seiler replied that the bond will be paid off in December. she added that the course is almost entirely funded by user fees. The golfers support the golf course. She added that this position is not long-term. Council member Gillen noted that this is something staff are doing with a lot of positions in the City. It's not uncommon to do succession planning for department heads or leadership positions. Administrator Heath replied yes, staff have done this in other departments; a lot of times they are brought up through the system, there isn't always a special position created. Staff try to train foremen so they are in a position to step up. This is a little bit different position because there is a wide range between the workers at the golf course. The workers at the golf course and the golf course superintendent require special education and sometimes it's hard to hire someone at those lower positions that would have those qualifications.

Mike Bruner, 1785 21st Street, addressed Council and stated that he retired six or seven years ago. Had his company hired an assistant for him, he would have gone on another three or four years because it would have taken a lot of the pressure and work load off of him. Is it possible to put a time limit on something like this? The City has never had this position before, that's why Council is going through this exercise tonight. Prior to this, Ron Ernst was in charge of the golf course and then he had to find someone to fill in his shoes. What's changed? The responsibility list is different? You can't do succession planning throughout the ranks because there's such a disparity, so now the City is going to have two of them there to learn the actual work that needs to be done.

Motion by Councilmember Gillen to approve the new position of Assistant Golf Course Superintendent. 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.

5. Approve not holding a regular meeting on the fourth Monday of December due to the holidays
Motion by Councilmember Gillen to approve not holding a regular meeting on the fourth Monday of December due to the holidays. 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.

RESOLUTIONS:

1. Approve Resolution 11-24-1 authorizing the Mayor to sign the Year-End Certification of City Street Superintendent

Resolution No. 11-24-1

Whereas: State of Nebraska Statutes, sections 39-2302, and 39-2511 through 39-2515 details the requirements that must be met in order for a municipality to qualify for an annual Incentive Payment;

Whereas: The State of Nebraska Department of Transportation (NDOT) requires that each incorporated municipality must annually certify (by December 31st of each year) the appointment of the City Street Superintendent to the NDOT using the Year-End Certification of City Street Superintendent form;

Whereas: The NDOT requires that such certification shall also include a copy of the meeting minutes showing the appointment of the City Street Superintendent by their name as it appears on their License (if applicable), their License Number and Class of License (if applicable), and type of appointment, i.e., employed, **contract** (consultant, or interlocal agreement with another incorporated municipality and/or county), and the beginning date of the appointment; and

Whereas: The NDOT also requires that such Year-End Certification of City Street Superintendent form shall be signed by the Mayor or Village Board Chairperson and shall include a copy of a resolution of the governing body authorizing the signing of the Year-End Certification of City Street Superintendent form by the Mayor or Village Board Chairperson.

Be it resolved that the Mayor X Village Board Chairperson of is hereby authorized to sign the attached Year-End Certification of City Street Superintendent form.

Adopted this 25th day of November , 24 at Gering , Nebraska.
 City Council/Village Board Members (list out all names): Rebecca Shields, Michael Gillen, Ben Backus, Cody Bohl, Susan Wiedeman, Pam O'Neal, Julie Morrison, Troy Cowan

City Council/Village Board Member 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 Gillen to approve Resolution 11-24-1 authorizing the Mayor to sign the Year-End Certification of City Street Superintendent. 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.

2. Approve Resolution 11-24-2 regarding Pay Plan for Officers and Employees of the City of Gering

RESOLUTION 11-24-2

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 December 9, 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 Admin Clerk	14	Technical Service Librarian
11	Administrative Secretary	16	EMS Coordinator*
11	Customer Service Clerk	17	Assistant Golf Course Superintendent
12	Animal Control Officer*	17	Deputy City Clerk*
13	Recreation Coordinator*	19	Engineering Technician
14	Administrative Support Specialist	19	Golf Course Superintendent
14	Youth Service Librarian	19	Combination Building Inspector
		20	City Planner*

* denotes positions that are currently unfilled

Grade	A	B	C	D	E	F	G	H	I
22		\$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

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.

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/Serviceman
6	Golf Groundskeeper/Mechanic	12	Water/Wastewater Supervisor
7	Cemetery Sexton	15	Electric Journeyman/Lineman
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

<u>Grade</u>	<u>Class Titles</u>	<u>Grade</u>	<u>Class Titles</u>
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	Intern	6	Camp Host
2	Laborer II	6	Golf Pro Assistant
2	Clubhouse Attendant II		

Passed and approved this ____ day of _____, 2024.

ATTEST:

Mayor

City Clerk

Motion by Councilmember Morrison to approve Resolution 11-24-2 regarding a Pay Plan for Officers and Employees of the City of Gering. Mayor Ewing noted that the new resolution will reflect the new position at the golf course. Second by Councilmember Gillen. 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 Resolution 11-24-3 regarding Fees at Monument Shadows Golf Course

Resolution 11-24-3

WHEREAS, The Gering City Council, Gering, Nebraska shall establish green fees and fees for punch cards, memberships, cart rental, cart storage and other activities and services at Monument Shadows Golf Course.

WHEREAS, The Monument Shadows Golf Course Rates shall be as follows:

Monument Shadows Golf Course Rates

	<u>Rate</u>
Daily Green Fees	
9 holes	\$23.00
18 holes	\$34.00
9 holes jr. (8 th grade and under)	\$11.50
18 holes jr. (8 th grade and under)	\$17.00
All-day pass	\$40.00
Back 9 add on	\$11.00
Punch Cards	
(10) 9 Holes	\$207.00
(10) 18 Holes	\$306.00
(10) 9 Hole Cart Seat	\$99.00
(10) 18 Hole Cart Seat	\$198.00
Annual Golf Pass	
Youth (8 th Grade and under)	\$105.00
Student (18 & under/FT College Student 23 & under)	\$215.00
Junior (19-25)	\$450.00
Single	\$675.00
Couple (married)	\$950.00
Family (married + children 18 and under)	\$1150.00

Driving Range Daily Fees and Annual Pass

Range Token	\$5.00
Youth (8 th grade and under)	\$40.00
Student (18 & under/FT college Student 23 & under)	\$75.00
Junior (19-25)	\$150.00
Single	\$225.00
Couple (married)	\$340.00
Family (married + children 18 & under)	\$415.00
(If guest purchases a course membership, driving range membership would reduce by 50%)	

Daily cart fees

9 holes	\$11.00
18 holes	\$22.00

(Charge per seat, each person will pay the seat fee. If golfers choose not to ride together, they will be charged for both seats. \$22 for 9 and \$44 for 18 holes.)

Yearly Cart SEAT Rental

Single	\$575.00
Cart Storage	\$650.00

(Includes gas and electricity)

Annual Trail Fee

Electric	\$255.00
Gas (includes fuel)	\$360.00
Daily Trail Fees	\$7 per rider per 9 holes

The annual pass fees, cart storage and annual trail fees will go into effect November 25, 2024.
Daily fees go into effect 4/1/2025. All Fees include tax.

NOW THEREFORE BE IT RESOLVED that effective immediately, the City of Gering shall charge the aforementioned fees at the Monument Shadows Golf Course.

Adopted this 25th of November, 2024

Kent Ewing, Mayor

ATTEST:

Kathleen J. Welfl, City Clerk

Motion by Councilmember Wiedeman to approve Resolution 11-24-3 regarding Fees at Monument Shadows Golf Course. Second by Councilmember Gillen.

Discussion: Councilmember Wiedeman explained, as the Recreation Committee Chairperson, that these fees haven't been raised since 2022. Employee salaries, costs and everything have gone up. The committee looked at this very carefully and felt it was something that was needed to keep the City's golf course running well and looking beautiful and to continue being the asset in the community that it is. The committee has brought this forward to the Council to increase the fees at the golf course.

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 front-end loader – Environmental Services Department

Steve Mount, Environmental Services Director, stated that the City took Sourcewell bids for a new 225 HP front-end loader. Three bids were received from local dealerships; Murphy Tractor, Titan Machinery and Nebraska Machinery. Titan Machinery was the low bid after the trade in of a 2007 John Deere 344J Loader with 7663 hours, for a total of \$270,800 with attachments. Councilmember Bohl asked if the City has any Case equipment now. Mr. Mount replied that the Water Department has a backhoe.

Motion by Councilmember Bohl to approve the purchase of a Titan Model 821G Front-end Loader from Case Construction in the amount of \$270,800 after trade and including attachments, through Sourcewell. Second by Councilmember Cowan. 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. Award bid for pole mount and pad mount transformers – Electric Department

City Engineer, Annie Folck, reported that the City continues to work on the electrical conversion to 7200 voltage. As part of that, staff are replacing all the transformers throughout the community. \$1.6 million was budgeted for FY25 to go towards this process. Part of that cost is for electrical transformers. Staff bid out for enough that should get the City through the remainder of the conversion. When it was bid, staff found that if the City purchased everything that was bid, it was more than what was budgeted. Some companies weren't even quoting some of the three-phase transformers, and the ones that did were making the total amount more than what was budgeted. In working with Interim Electric Superintendent, Domingo Palomo, he indicated that if the City could get all the single-phase pole mount and pad mount, that would give the Electric Department staff plenty to work on for the time being. Staff's recommendation is that they come back at a later date and budget for and bid the three-phase transformers; they also have a little longer lead time than the single phase. This gives staff time to budget for that appropriately and to get them ordered to finish out the conversion. Legal has indicated that it's fine if Council just wants to award for the single phase and the pad mount single phase. Four bids were received; staff recommends awarding the bid for the transformers to Border States (which is a company the City has worked with a lot throughout the years) as the low bidder on the project in the amount of \$179,690 for pole mounts. The total for the pad mounts was \$210,870 for a total of \$419,852 with sales tax.

Councilmember Bohl asked if there are any three-phase left in inventory to use in the event of an emergency or to continue on with the project, or are they out from the last purchase. Administrator Heath replied that staff stock transformers for emergencies but do not stock for the conversion project; they are ordered as needed. Councilmember Bohl asked how many three-phase transformers were sent out to bid. Engineer Folck thought it was around 70 or less. Administrator Heath stated that in talking to Engineer Folck, staff thought they could do another bid in the spring. Some of those will start coming in in this fiscal year and the rest would come in the next fiscal year; staff have time to budget the additional amount, especially for the larger ones. The plan is that by the end of 2026, all the transformers and the whole City should be changed over to 7200 volts. In late 2026 or early 2027, the City will be starting with the 21st Street substation construction. Staff is hoping by the end of 2027, the whole conversion will be complete with all four (new) substations up and running. The City is split evenly by load through those four substations.

Councilmember Morrison asked what the cost will be and if the City will be able to budget enough to get those bought. Administrator Heath replied that the City will be able to do that. The cost is going to be up to \$1 million to \$1.6 million. It depends on what the substation transformer is going to cost because it could be a year to a year and a half out to get it. The goal is to get it purchased, get it here and then have it moved from the shop over to the substation during construction. Prices have leveled off a little bit, they could still go up slightly, but he thinks if the City gets some of the pad mounts ordered later this fiscal year, staff will be able to get those installed. They have plenty of work with this and with the study that was done for the electrical system.

Councilmember Bohl asked if the thought is cutting back the number on the next bid and getting some movement in this fiscal year and not get behind. Engineer Folck replied right, and what staff might do is bid them all because a lot of it depends on lead times; some of these are out quite a ways. If it looks like half of them will be delivered this fiscal year, the other half might be next fiscal year. At that point, the City might as well get them ordered and on their way. But staff won't know that until they get the pricing back. They are paid for when they arrive. Administrator Heath explained that sometimes with the pad mounts, the manufacturer will not guarantee the price quoted in the bid because if they're out 52 weeks, they will not guarantee that price. With copper and metal prices being so high and volatile, they will not guarantee a price on most of these transformers, other than Solomon for rebuilds, but the others do not. That's why staff are thinking that if it's bid out again a little later in this fiscal year and get ordered, the City will receive some this fiscal year and the rest would come in the next fiscal year and the City wouldn't exceed what was budgeted.

Motion by Councilmember Gillen to approve the bid for pole mount and pad mount transformers from Border States in the amount of \$419,852 which includes sales tax. 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.

PUBLIC HEARINGS:

1. Public Hearing to consider changes to the Zoning Code, Section 3.7.2, Agricultural Estate Dwelling Designation (AEDS)

City Engineer, Annie Folck, explained that currently the City's zoning code for Agricultural Estate Dwellings requires that in order to split an Ag Estate Dwelling, 80 acres of agricultural land must be held in reserve and cannot be used for anything else. The code also allows for less than 80 acres to be held in reserve as long as it still meets the intent of the code. This allows a lot of discretion on the part of the City to determine whether or not any proposed application with less than 80 acres in reserve meets the intent of the zoning code. Typically, staff has interpreted the intent of the code to allow more leeway with existing farmsteads than is allowed for new building sites, primarily because splitting off existing farmsteads does not change the character of the agricultural zone. Whereas subdividing new building sites would add population to the agricultural zone, changing the character. Council has requested that staff consider changing the code to make it less open to interpretation to ensure consistency in enforcement over time, regardless of staff changes. The proposed language is intended to clarify that it is acceptable to approve an Ag Estate Dwelling Site for existing farmsteads even if there is less than 80 acres that can be held in reserve, as long as it still meets the intent of the code.

1a. Approve Ordinance No. 2150 - AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF GERING, NEBRASKA TO AMEND ARTICLE 3 "ZONING DISTRICTS" SECTION 3.7.2.C OF THE CITY OF GERING ZONING ORDINANCE; REPEALING ALL ORDINANCES IN CONFLICT HEREWITH; AND PROVIDING FOR AN EFFECTIVE DATE HEREOF

Councilmember Gillen made a motion to introduce Ordinance No. 2150 – AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF GERING, NEBRASKA TO AMEND ARTICLE 3 "ZONING DISTRICTS" SECTION 3.7.2.C OF THE CITY OF GERING ZONING ORDINANCE; REPEALING ALL ORDINANCES IN CONFLICT HEREWITH; AND PROVIDING FOR AN EFFECTIVE DATE HEREOF. Seconded by Councilmember Backus. 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.

Councilmember Bohl moved that the Ordinance be designated as Ordinance No. 2150 and the title thereof approved, and that the Statutory Rule requiring Ordinances to be fully and distinctly read on three different days be dispensed with, and that the ordinance be passed as read, which motion was seconded by Councilmember Wiedeman. There was no discussion. The Clerk called the roll. "AYES": Shields, Gillen, Backus, Bohl, Wiedeman, O'Neal, Morrison, Cowan. "NAYS": None. Abstaining: None. Absent: None. Motion Carried.

REPORTS:

1. Liaison Report - Central Irrigation District, Councilmember Bohl

Councilmember Bohl reported:

- It was a successful year. Water came and water was delivered.
- There were a few minor glitches when trying to divert water in that many different ways to different people.
- Dan Fitts joined the board this year, which is a benefit to the board.
- The one issue they're dealing with is a high spike in water flow in the river (in September and early October); it's called a habitat run. It has happened for quite some time. As the habitat run came through this year, there was a breach at the diversion west of town, behind the zoo. When that happened, it washed out a significant chunk on the north side. A tree collapsed and it went south from there. They have a couple estimates they're working through right now to rebuild and reinforce the section of bank that got washed out. It should be okay by the time it's repaired. They hope to get started on that in the near future.

- They should be good on water levels for quite some time. Moisture is needed up high and down low; it's definitely dry.

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.

RaNae Garton, Chairperson for the Gering Merchants Association informed Council that the Santa Village has been moved to the Gering Civic Plaza. Allen Taylor and Kim Skinlo have transformed that space into a winter wonderland. She provided an overview of all the activities that will take place at the plaza including a ribbon cutting for Santa's Merry Museum in the original Santa building. The Holiday parade will take place this Friday at 6:00 p.m. The Santa Village will have its grand opening on Saturday from 10 a.m. to 1 p.m. and there will be live reindeer again. She provided the dates and times that the Santa Village will be open through December. They will also show *The Grinch* on December 22 at 5 p.m. at the plaza. She added that they are on the Nebraska Passport Winter Program which will bring in a lot of tourism through Gering. Tina Worthman, Director of Tourism, noted that she has already had several people stop at her office for the Passport Program.

Director of Parks and Recreation, Amy Seiler, addressed Council and commented that she appreciated Councilmember Gillen's prayer (at the beginning of the meeting) and his thankfulness. She added that it's an appropriate time to thank the volunteers that assist the Parks Department and golf course including: Carole Knaub, Tina Lutz and Don Miller with the Ever Green House, the Parks, Cemetery and Tree Board (past and present including but not limited to Charlie Fenster, Don Gentry and his father), all the volunteers that helped with the USA Gravel National Championship, all of the State Golf people that came to Monument Shadows Golf Course to help host 75 young women who came from across the state and all the people who helped with the Horizon Music Fest. She also thanked Don Kugler and Less Olsen for assisting at the Northfield Park Arboretum year-round, the Gering Merchants Association for their work in the community, and the volunteers and parents who help with the softball and baseball organizations. City activities and amenities would not be as successful as they are without these volunteers.

Rita Stinner addressed Council and stated that as they've been working on the Creative District, they've been compiling a list of famous "Geringites" going back for decades. She doesn't know who decides how streets are named as new streets are put in, but suggested that the City consider naming streets after famous Gering people in the future.

ADJOURN:

Motion by Councilmember Gillen to adjourn. Second by Councilmember Cowan. 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 6:57 p.m.

ATTEST:


Kathleen J. Welfl, City Clerk




Kent E. Ewing, Mayor