

CITY COUNCIL PROCEEDINGS

January 27, 2021

The City Council of the City of David City, Nebraska, met in open public session at 7:00 p.m. in the lower level of the David City Auditorium at 699 Kansas Street, David City, Nebraska. The Public had been advised of the meeting by publication of notice in The Banner Press on January 21, 2021, and an affidavit of the publisher is on file in the office of the City Clerk. The Mayor and members of the City Council acknowledged advance notice of the meeting by signing the Agenda which is a part of these minutes. The advance notice to the Public, Mayor, and Council members conveyed the availability of the agenda, which was kept continuously current in the office of the City Clerk and was available for public inspection on the City's website. No new items were added to the agenda during the twenty-four hours immediately prior to the opening of the Council meeting. The meeting was held at the City Auditorium due to the COVID-19 pandemic so as to incorporate social distancing strategies. [It is recommended that individuals be kept at least 6 feet apart.]

Present for the meeting were: Mayor Alan Zavodny, Council members Pat Meysenburg, Tom Kobus, Bruce Meysenburg, Jessica Miller, Kevin Hotovy, City Attorney Jim Egr, City Administrator Clayton Keller and City Clerk Tami Comte. Council member John Vandenberg was absent.

Also present for the meeting were: Dana Trowbridge, Park/Auditorium Supervisor Bill Buntgen, Recreation Coordinator Will Reiter, Planning Commission members Jim Vandenberg and Janis Cameron, Sheriff Tom Dion, and Banner-Press reporter Molly Hunter.

The meeting opened with the Pledge of Allegiance.

Mayor Alan Zavodny informed the public of the "Open Meetings Act" posted on the east wall of the meeting room and asked those present to please silence their cell phones.

Council member Tom Kobus made a motion to approve the minutes of the January 13, 2021 meeting as presented. Council Member Pat Meysenburg seconded the motion. The motion carried.

Kevin Hotovy: Yea, Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Absent
Yea: 5, Nay: 0, Absent: 1

City Administrator Clayton Keller told the Council that the pay estimates are for the Fuel Project at the airport for engineering and could be approved.

Council member Kevin Hotovy made a motion to approve the progress estimates #2 & #3 for Kirkham Michael in the amount of \$10,136.02 and \$8,715.59, respectively. Council Member Bruce Meysenburg seconded the motion. The motion carried.

Kevin Hotovy: Yea, Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Absent
Yea: 5, Nay: 0, Absent: 1



December 18, 2020

City of David City
 P.O. Box 191
 David City, Nebraska 68632

Estimate No.: 2
 Invoice: 91930
 File: 2010235

Attention: Clayton Keller

Professional engineering services in connection with the design phase for the David City Airport 93Y Fueling system per the contract signed October 14, 2020.

October 31, 2020 through December 11, 2020

| <u>Classification</u> | <u>Hours</u> | <u>Rates</u> | <u>Amounts</u> |
|------------------------------------|--------------|--------------|---------------------|
| T. Thompson, Design Manager | 22.0 | \$ 33.50 | \$ 737.00 |
| R. Garber, Sr. Engineer | 15.0 | \$ 45.67 | \$ 685.05 |
| J. Olson, Cad Tech | 64.0 | \$ 25.50 | \$ 1,632.00 |
| S. Beauchamp, Cad Tech | 6.5 | \$ 23.75 | \$ 154.38 |
| Subtotal | 107.5 | | \$ 3,208.43 |
| <u>Direct Non-Salary Costs</u> | | | |
| Mileage | | | |
| Subtotal | | \$ - | |
| Direct Salary Costs | | | |
| Overhead (182.07%) | | | \$ 3,208.43 |
| | | | \$ 5,841.59 |
| | | | \$ 9,050.02 |
| Direct Non-Salary Costs | | | |
| | | | \$ - |
| Total Cost | | | |
| Fixed Fee (12%) | | | \$ 9,050.02 |
| | | | \$ 1,086.00 |
| Subtotal | | | |
| Subconsultant | | | \$ 10,136.02 |
| AMOUNT DUE THIS INVOICE | | | |
| | | | \$ 10,136.02 |

**NEBRASKA DIVISION
 OF AERONAUTICS**

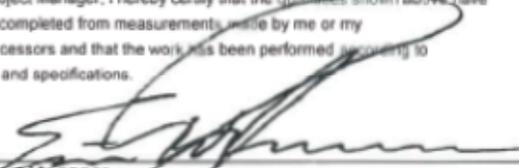
**4 COPIES TO NDOT DIVISION
 OF AERONAUTICS**

Sponsor: City of David City
P.O. Box 191
David City, Nebraska 68632
 Contractor: Kirkham Michael
5621 NW 1st Street, Suite 400
Lincoln, Nebraska 68521

Estimate No. 3 Date: Jan. 21, 2021
 Invoice: 92028
 KM Project No.: 2010235
 AIP Project No.: 3-31-0025-013
 Name of Project: 93Y Fuel Project
 Date of Contract: October 14, 2020

| CONTRACT QUANTITIES | ITEM NO. | DESCRIPTION | ESTIMATED QUANTITIES TO DATE | UNIT | AMOUNT |
|---------------------|----------|--------------------|------------------------------|--------|--------------|
| 34,092.86 | A | Design Phase | 72% | hourly | \$ 24,409.03 |
| 7,122.82 | B | Bid Phase | 0% | hourly | |
| 30,895.67 | C | Construction Phase | 0% | hourly | |
| 7,134.13 | D | Close Out Phase | 0% | L/S | |
| | | | | | |
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As Project Manager, I hereby certify that the quantities shown above have been completed from measurements made by me or my predecessors and that the work has been performed according to plans and specifications.


 Project Manager _____ 1/21/21
 Date

Approved for payment as per Project Engineer's Certification 
 Anna Lavin _____ 1/21/2021
 NDOT Project Engineer Date

| | |
|------------------------------|--------------|
| Grand Total | \$ 24,409.03 |
| Less Retained | \$ - |
| Less Previous Estimates | \$ 15,693.44 |
| Due Contractor This Estimate | \$ 8,715.59 |

APPROVED: _____
 Airport Sponsor Date



January 21, 2021

City of David City
 P.O. Box 191
 David City, Nebraska 68632

Estimate No.: 3
 Invoice: 92028
 File: 2010235

Attention: Clayton Keller

Professional engineering services in connection with the design phase for the David City Airport 93Y Fueling system per the contract signed October 14, 2020.

December 12, 2020 through January 8, 2021

| <u>Classification</u> | <u>Hours</u> | <u>Rates</u> | <u>Amounts</u> |
|------------------------------------|--------------|--------------|--------------------|
| T. Thompson, Design Manager | 20.0 | \$ 33.50 | \$ 670.00 |
| T. Thompson, Design Manager | 2.0 | \$ 34.50 | \$ 69.00 |
| T. McCarthy, Project Engineer | 2.0 | \$ 48.56 | \$ 97.12 |
| E. Johnson, Project Manager | 2.0 | \$ 58.41 | \$ 116.82 |
| E. Johnson, Project Manager | 6.0 | \$ 56.73 | \$ 340.38 |
| R. Garber, Sr. Engineer | 8.0 | \$ 46.63 | \$ 373.04 |
| R. Garber, Sr. Engineer | 10.0 | \$ 45.67 | \$ 456.70 |
| J. Olson, Cad Tech | 17.0 | \$ 25.50 | \$ 433.50 |
| S. Beauchamp, Cad Tech | 0.5 | \$ 24.50 | \$ 12.25 |
| S. Beauchamp, Cad Tech | 8.0 | \$ 23.75 | \$ 190.00 |
| Subtotal | 75.5 | | \$ 2,758.81 |
| <u>Direct Non-Salary Costs</u> | | | |
| Mileage | | | |
| Subtotal | \$ | - | |
| | | | |
| Direct Salary Costs | | | \$ 2,758.81 |
| Overhead (182.07%) | | | \$ 5,022.97 |
| | | | \$ 7,781.78 |
| Direct Non-Salary Costs | | | \$ - |
| | | | |
| Total Cost | | | \$ 7,781.78 |
| Fixed Fee (12%) | | | \$ 933.81 |
| | | | \$ 8,715.59 |
| Subtotal | | | \$ 8,715.59 |
| Subconsultant | | | \$ 8,715.59 |
| | | | |
| AMOUNT DUE THIS INVOICE | | | \$ 8,715.59 |

Mayor Zavodny stated that the next item on the agenda was consideration/discussion of hiring a Special Project Coordinator.

Mayor Zavodny said, "This came up with the amount of things that we have going on and spreading people thin. Clayton does a wonderful job with the day-to-day operations, but we also need to recognize that we need to make some progress quickly on some workforce housing. I've got a list of things, actually. We certainly need to do something, and I refer to it as the "Wiebe house". We need to get our TIF done with the Timppte project. I had RJ, actually, text me today because he has identified some farm ground that, if we're going to do a 1031 exchange, we need to move on that. We've had him hanging out there for a while now. That's not necessarily our fault, but we have to work on those things. And then what we're working on for the airport and trying to get that taken care of before if we're going to be able to extend our runway. So, in thinking about that, we have some experience and some expertise from someone who has been working on all of those projects. You throw in the Michael Foods and the water things; we have a lot of things hanging out there, so I started a conversation and Clayton and I had a conversation with a former Council member, which is Skip, of maybe coming to work for us for maybe twenty hours per week and we'd cap it at that and he's willing to do it for twenty dollars an hour. I think that our return on investment on that would be very good so we could finish up some of these projects. My proposal to you is to try this for a year. What are you really out for doing that and see what your return on investment is? I am predicting that it will be a very good move on our part. So, now I'll throw it open to you for discussion and debate."

Council member Kevin Hotovy said, "I believe that this will be a great addition. Skip is very knowledgeable about the intricate details that go into some of these projects. The fact that he would be willing to do some of the back work and the leg work at that price, is something that we should probably seriously entertain because it takes a lot of time and it takes a lot of effort and he's very good at those things, so I'm all for this."

Mayor Zavodny said, "It's pretty unusual to find someone that has the experience and the time to do it because he's retired. That helps because you've got to have the time to do it because it's time intensive. So, that's what brought us down this path. I appreciate Councilman Hotovy's comments. Does anybody else want to speak to this?"

Council member Jessica Miller said, "Can I ask a question of Skip?"

Mayor Zavodny said, "Absolutely."

Council member Jessica Miller asked Dana Trowbridge, "Would one of your projects include getting businesses to come to town?"

Dana Trowbridge said, "Not initially. If the mayor put it on his list, then yes. The initial thrust is, we have a Timppte TIF project that we need to finish and we need to do it in a relatively short time because there are things that spin off of that; one of them being workforce housing. Workforce housing grants are being decided right now from the process that started in November. If they don't get rid of their ten million dollars this first round, they will institute a second round and it will be a short timeline to put in an application for that. Those are big dollars that are a dollar match. If we put in two hundred and fifty or three hundred thousand, they match it if we qualify. Then you go to NIFA for up to another two hundred and fifty thousand dollar match and then you go to a new outfit for me, Nebraska Affordable Housing

Grants. You could roll two hundred and fifty thousand dollars of, possibly, TIF money, into the better part of eight hundred thousand dollars, all of it with somebody else's money. So, I'm not recruiting businesses to start with, but indirectly, it would have a bearing on businesses down the road."

Council member Hotovy said, "Just based off of the list that Mayor Zavodny said, that's a pretty ambitious list for twenty hours a week, to start with."

Dana Trowbridge said, "I would hope that the City wouldn't limit it early in the game to twenty hours per week, because there's much more to do than that."

Council member Hotovy said, "That's an ambitious list and I know from being in or the beginning of a couple of those projects, there's a lot going on, there's a lot of moving parts that need to be taken care of and twenty might not be enough. There's a lot going on."

Dana Trowbridge said, "I would hope that if it started off and it was over twenty hours that there wouldn't be a lot of criticism because there are a lot of things to get done. The sooner we start, the sooner we complete them."

Mayor Zavodny said, "I think that's why we're having the discussion. The other thing, and I want to address Council woman Miller's comment, Butler County Development is working on a lot of different things right now, that probably as they develop, we're all going to need to get involved in and certainly some of those things will come here. We are in recruitment of several different targeted businesses, one being a motel, those kinds of things. So, I'm not going to take the time right now to discuss all of the things that we need to do to make that happen, but suffice to say, it is a rather lengthy list. We'll have to keep working on those things."

City Administrator Clayton Keller said, "Just a quick question for counsel, can the City Council hire someone directly without going through the hiring process? I wasn't sure."

Mayor Zavodny said, "I think given the position, we are within the law to do this. The biggest concern that you always ask is EEOC and we do have some protected class considerations here that he would fit. So, I think that we are good to do it. Because of the specific skills that we're targeting, there's not going to be another candidate. That's a fair question. Counsel, would you agree with that?"

City Attorney Jim Egr said, "Yes, I would."

Council member Tom Kobus made a motion to approve hiring Dana Trowbridge as a Special Project Coordinator for \$20 per hour. Council Member Kevin Hotovy seconded the motion.

Council member Jessica Miller asked if the motion could be modified to include not going over forty hours per week.

City Administrator Clayton Keller said, "So, part-time has to be less than thirty-five hours per week."

Council member Jessica Miller said, "Ok. Can we amend the motion to not exceed thirty-five hours per week."

Council member Tom Kobus amended his motion to approve hiring Dana Trowbridge as a Special Project Coordinator for \$20 per hour, not to exceed 35 hours per week. Council member Hotovy seconded the amended motion. The motion carried.

Kevin Hotovy: Yea, Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Absent
Yea: 5, Nay: 0, Absent: 1

Mayor Zavodny stated that the next item on the agenda is consideration of an offer to purchase the former U.S. Bank building located at 490 "E" Street.

Mayor Zavodny said, "The first question that I want to ask is did everyone have an opportunity to go take a look at it?"

Council member Bruce Meysenburg said, "No, I didn't, but I've been in there so many times."

Mayor Zavodny said, "I hadn't. I'm going to start with confessions. When they first brought this idea to me, the very first word in my mind was "Why?" Then, they started to explain to me some advantages that they saw in doing this and so I went through a process that I like to use of doing pros and cons and what makes sense with it and what doesn't. I think the best argument against it is do you want a business that doesn't go on the tax rolls? That's a strong argument against it. However, once I got past that it was pretty hard to find many other negatives, outside of the fact that I think that the building is going to, over time, take some work. It doesn't look like there's been a lot done. Actually, today they had a lot of furniture that could be usable and they were giving it to us at a really, really good price and later in the day they came back and because it's for the City, they gave us our money back. These are some expensive conference tables. What else did you get?"

City Clerk Tami Comte said, "Two L-shaped desks, two credenzas, four of the big round tables, and two big flat files that were in the upstairs vault."

Mayor Zavodny said, "So, we were able to get a lot of furniture for nothing and that's their, basically, gift to the City and we certainly will acknowledge that and we appreciate that. So, when I got to thinking about this, I'll start with my list. The price per square foot is pretty hard to beat when you look at what construction's going now. I think that the parking is significantly better. It's also an opportunity to anchor the downtown, which I think is an important thing. You don't want to have open buildings downtown, and it allows us to sell the one that we have now, which is a really good highway location for a business, so there's some trade off of value there, which can go toward the purchase of this. Finally, one of the big things, actually two. We are cramped for space right now, with Michael there and the maps and the number of people and now we need a place for Skip to work. We have a couple of department heads that have nowhere to do their work. So, those things were compelling to me and lastly, one of the things that we can do is the drive-in comes with it and for paying bills for the couple days around the tenth, we can get a person there and people could drive through and pay their bills, which would be convenient. Those are the things that I came up with and why we're considering it, just to make an offer is what is on tonight. So, I'll open it up for discussion for anyone who wants to speak."

Janis Cameron said, "I did a pro and con list, too. My pro was that we don't want an empty building on the square. I've talked to a lot of people. I've made calls. I solicited comments. One person thought that parking would be a pro because they don't like backing out onto the highway. Another person thought that parking would be a con because it would be taking spaces from other retailers when customers go in and employees go in and if there's evening meetings in that building, you're taking it from the retail area around there. So, parking is kind of a tradeoff. One of the biggest cons is the price. It needs a new roof. I don't think that anybody would argue that. Do you have any ballpark figures on that?"

City Administrator Clayton Keller said, "No. I haven't gotten a roofer up there yet. The roofs that we did see looked fine. We didn't see any wear and tear. They had redone what is accessible. The top roof, we weren't able to see."

Janis Cameron said, "Somebody told me 12,000 square feet. We recently, last year, put a new roof on what is now the Ace Hardware building and that is 6,000 square feet. You know, depending on your contractor, good contractors are hard to find for that type of roof. We really had to look for over a year to find one. I'm thinking \$75,000 - \$100,000 dollars for that. Then you're going to need sprinklers and you're going to need to remodel the inside. You're going to have a half million dollar building there real soon. Where is the money coming from?"

City Administrator Clayton Keller said, "So, the City has done really well, financially, the last several years because the Council has been really stringent with the way they spend money, so we have a healthy reserve fund set aside and we can handle this expense, if we need to."

Janis Cameron said, "What was that reserve set up for, in the first place? I always thought that the reserve was for if a tornado went through town and to replace the infrastructure and stuff like that."

City Administrator Clayton Keller said, "Right. That is what a reserve fund is for. At some point your insurance kicks in and we have more than enough to meet that deductible. According to the State Auditor, we have a little too much in our reserves so this would actually help to get us below where the State would like us to be at."

Janis Cameron said, "Then it comes to priorities, half a million dollars plus, with the list that you have for Skip, that's not all going to be free, even though you get this and then you get those other grants. Is this a good priority when so much else needs to be done in town? I'm just asking. That's rhetorical. There's a tenant in the building. Does the City Council really want to become a landlord? On the other hand, is there room to get other tenants, if there's too much room there? The second floor is not handicap accessible. There's no elevator. So, those are just some of the thoughts and questions that I've had."

City Administrator Clayton Keller said, "Would you like me to answer a couple of those?"

Mayor Zavodny said, "Feel free."

City Administrator Clayton Keller said, "In response to the City being a landlord and having tenants, we already do that at the airport, that's something that we've done for several years. As for the handicap accessibility, what we could do, and this idea was presented to me – I haven't looked into it much more – was have an office set up downstairs which would be

handicap accessible and anyone who needs to meet someone that normally offices upstairs, they would just come downstairs and meet with them in the handicap accessible office.”

Mayor Zavodny said, “Other comments?”

Janis Cameron said, “What would be wrong with thinking about this for ninety days to see if maybe there’s maybe somebody else that is interested in the building that would be on the tax rolls and after ninety days it would give you time to get all of your ducks in a row and then proceed.”

Mayor Zavodny said, “I’m not exactly sure what the time frame is with them wanting to liquidate it. I think that it’s sooner rather than later. One of the conversations that I’ve had with Clayton, which probably doesn’t surprise anyone, is that it would probably be a good idea to have an electrician look at it and a plumber to make sure that we do our due diligence in something like this. I’m looking long term on this. To me, having that anchor downtown, and having the new bank across the street, it’s a really good long-term solution for the citizens of David City, based on what I came up with. There are concerns. Part of my first question is always how do you want to pay for this? That’s the first thing that comes out of my mouth every time. Part of it will be the equity that we have in the building that we are currently in. I think doing everything at once is a bad idea but over the years slowly taking some bites out of the work that I see, at least, that needs to be done there.”

Janis Cameron said, “The outside is ugly.”

Mayor Zavodny said, “The outside isn’t going to change. We’re not going to look at making that better.”

Council member Pat Meysenburg said, “I’m not totally against that but I think that we need to have the Fire Marshal look at it and an electrician and a plumber and somebody to check that roof. I have been told that it does leak.”

Council member Jessica Miller said, “In looking at it, I did ask Clayton for some numbers. When I toured, I had several questions that Clayton had written down. I was asking Clayton for numbers, as far as NIFCO and I don’t know anyone else that does sprinkler systems for buildings. You’ll need a quote from them because you’re definitely going to need sprinklers on the main floor with holding meetings. I don’t think that it’s going to cost a lot because the water main is there because they have sprinklers in the basement. So, it would be just doing the main floor and the upstairs. I’m not sold on it completely, I’ll be honest. I asked Clayton for plans as to what the space was actually going to be used for. I have concerns with the rotting framework upstairs and with the skylight that they boarded up. If you look closely at it, there are studs that need to be replaced because they are rotting from the water damage. Then downstairs the skylight is leaking as well.”

Mayor Zavodny said, “Some of those windows are in pretty rough shape, too. I have to do a lot of work with Fire Marshals and usually when they are not residential and overnight, I’m not one hundred percent sure that we’re going to be required to sprinkle that, but it’s a question that should be asked.”

Council member Jessica Miller said, “I think it should be addressed because I think it’s based on capacity.”

Mayor Zavodny said, "It could be."

Council member Jessica Miller said, "We were told that when there was going to be a meeting room downstairs that if you had fifty people down there, that you had to have sprinklers."

Mayor Zavodny said, "I think part of the formula that goes into that is how much time does it take to egress. With fifty people in a stairway – part of the equation is going to be are there enough exits, how far are the exits and how many people are going to be there. I am somewhat confident that sprinkling it probably won't be an expense that we'll have to have, given our usage of it, but we need to ask that question."

Council member Tom Kobus said, "The building has to be up to pretty good, as far as codes, because it was just used as a bank and they had people in it all the time. They had meetings and stuff like that so I can't really see the need for a sprinkler system, myself, unless the laws have changed. Look at the price. You're never going to beat the price per square foot. If you turn around and go to Schuyler and look at theirs, you'll be amazed too, compared to this one. It's really nice."

Council member Pat Meysenburg said, "But theirs is a brand new building, too."

City Clerk Tami Comte said, "There's was the old Schuyler Federal Savings and Loan building."

Council member Pat Meysenburg said, "I just hate to jump into something without having it checked out."

Mayor Zavodny said, "Let me throw this out there. What if, at the end of our discussion, we table this for a couple of weeks and get those people into it to evaluate it? The roof is my biggest concern. It cost us \$42,000 to reroof the auditorium. You don't have anything without a foundation and a roof. So, I think getting the Fire Marshal in there makes a lot of sense. I still think the plumber and the electrician like I had mentioned earlier."

Council member Jessica Miller said, "The foundation, the outer wall concerned me on the east side. It's deteriorating."

Mayor Zavodny said, "I didn't notice anything in the basement that caused me great concerns, as far as structural."

Council member Jessica Miller said, "It wasn't great concern but it will eventually need to be fixed."

Council member Bruce Meysenburg said, "Is there any way that we could pass some of this through the sale of the building? See what the seller would be willing to do?"

City Administrator Clayton Keller said, "Whatever gets it off of theirs books the quickest is what they're going to do."

Mayor Zavodny said, "The other thing that I think would be a worthwhile endeavor in this is an assessment and to put a value on the building that we have. Property value per square

foot, you're never going to get close to that much room for that price per square foot. How much is the building that we're in worth? Because that helps to defray the cost. Let's say it takes \$500,000 and we get \$200,000 or \$250,000 for where we are at, there's half of it."

Janis Cameron said, "Do you think you can get that much for where you are at?"

Mayor Zavodny said, "I don't know. That's why we're asking."

Council member Pat Meysenburg said, "What is the building on the tax rolls?"

City Administrator Clayton Keller said, "The taxes are between \$8,000 - \$9,000 per year. Which is a bit of a wash when you consider the tenant that is currently there. The revenue that comes through that is a little over \$7,000, so in my mind, if we keep the tenant there, or a similar lease agreement with any tenant in a similar price range, our property tax would be a wash. So, the lease amount just about matches the property tax."

Council member Tom Kobus said, "What did they have the building valued for at the courthouse, \$500,000? Somebody said that. Maybe it was the gentleman that showed us the building."

City Administrator Clayton Keller said, "Moving forward, in order for the City to buy property, we would need to get the assessed value, so I would contact the Lund Company. They are the ones doing the work on selling the building. I would contact them to get the assessed value and then we would need to hold a public hearing at a City Council meeting and then we could vote, officially, after the public hearing."

Mayor Zavodny said, "So, looking at the calendar, our next meeting is February 10th. Let's try to get numbers by then."

City Administrator Clayton Keller said, "So, we'll need to figure out what we want to do as far as remodeling. I don't know how much more than the initial Council Chambers in the front that we would want to do. I had an electrician go through and as far as the City's costs, if we kept it mostly the same, he's not seeing a whole lot of cost there. I had a plumber go through and he thought the plumbing was fine, just replace the sinks and the toilets and we're good to go."

Mayor Zavodny said, "Yea. Those were bad."

City Administrator Clayton Keller said, "I have not gotten a roofer yet. Maybe I'll get lucky in the next couple of days."

Mayor Zavodny said, "Let me ask this, too. The one thing that we have currently is the counter with the security. I would think that we'd want to do something like that again. So, that's going to be an expense."

City Administrator Clayton Keller said, "I would want to do that, as well."

Council member Bruce Meysenburg said, "Would it help to get some kind of an appraisal on it?"

City Administrator Clayton Keller said, "That's what I would do. I'd contact the realty company and ask for their appraisal."

Mayor Zavodny said, "Is there anything else that we would want before February 10th?"

Council member Pat Meysenburg said, "Has anybody asked anyone what it would take to put that counter in there?"

City Administrator Clayton Keller said, "I was supposed to have a contractor there yesterday and either they didn't show up or I didn't recognize them when they walked by. So, I'm going to have to try again."

Mayor Zavodny said, "If there are any other questions that you would want answered, please get them to Clayton so he can have those ready for you on the 10th. Skip, did you have something to say?"

Dana Trowbridge said, "Before you meet again, put together some numbers. Build a financial projection as to what you think the current City Hall will bring and then I'd like you to look at the drive-in and I'd like you to look at it in a different light. The drive-in, I believe, is a saleable piece of property at a fairly decent monetary value, whether it be hamburgers out the door, or a coffee dispensary. I believe it has value. It's not on the highway, but this isn't Omaha, either. That has value versus adding a full-time employee in there to collect three bills from some lady during the daytime. I think it's got better use if we sell it and apply the money to the purchase price. You can put a dropbox out back, you've got a dropbox in the front. The other thing is people have said, well, maybe another bank wants to go in there because it's set up to be a bank. Another senior citizen of David City who has contributed heavily to this community and I have chased that for the last sixty days. We talked to six very prominent good community banks and we told them that we have a building that is ready to go. Would you like to expand your footprint into David City? The answer was that is way more building than we need to run a bank in 2021. They could run a bank out of this corner over here because you don't need people for posting machines-the things that were done when that bank was built. It's a whole different ballgame today. We've tried it and we had four of the six sent people up to take a look and the answer was "no" six times. Anybody that is dreaming about putting a bank in there, it ain't gonna happen. I wish you well. It's a big decision and we'll see where you go with it, but do some financials. The other thing is look at that old insurance agency from a true – what is it worth on a monthly basis rental factor because you are not split with electric, water and sewer. All of the utilities are paid by the big bank and take into consideration, if the City buys it, you're going to have to cordon that off and it's going to have to have a property value and it's going to have to pay real estate taxes, whoever rents it from the City."

Mayor Zavodny said, "That's good to know."

Janis Cameron said, "I don't think that you go to the seller to ask for an assessed value or even to the County Assessor. I think that you go to an independent firm that does assessments."

Mayor Zavodny said, "To do an assessment, we'll have to pay for that."

City Attorney Jim Egr said, "We have to have an appraisal, according to the Statute. If it has a value of over \$100,000, you have to have an appraisal. That's by Statute."

Council member Kobus said, "We have people in town that could do that, don't we?"

City Attorney Jim Egr said, "Sure."

Mayor Zavodny said, "What I'm going to suggest is an information finding period and we will reconsider this on February 10th, so I'm going to entertain a motion to table."

Council member Jessica Miller made a motion to table consideration of an offer to purchase the former U.S. Bank building located at 490 "E" Street. Council Member Pat Meysenburg seconded the motion. The motion carried.

Kevin Hotovy: Yea, Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Absent
Yea: 5, Nay: 0, Absent: 1

Council member Bruce Meysenburg made a motion to table consideration/discussion of the Water Treatment Plant Committee's recommendation and the authority to proceed. Council Member Jessica Miller seconded the motion. The motion carried.

Kevin Hotovy: Yea, Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Absent
Yea: 5, Nay: 0, Absent: 1

Council member Kevin Hotovy introduced Ordinance No. 1363 setting City Administrator Clayton Keller's salary at \$77,250.00. Mayor Zavodny read Ordinance No. 1363 by title. Council member Kevin Hotovy made a motion to motion to suspend the statutory ruling requiring an Ordinance to be read on three separate days. Council Member Bruce Meysenburg seconded the motion. The motion carried.

Kevin Hotovy: Yea, Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Absent
Yea: 5, Nay: 0, Absent: 1

Council member Kevin Hotovy made a motion to pass and adopt Ordinance No. 1363 on third and final reading setting City Administrator Clayton Keller's salary at \$77,250.00. Council Member Pat Meysenburg seconded the motion. The motion carried.

Kevin Hotovy: Yea, Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Absent
Yea: 5, Nay: 0, Absent: 1

ORDINANCE NO. 1363

AN ORDINANCE OF THE CITY OF DAVID CITY, NEBRASKA TO SET THE PAY FOR THE CITY ADMINISTRATOR; REPEAL ALL ORDINANCES OR PORTIONS OF ANY ORDINANCE IN CONFLICT THEREWITH; PROVIDE AN EFFECTIVE DATE; AND PROVIDE FOR PUBLICATION OF THE ORDINANCE IN PAMPHLET FORM.

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

SECTION 1. The Mayor and City Council of David City, Nebraska, do hereby establish and fix the salary for City Administrator Clayton Keller at **\$77,250.00 per year**, after the passage of this ordinance.

SECTION 2. Any and all ordinances, or sections thereof, passed and approved prior to the passage, approval and publication or posting of this ordinance, and in conflict with its provisions, is hereby repealed.

SECTION 3. This ordinance shall be published in pamphlet form and shall be in full force and effect beginning on January 24, 2021.

PASSED AND APPROVED this 27th day of January, 2021.

Mayor Alan Zavodny

City Clerk Tami Comte

City Administrator Clayton Keller stated that the Engineering Firm Committee has narrowed the selections down to two firms but the selection committee would like additional time to make their final selection.

Council member Kevin Hotovy made a motion to table consideration of the Engineering Firm Committee's recommendation. Council Member Pat Meysenburg seconded the motion. The motion carried.

Kevin Hotovy: Yea, Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Absent
Yea: 5, Nay: 0, Absent: 1

Recreation Coordinator Will Reiter said, "I'm William Reiter and I'll give you a little background on myself. I'm an Aquinas graduate of 2017 and I went to Chadron State College and I studied Sports and Recreation Management along with a minor in Nutrition and Wellness. I graduated in three years, as of last spring in 2020. So, when I got here there really wasn't much to go off of when I was hired. I was kind of thrown into an office and told to figure it out, I guess. There was a ball program that existed in the community and so that was here for me to go off of. There was also a soccer program that I am taking over this year as well. Other than that, there isn't anything that was previously present here in this community. So, in order to find out what we could start up and what we had available to the community, I had to do a survey. Keith Marvin helped me with the survey. It was pretty simple. It was only fifteen questions. I ended up getting two hundred and forty participants, which is quite a bit. I put it up everywhere. I was advertising it all over. I was happy with the numbers that we got. It's going to give you a good idea of what everyone wants to see this year and what we can do to bring members back to the community or help it grow in the future. I think that recreation is very important if you

want to advance as a community. I'm just going to go through the questions that were asked in the survey."

Recreation Coordinator William Reiter conveyed the following Power Point Presentation.



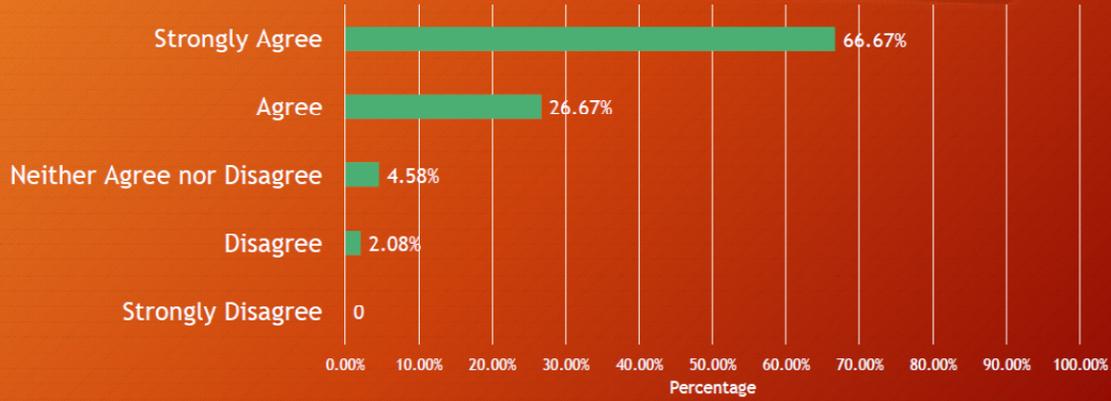
David City Recreation

By William Reiter

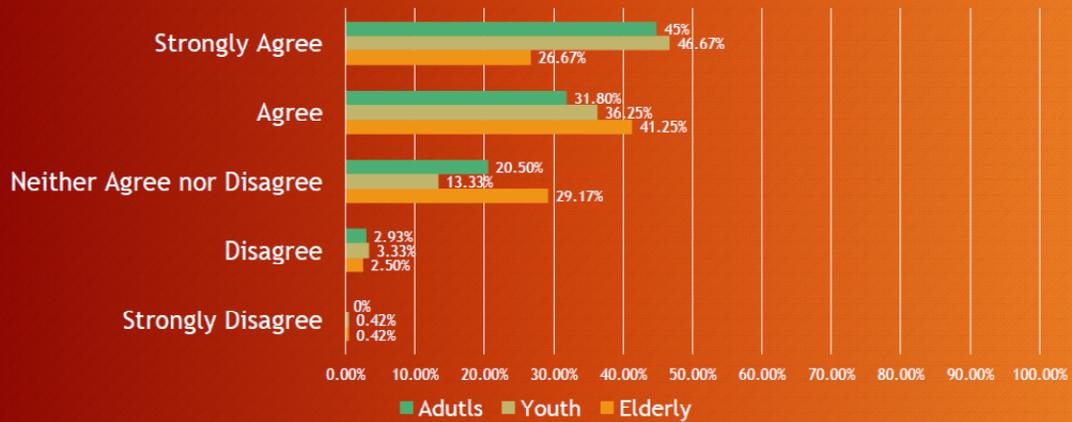
Survey

- David City Recreation conducted a survey to analyze the community and determine target populations and interest
- Why conduct a survey?
 - With no prior base to build off of, it is impossible to determine what the community wants. A survey is the best way to find out.
- 240 participants with about 15 questions
- The data has been summarized for this presentation
- The survey will allow David City to determine which direction to go so it must be taken into consideration!

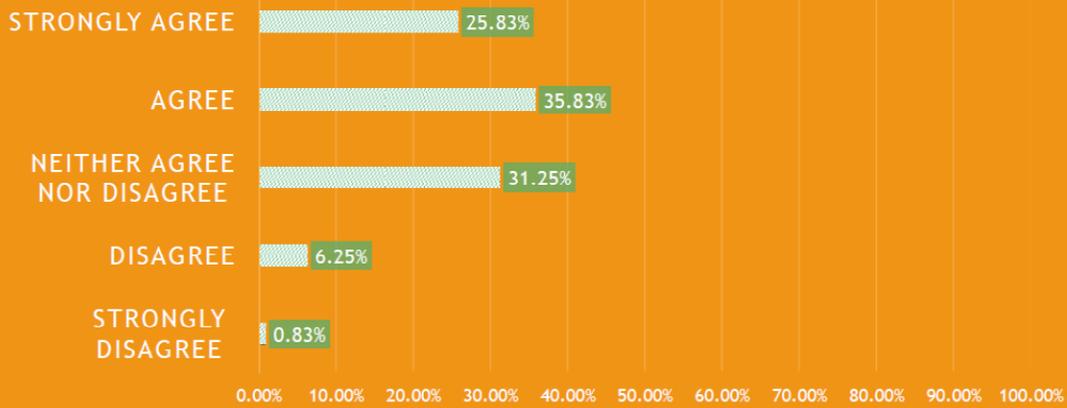
Recreation is Important



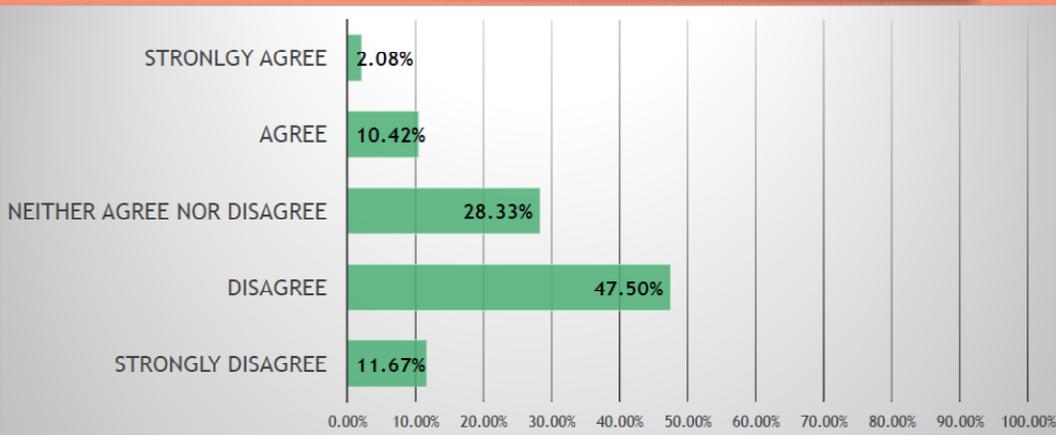
There needs to be more activities for: elderly, youth, and adult groups.



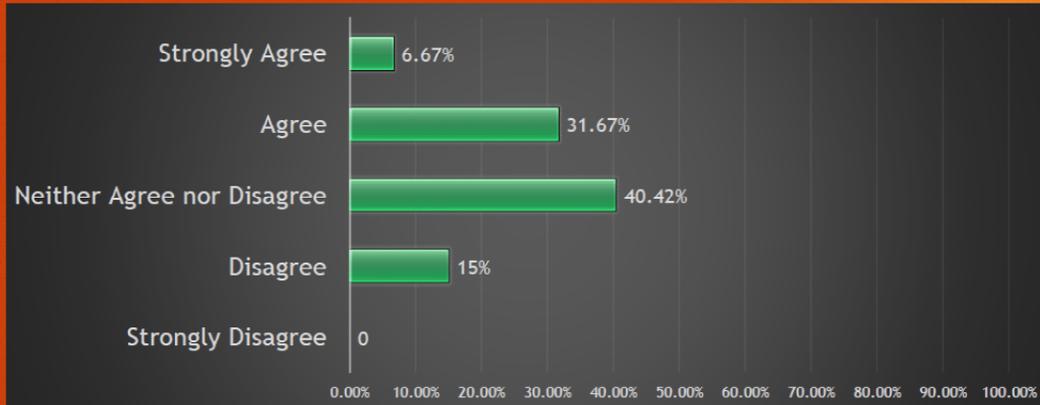
Recreational Facilities are Being Underused.



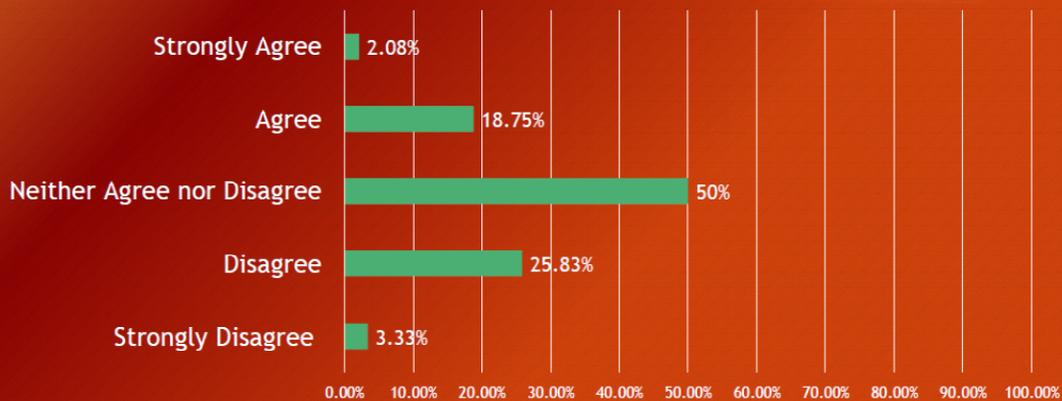
Recreational Events are Well Communicated to the Community.



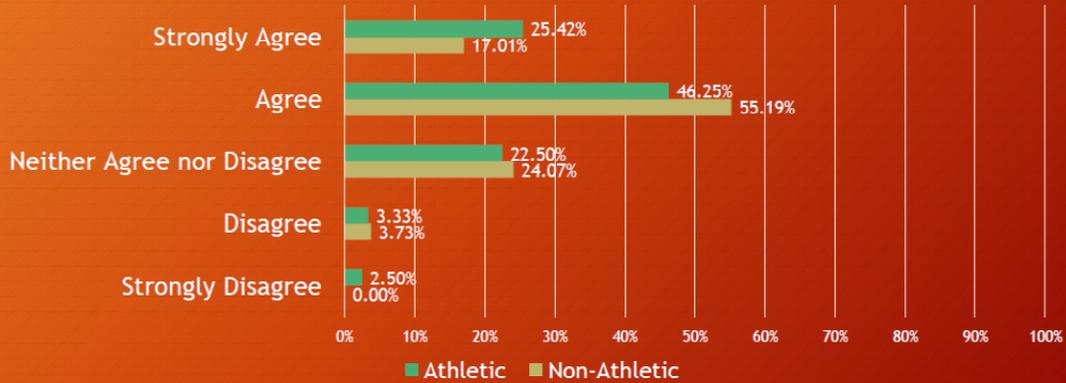
I Would Consider Volunteering to Help Run Recreational Activities.



Current Recreational Activities are Run Well.



I Enjoy Taking Part in “Athletic” and “non-Athletic” Recreation.



| Activity | 1 | 2 | 3 | 4 | 5 | Weighted Average |
|-----------------|--------|--------|--------|--------|--------|------------------|
| Baseball | 3.02% | 4.74% | 14.22% | 15.52% | 62.5% | 4.3 |
| Softball | 5.13% | 3.42% | 11.97% | 17.52% | 61.97% | 4.28 |
| Volleyball | 4.72% | 4.29% | 19.31% | 17.17% | 54.51% | 4.12 |
| Flag Football | 3.86% | 6.44% | 16.31% | 25.75% | 47.64% | 4.07 |
| Basketball | 5.15% | 4.29% | 19.74% | 24.03% | 46.78% | 4.03 |
| Swimming | 6.84% | 5.13% | 18.80% | 17.95% | 51.28% | 4.02 |
| Sand Volleyball | 5.17% | 5.6% | 20.69% | 24.14% | 44.4% | 3.97 |
| Aquatics | 7.26% | 4.27% | 24.36% | 17.95% | 46.15% | 3.91 |
| Outdoor Movies | 8.09% | 8.51% | 17.87% | 22.98% | 42.55% | 3.83 |
| Soccer | 10.39% | 5.63% | 19.91% | 20.35% | 43.72% | 3.81 |
| Golf | 8.51% | 6.81% | 21.28% | 24.68% | 38.72% | 3.78 |
| Music | 10.21% | 8.94% | 26.38% | 23.4% | 31.06% | 3.56 |
| Theater | 8.62% | 15.95% | 24.57% | 15.52% | 35.34% | 3.53 |

| Activity | 1 | 2 | 3 | 4 | 5 | Weighted average |
|-------------------|--------|--------|--------|--------|--------|------------------|
| Bowling | 12.82% | 8.55% | 24.36% | 20.94% | 33.33% | 3.53 |
| Arts and Crafts | 11.64% | 15.52% | 23.28% | 24.57% | 25% | 3.36 |
| 5k/10k runs | 13.36% | 12.93% | 31.03% | 17.24% | 25.43% | 3.28 |
| Weightlifting | 13.91% | 14.78% | 28.26% | 17.39% | 25.65% | 3.26 |
| Yoga | 18.53% | 14.22% | 26.72% | 15.95% | 24.57% | 3.14 |
| Card games | 17.17% | 12.88% | 29.61% | 19.74% | 20.60% | 3.14 |
| Quiz bowl | 19.91% | 12.99% | 25.97% | 19.48% | 21.65% | 3.10 |
| Book club | 21.03% | 12.02% | 28.33% | 16.74% | 21.65% | 3.06 |
| Board games | 22.41% | 16.38% | 28.45% | 15.95% | 16.81% | 2.88 |
| Karaoke | 24.35% | 19.57% | 23.04% | 10.43% | 22.61% | 2.87 |
| 25k/50k Bike race | 23.48% | 13.91% | 34.35% | 13.91% | 14.35% | 2.82 |
| Chess | 28.45% | 17.67% | 31.03% | 12.93% | 9.91% | 2.58 |
| Video gaming | 47.62% | 18.18% | 19.05% | 7.79% | 7.36% | 2.09 |

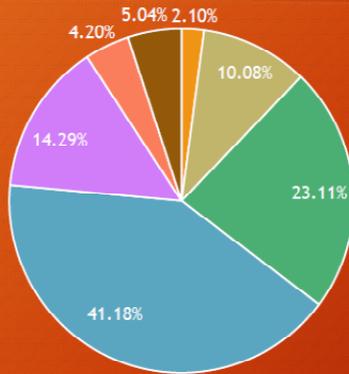
Other Activities Suggested

- Bingo
- Tennis
- Pickleball
- Gymnasitcs
- Canoeing
- Archery and Trap Shooting
- Frisbee Golf
- Scavenger Hunt
- Bike and Walk Path
- Wrestling

Race and Gender

- White/Caucasian: 94.56%
 - Hispanic or Latino: 2.09%
 - Preferred not to Answer: 3.35%
 - Male: 30%
 - Female: 67.08%
 - Preferred not to Answer: 2.92%
-
- *Race* helps determine activities through cultural values.
 - *Gender* correlates with the sports you play.

Age



under 18 18-24 25-34 35-44 45-54 55-64 65+

- **Significance of Age:**
 - Health
 - Ability
 - Interest
- Older Populations generally enjoy more leisurely activities.
- Younger Populations generally enjoy recreationally competitive activities.

Comments

- A Comments Section was Incorporated into the Survey
- Concerns were Expressed for:
 - Softball
 - The use of facilities
 - The condition of the parks and facilities (“could use some work”)
 - Coaching
 - Bias
- Ideas were Given Including:
 - Adding tournaments for baseball, softball and even soccer
 - Creating new activities
 - How to use the facilities more effectively
 - Ways to use the parks and improve them

DC Recreation



- Vision
 - To bring recreational activities and programs to David City so that the community can grow and accomplish more. Building a community starts with unifying activities!
 - Mission
 - To create and professionally administer recreational programs and activities that satisfy the desires and needs of all residents in David City.
 - Values
 - We value creating a positive environment where individuals can gather to socially interact in a fun and competitive manner. We wish to create programs that meet everyone’s needs and to cover a broad spectrum of activities.
- David City Recreation must stress inclusion of all individuals.
 - If individuals are unable to participate due to financial instability, actions will be taken to include them in activities.
- **The idea is that Recreation is not just for the wealthy, but for the entire community.**

Plans and Goals

- 1. Maintain and Build Upon Existing Programs
 - Host tournaments for baseball and softball
 - Maintain soccer
- 2. Expand Recreation and Build New Programs
 - Use rec survey to create and advance desirable programs
 - Examples: Youth basketball volleyball and flag football
- 3. Build and Unite the Community → Community Growth
 - Find ways to reduce conflict within programs
 - Encourage participation and discourage school biases
- 4. Economic Growth
 - Bring business to local area
- 5. Work Toward Department Financial Stability
 - Stay within budget and allow programs to pay for themselves

Planning and Achieving Goals

- “Failing to Plan is Planning to Fail”
- Plan Seasons and Activities Out in Advance and Determine Dates that Work with the Community
- Communicate information!!! Advertise Everything!!
- Ask for Help!
- Keep Track of Progress and Make Adjustments as Needed.
- TALK TO THE COMMUNITY!!!!!!

Recreation Coordinator Will Reiter said, “When we look at adding softball and baseball tournaments, I think that is a very important thing to do and even soccer because not only do you offer another sport above your program to participate in, but you’re also creating that source of revenue for the program but also for the community because you’re bringing business to the community and these people are going to eat somewhere, they’re going to go to gas stations and local restaurants. I think that is important as a community because if you want to bring in

revenue, that's the way to do it. I already have a softball tournament set up if you're wondering if I've done anything. I have one set up for May 14th. Just to give you an idea of how much money this pulls in, I'm working with a third party and he's going to set up the entire tournament, so I don't have to do anything. He's going to pay for the umpires. He's going to take the team registration fees that pay for the umpires. We don't get the team registration fees, but we get the gate money. We're charging four to six dollars per person depending on whether they are a kid or an adult. You have two parents per kid, possibly more if the grandparents come or if they bring children. So, you're looking at possibly eight to ten thousand dollars total, which is three to four thousand dollars per day. That's the amount of money that these things can bring in. That's pure profit because you're not going to have many expenses in there. Maybe to have people to help you run it, but other than that, you're looking at ten thousand dollars profit and then maybe a thousand dollars of expenses for people to help run it. So, if you can create more of these activities, you're going to bring in that much more money. You can do that for any sport. You can do that for basketball, soccer, baseball and even volleyball. So, that's what I'm here to do. I don't want to turn it into a primary source of revenue. The intention isn't to base these programs off of how much money we can make. We're here to offer the programs for the community. I think that financial stability is important, so if we can help to pull in profit to make this program more stable, then that would be ideal. So, where do we go with all of this information that I just presented? I didn't really start from anything, so I, basically, started from square one. I created a vision. Which, I think the vision for this program should be to bring recreation activities and programs to David City, so that we can grow as a community. What is a community? Is it just a bunch of houses in one spot or is it people that enjoy doing things together? If we aren't willing to work together or even socialize, are we really a community? Recreation is going to help people socialize, it's going to help people get to know their neighbor, who they may not know at all. So, I think that's the vision for this is to create a stronger and more unified community. How are we going to do that? That's the mission, so we're going to do that through creating and administering programs that the community desires. We found out what the community desires through our recreation survey, so it should be very easily done, if I just do it right. I've created a set of values. I think that values are very important. You need to have a positive environment where everyone is included because that is what recreation is about. It's not just for the most athletic. It's not just for a select group of people, because recreation is not just for the rich. It's for the entire community. Like I said, we're not looking to make a profit, so if someone is struggling to afford the program, I will work with them to do the best with how they can afford it or be part of it, so if they have to make payments, or only pay part of the fee and have to work off the rest, I'm willing to make that compromise. I'm trying to include everyone that I can. I went through and I planned things and I made some goals. Here's five goals that I created right away. Obviously, I've been talking about this the whole time. I want to build upon and maintain existing programs, softball, baseball and soccer. With softball and baseball, one of my main goals was just to host tournaments and I've already achieved that. I would like to get to hosting two baseball tournaments and two softball tournaments every summer. When you think about that, that will hopefully help this program be self-sufficient. I'd like to, maybe, expand upon soccer in the future. Right now, I'm going to maintain it because the program has kind of come to a standstill, but I have some ideas of how to boost it and how to get it going and maybe even gain more interest. It's going to be a countywide effort, I believe, because we are the only soccer program within miles so we'll be drawing people from miles away. The next thing that I would like to do is to expand recreation because there are no programs that exist other than softball, baseball and soccer. We're looking to start volleyball, basketball, and even flag football. Those seem to be the next things that have the most interest, especially from the youth level. Basketball would be played during the winter, so you're looking at October and November and volleyball is during the same time as

flag football, so you're looking at August and September. You may be asking if these are going to interfere with the school's programs. I can communicate with the schools and work around them, so if you look at basketball, for instance, basketball is a five-month season. If the schools are going to do the majority of their traveling with the youth in December, January, and February, I can easily have a program in October and November and not conflict with their interest at all. I think that's very important to know because you could see some backlash from them or you might see them really support the program. The next thing that I'd like to do is, obviously, build and unite the community and grow it. I discussed that before. Obviously, economic growth is part of that. I'd like to bring business here. I want to help support your local businesses. I think that activities are huge in doing that if people come here to play a game every weekend, those people are going to be hungry, like I said. They're going to stop at your local gas stations for gas. It's going to be huge for local businesses. I'd let them know when this is happening so that they can prepare for it, as well. My fifth goal is to work toward financial stability. The reality in that is if we have affordable prices for individuals to participate in these activities, we're not going to be charging them a lot to make up for as much as we're losing, so that's where the tax money helps to cover some of that cost, but I would like to be able to cover to at least seventy-five percent of my own cost, or even ninety percent. I'd love to get to ninety percent, to cover ninety percent of what I'm using. So, if my costs are one hundred thousand dollars, I'd like to make about ninety thousand dollars. I think that is perfectly doable if you have enough activities. So, when you look at costs, I don't think cost should be an issue at all, especially when you have that much money that you're going to be bringing to the local businesses. How do I get this information out and how do I communicate it to the community? Benjamin Franklin said, "Failing to plan is planning to fail," so I've had a lot of time to plan with COVID going on. I've talked to tons of people and I've gotten tons of opinions on where we should go and where we should be headed. I'd love to have your guys' opinions, too, if you're willing to talk to me and come visit with me. You have to ask for help, you have to communicate information and you have to advertise everything. These are all things that go into having a successful program. Then you have to keep track of your progress. I plan on writing up reports every time a season ends just so Clayton knows how things are going and everyone can take a look at how a certain program did, just in case you want to get rid of it or if you want it to grow. That would help to assess where to put the money according to what program is needed or is most successful. I plan on keeping track of that stuff and making adjustments as needed. I just wanted to give you an update on what this could look like and where we are headed. If you have any questions or comments, I'm here to answer them."

Mayor Zavodny said, "I have quick questions because I know that people would like to get home. I think that this is very important because sales tax, bringing in people on more of a regional approach is good. You're one guy. How are you going to prioritize things? I think about things that have been available in the community and I'm happy to know that I'm considered elderly now. Granted, I'm not going to be playing basketball or volleyball or maybe some coed would be fun. They used to have a men's basketball league. Have you spoken to the schools? Have you talked to the hospital about plans moving forward? One of the things that people always talk about is that it would be nice to have a place for adults to swim laps, year around. I don't want to throw Don Naiberk under the bus, but I had talked to him about that. You're one guy, how do you prioritize and can you have an adult volleyball league? I know we talked about a walking trail looping the city which Wayne did and I know some other communities have done. What are you going to do next? I thought that this was very helpful and informative but the idea is there and one of the concerns is, and I don't know how you fix it, there is always that belief that one school gets favored over the other. How do you bridge those kinds of gaps? We're not going to prioritize bowling because we don't have a bowling alley. So,

you take bowling and you set it over here because that's not realistic. How are you going to prioritize what programs to do and some money generating things?"

Recreation Coordinator Will Reiter said, "I guess when you look at sports you have to look at which sports are realistic, like you said. I like to set SMART goals, specific, measurable, realistic, attainable and time. How do they fit into your time period and schedule? When you look at planning something, if you get it done three months in advance, you can probably run a pretty smooth season, in general. So, I did map out, on my own calendar when I'd plan these things and when I'd get the information out and what I'd advertise for. So, a lot of it is just me knowing how to manage my own time and knowing when to ask for help using resources, like the Chamber of Commerce or getting that information out there or going to local businesses or advertising for it. It just comes with knowing how to prioritize your own time. I don't know how to answer your questions, except to say that you have to trust me on how I'm going to manage my own time."

Mayor Zavodny said, "I think that we do trust you. That's not even a question. We have the auditorium, we have new scoreboards going in, but the schools you're going to have to get coordinated. If there's a Sunday league for adult basketball, some coed, there are some fun things that you can do and people pay, ten, fifteen, or twenty dollars to play for a league of a month and a half. We started looking into this before you were hired and they said to have runs. A little spray paint, you charge x number to enter and you give them a number. Those aren't very expensive to put on and that could generate some income to get to ninety percent. If we are going to prioritize, we've got to make the youth things work. Because we are talking about sales tax, which I keep harping on and also quality of life issues. That's what's important. Grandparents love to go watch their kids play soccer. To me those are important."

Recreation Coordinator Will Reiter said, "I definitely think that youth is going to be my primary focus for the most part this first year. I think I could easily have adult recreational basketball by this next winter, even sand volleyball by this summer. You can do a weekend thing where you find an open weekend when nobody is doing anything and you have to communicate with the community to find out what is going on that weekend. When I do things during the school season, I look at the calendars of the schools, which I have downloaded into my computer, and that's how I schedule things accordingly. If I can do that for everything, I can find really good weekends to do activities like that and pull in adults, as long as I advertise the right way for it."

Mayor Zavodny said, "I don't know if they have leagues anymore, they used to, for coed softball. They had tournaments and stuff. That used to bring a lot of people in."

Recreation Coordinator Will Reiter said, "I think that is a very reasonable thing to suggest. I'm actually considering, hopefully, having that soon. It's very reasonable to say that we could bring in a group of coed softball teams and play slow pitch softball, as long as I can find the umpires and bring in the teams to play."

Mayor Zavodny said, "It seemed like a fairly easy thing to do. One of the reasons that I'm so glad that we have you now is that everybody has ideas but there was nobody to do it. There was nobody to find the volunteers and coordinate the umpires and those kinds of things. I think that this is a step in the right direction and I'm glad that we're taking it. Questions of Will?"

Council member Kevin Hotovy said, "This department/program has been a long time coming. It also isn't going to be built in a day. I appreciate your enthusiasm and your presentation. Speaking as a parent of kids that are involved in activities, rec league type stuff, well-run things are always successful. So, make sure with the help and organization, well run tournaments turn into yearly appearances by other teams coming into town. Literally, there isn't really a ceiling here. The sky could be the limit, eventually, with this and the revenue stream that it could generate. I've seen it and I'm involved with it. It's incredible how far parents will go to have their children compete. There's a lot of potential here. I'm glad we finally made this step to get this going."

Recreation Coordinator Will Reiter said, "As for planning, when you say Rome wasn't built in a year, I did make a five-year plan for where I want to be in five years. If any of you want to take a look at that, it's like ten pages long."

Council member Kevin Hotovy said, "This is a heck of a good start. I'll give you that."

Recreation Coordinator Will Reiter said, "Like I said, I didn't have much to go off of. I had to start from square one and create something. I want it to grow. I don't want to be stagnant. I don't want to be that person that is just taking up space in the office. I want this to go somewhere. I don't know if you know this but I've been actively part of the youth recreation; I was an umpire for ten years. I've been part of successfully run programs. I went all over Nebraska umpiring softball. One of my favorite places is York. They built that ten-million-dollar facility and they make sure that those tournaments are run as well as they can be, every time we have a tournament. They spent a lot of money on that thing. You have to run it right if you're going to pay that off."

Council member Kevin Hotovy said, "I get it. That's why I say, truly well-run activities will get a following. There will be times that a tournament or whatnot will have a glitch and then the next year when the planning is happening with whatever sport or team it may be, we would say "remember going there last year – it wasn't good and we're never doing that again." Now, granted, weather happens and weather happens a lot and there's nothing that you can do about that but if you can manage your time, the sky is the limit here."

Council member Tom Kobus said, "My son lives in Wahoo and they have quite a few basketball games and that's year-round. The more games they have, the more people that want to be in it. I'm talking about thirty to forty years old. I don't know what they charge, but they get a lot of people. People also come to see these guys play."

Recreation Coordinator Will Reiter said, "When we talk about Wahoo, when we look at competitive communities, Wahoo is up here and I'd love to be like Wahoo eventually. They do great things there. One of the things about this job or career is the contacts that I've made in those communities. I've been personally emailing the recreation coordinator from Wahoo. I coached volleyball at Aquinas and one of the reasons that I got in touch with this man is because Kelly, who is the head coach at Aquinas, worked for him and so when I emailed him, I told him that I worked with Kelly and then he was willing to help me with anything that I asked him for and so when you have contacts like that in those communities that have succeeded, they are willing to help you succeed here as well. They aren't concerned about competition because when you're that successful, you're going to keep pulling from the same groups. So, I have to look at a different group that I can pull in here and I've been doing that these last few weeks."

Council member Jessica Miller said, "You said that you're taking over soccer. Is there not a soccer board anymore?"

Recreation Coordinator Will Reiter said, "There is. So, soccer is a little more complicated than baseball. We don't own the fields. They rent them from the Ag Society and then they pay an administration fee to the City because I'm running their program. So, the soccer board has a little bit more say in the program than the ball association for the ball program. So, I can't really do anything without the soccer board's permission and that's kind of where they stand, but they pretty much have agreed upon everything. They just want to see the program succeed as much as I do. Like I said, we don't own those fields and they are, actually, paying us to maintain them. There's really no downside to us not owning those fields."

Council member Jessica Miller said, "My other question is are you ready to deal with parents like me?"

Recreation Coordinator Will Reiter said, "I've been doing that for years."

Council member Jessica Miller said, "It's not easy. You're going to have to have them ripping you left and right. You're going to find out that some of the people that want to coach, can't coach and there's a reason why they can't coach. I've been involved with softball for many years and I coached for fifteen or sixteen years. Running tournaments is not easy. I was a one man show running some of these tournaments."

Recreation Coordinator Will Reiter said, "I've worked with crazy parents, so to speak. I don't want to call them crazy because some of them just get really emotional when it comes to their children being involved, but I've worked with people like that for years, being an umpire. I've found that the best way to work with them isn't to rise to their level and get just as angry as they are, it's just to simply state the reasons behind your actions and why you do things and if they disagree with it then you just have to agree to disagree. We can offer other means for them to compete or they can continue to go along with our program or we can give them another route, maybe outside our program but we're still willing to work with them. That's what we did with the softball program here. We told the eighteen and under groups from each school that there's enough students from each school to have our rec program ready to go again and I would divide them out not according to school, according to what we've done in the past, before the schools took softball upon themselves at the high school level. They said we don't want to do that and I assumed that was going to be the case so here's another route that we can offer you so that we don't take upon the school identity. That's you and that we are here to facilitate softball for you but we're not going to run your program because we don't want to have an identity of the school."

Council member Jessica Miller said, "And keep them in town instead of going elsewhere."

Recreation Coordinator Will Reiter said, "Exactly. There are ways to keep them in town by not overcharging them. It's going to be more expensive, obviously."

Council member Jessica Miller said, "Do you have something in place for those parents who insist that they are the world's greatest coach? Like, a three-strikes and you're out, type of thing? This is what we're seeing, this is what we're hearing. How are you going to fix it? Then

the next year comes around and they want to coach again and then the same thing happens. How many opportunities are you going to give?"

Recreation Coordinator Will Reiter said, "That's a good question. People skills come into play when you're talking about dealing with these kinds of people. I like to give second chances. There's always a second side to the story. If I can clearly point a finger at the person and say, "Look, this is pretty much all your fault and you have caused this issue," then I might be that strict with them and say they can't be part of it anymore or I just can't have you coaching. But if there's two sides to the story where I can't really blame a particular party, which happens to be the case a lot of the time, you can really work out a compromise between those two groups and I think that once you tell the parents that this is the way it is or you can't be part of it that they tend to not want to be completely kicked out of something so they bend your way. To be honest with you, you say that there's a lot of parents that are going to fight back, and I do agree with that..."

Council member Jessica Miller said, "I don't think there's going to be a lot, but there are going to be those parents."

Recreation Coordinator Will Reiter said, "Yes, there are. Like I said, if you calmly explain to them and give them the reasons behind your actions and tell them that this is the way that it's going to be and we can try to compromise with them. Those people skills are what tends to help."

Council member Jessica Miller said, "I guess what I'm asking is do you have the backbone?"

Recreation Coordinator Will Reiter said, "Yes. I don't think that will be an issue."

City Administrator Clayton Keller said, "I'll speak on that. When we hired Will on, I did ask him to do a hard thing. I put him in an empty department and said go for it. Like you said, he hit the ground running and what he did next was really impressive. He, for lack of a better term, went knocking on doors. He went and talked to all of the businesses and the schools and got their inputs on the survey and has put out the registration forms. Anybody who is willing to go knocking on doors has the backbone to handle someone who is angry. So, I appreciate Will being on our staff."

Council member Jessica Miller said, "Will you email the power point presentation to us?"

Recreation Coordinator Will Reiter said, "Absolutely."

Mayor Zavodny said, "I agree with Council member Hotovy, we are off to a great start with it. There's a ton of work ahead and I think that our potential is pretty unlimited on this, so keep plugging away and keep us posted and let us know how it is progressing."

There being no further business to come before the Council, Council member Kevin Hotovy made a motion to adjourn. Council Member Jessica Miller seconded the motion. The motion carried and Mayor Zavodny declared the meeting adjourned at 8:07 p.m.
Kevin Hotovy: Yea, Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Absent
Yea: 5, Nay: 0, Absent: 1

CERTIFICATION OF MINUTES

January 27, 2021

I, Tami Comte, duly qualified and acting City Clerk for the City of David City, Nebraska, do hereby certify with regard to all proceedings of January 27, 2021; that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for public inspection at the office of the City Clerk; that such subjects were contained in said agenda for at least twenty-four hours prior to said meeting; that the minutes of the meeting of the City Council of the City of David City, Nebraska, were in written form and available for public inspection within ten working days and prior to the next convened meeting of said body; that all news media requesting notification concerning meetings of said body were provided with advance notification of the time and place of said meeting and the subjects to be discussed at said meeting.

Tami Comte, City Clerk