

CITY COUNCIL PROCEEDINGS

November 10, 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 November 4, 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 Tom Kobus, Bruce Meysenburg, John Vandenberg, Pat Meysenburg, Kevin Woita, Jessica Miller, City Attorney Pro-Tem Tim Wollmer, City Administrator Clayton Keller and City Clerk Tami Comte.

Also present for the meeting were: Sheriff Tom Dion, Water Supervisor Aaron Gustin, Street Foreman Mat Asche, Recreation Coordinator William Reiter, Tiffani Jahde and Rick Comte with the Christmas on the Bricks committee and Ryan Ruth with First State Insurance.

The meeting opened with the Pledge of Allegiance.

Mayor Alan Zavodny informed the public of the "Open Meetings Act" posted on the north wall of the meeting room and asked those present to please silence their cell phones. He also reminded the public that if they speak tonight in front of the Council that they must state their name and address for the record.

Council member Pat Meysenburg made a motion to approve the minutes of the October 27, 2021 meeting as presented. Council Member Kevin Woita seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea
Yea: 6, Nay: 0

Council member Pat Meysenburg made a motion to approve the claims as presented. Council Member John Vandenberg seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea
Yea: 6, Nay: 0

Mayor Zavodny stated that the next item on the agenda was Committee and Officer's Reports.

City Administrator Clayton Keller said, "Will Reiter has been our Recreation Coordinator now for about a year and he wanted to give an update on the Recreation department and the programs that he has done."

Recreation Coordinator William Reiter introduced himself and said, "I would first of all like to thank you for giving me the opportunity to speak here tonight. Hopefully, it will be short and clear. I want to thank you for the opportunity to run this program for a year now. I think it was a great step for our community to promote not only youth activities and adult activities, but for the health of the community, as well. I've spoken about this before, to start out the program, the department didn't really have much to grow off of because there was really nothing in existence before I was instated as the Recreation Coordinator so I had to build a lot of what is there. I also had the opportunity to build off of programs, such as the soccer program and the baseball program. I would like to cover the soccer program first. The Soccer Association had an agreement with the City to basically take control over their entire program. I took the opportunity and I did a lot more advertising than they had done. The program ran very smoothly. We had about 210 participants in the program. I had to place all of these kids on teams, find the coaches, set up the games and times, find volunteers to run the concession stands and things like that. The program ran very smoothly and I think that the community was very pleased with how it went. Most of them said that it had improved from previous years. So, that was good to hear. One thing to note was that we had a lot more involvement from outside communities, not just in David City. Participation from David City residents actually dropped because of the increase in price. We actually gained tons of athletes from other communities such as Shelby, East Butler, and the Dwight area. We actually raised the total number of players but we lost participation from David City. It's kind of an interesting thing to see. If those players from David City come back the next year, we'll just keep raising the numbers, which is good to see for the future. That program ran smoothly. It goes from the start of the spring. So, I start to plan in about December. The games start in April and go through May. Then we have an adult recreation program in the summer which was very successful as well. It runs from June to July, and we had several participants in that including myself, and Clayton was there a few times. It's a very fun activity and I think that the community really enjoyed it. The Ball program is obviously the biggest program that we have in David City. We had, obviously, purchased the Ball program and wanted to continue the program ourselves. That ran pretty smoothly for the first year. The adoption of the program – I took a job that five or seven people were doing and I had to do it all myself. So, it was a lot. There's a lot that I can improve on in this coming second year. Overall, there was a lot of good reviews. I did a survey at the end of the year and they all appreciated the work that I had put in. There was a lot of good input that they gave me and a lot of good opinions in the community. That program, again, there was about 240 participants including the club teams. I have to coordinate even more games than there are for the soccer program. Soccer there are six days that there are games. Softball and baseball there are about thirty-five to forty days when there are games going on and we're talking about at least two games per night. Most of the time for baseball there are six games per night and for softball there are usually four. I have to find umpires for all of these games, which I have a lot of contacts because I was an umpire for several years. I have to find coaches for all of the recreational teams and I have to coordinate them, along with the club teams, to make all of the fields available to them. It was a lot. It was very much of a learning experience for me but I did enjoy it. I have a lot of improvements that I'd like to do next year just to better manage the program. I did have a lot of help. I, thankfully, had a field crew of Greg Jahde and Cody Navrkal and they were of much help to me. I can't do the field work without leaving my desk job and it's impossible to do all of this coordinating without them to help me run the fields.

That program, I think, went very well. Some of the things that I will improve on for next year include the volunteer deposits, which we had discussed previously. I'm going to put out a schedule well beforehand. There will probably have to be a lot of guessing involved but I have a good idea of where the games will land now that I've done it a year so I can guess when I'll need parents there. The times won't be specific, but there will be dates down for them to choose from and I'm hoping to give them the opportunity to choose dates. The fall program took up a lot of time. I was working probably fifty hours a week during that time. There was a lot of work that needed to be done out there. A lot of management. Moving to the fall we had softball for the schools. I lost my field maintenance help. Cody went back to college and Greg had to do his athletic directing for East Butler. Because of this, I ended up doing a lot more maintenance on the fields than directing any programs. I wanted to get volleyball started during that time and maybe some flag football. Maybe down the road when I can get a little more help. This year the maintenance was my primary concern. Without Greg and Cody, the fields had to be worked and they had to be mowed and sprayed. It was almost a full-time maintenance job at that point. The fields had to be worked every day because you have eighteen-year-olds practicing on them every day. We never had a rain out. I remember there was one day when it just poured and we had puddles in front of the bases. It was crazy. I managed to do all of the work and get that game going. I think that if you talked to Paul (Gahan) or Greg (Jahde), they would tell you that they've never seen the fields worked as well as they were this year. Also, next year I will be able to improve upon that and maybe know how much time is needed out there. Recently, I ran a three-by-three basketball league and that started up in late fall. There was a lot of interest in it, according to my survey. Unfortunately we didn't get a whole lot of participation. I had enough participation to do one age group so we went forward with it and they have really enjoyed it thus far. I think that they will hopefully spread their approval around the community and next year we can get more teams involved. That program I did not have to find coaches. They brought their own teams in and it was a lot easier to manage. It was every Sunday. I found refs and I set up the league and the schedules and the times. It wasn't as much work as the ball program and the soccer program were. Moving into the winter, obviously things slow down a little bit. I'll still be finding a lot of things to do. I have recently put information out concerning an adult three-by-three men's league for Sundays in January through February and I'll be conducting a women's volleyball league on Wednesdays at the same time. So, you'll see that every Sunday and Wednesday from January 15th through late February, we'll have adult recreation. That's very important because recreation isn't just about developing youth athletes, it's about the health of the community and making sure that everyone stays active. I think that we overlook that idea because we want to bring in business and other things like that, which is good and which recreation will do, but the health of the community is just as important and keeping the adults active is just as important if you want the community to thrive. Other than that, I did do a lot of field improvements on the baseball fields, which took a lot of work. There was a lot of dead grass areas where I removed the grass and we're going to replant in the spring. Bill (Buntgen) and Nate (Styskal) have been a ton of help for me. They helped me mark the sprinklers. Bill has a ton of knowledge on how to work those outside fields. He's been a great resource for me and I've been very grateful for all of his help. One of the other things that I've done is to help the Parks department with the football field. We've been working together a lot and I think that's improved. I hope that next year I can find a few more opportunities to take advantage of Parks department and use them a little more often to help me out there because I think that the communication with the Parks department wasn't super solid when I first got my job because we were kind of unfamiliar with each other. As we grew familiar, the program began to do better because we worked together. Some other things that we did out there were removing and replacing sprinkler heads. There are sprinkler heads in the grass

runways that I'd like to have removed so that we can make the diamond pro go all the way to the fence, and if you have any questions about that we can talk about it. It's something that I would like to see because those grass runways along the side of the fields are becoming dangerous and the athletes could potentially roll their ankles. Thankfully, we've received a donation to help us cover the cost of repairing the upstairs that we had budgeted for. With Milt Bemis' recent passing, his wife donated some money to the Ball Association to get that done, and so we can relocate some money hopefully toward those fields and improve upon that. Greg and I have put a lot of work into those runways already, so hopefully we can move forward and get some improvements out there that need to be done. Do you have any questions?"

Council member Jessica Miller said, "Did you discuss the concession stands?"

Recreation Coordinator William Reiter said, "With the coaches at the end of the year?"

Council member Jessica Miller said, "With the Ball Association?"

Recreation Coordinator William Reiter said, "Yes. Do you want us to take them over? Is that what you are implying?"

Council member Jessica Miller said, "We had discussed if we took them over about hiring kids to take care of them in the summertime."

Recreation Coordinator William Reiter said, "Yes. The problem with that is that we lose a lot of the money that comes into the concession stand as a Recreation Department. I think if we let it stay with the Ball Association, that money just flows right back into the fields. I think with the better management that I'll have next year about getting the times out sooner and the schedule out sooner, that we'll see a lot better participation in helping with the concession stand because parents will have more time to register for volunteer opportunities. This year I think that the main issue was that it kind of got pushed to the end."

Council member Jessica Miller said, "It's never been great. So, you're saying to give you another year and see how it goes?"

Recreation Coordinator William Reiter said, "Yes. I think that I'll get it out much earlier than I did this year, probably a month earlier than I did this year."

Council member Jessica Miller said, "What about tournaments?"

Recreation Coordinator William Reiter said, "I forgot to mention that. I have a tournament from June 3rd to 5th and I'm going to name it the 'Milt Bemis Memorial Tournament' and I already have four teams that have committed to it, including two of our own. I'm waiting to hear back from four more. They won't assess their budget until January. I'll reach out to them again."

Council member Jessica Miller said, "So, you're just going to hold the one tournament or are you going to hold more?"

Recreation Coordinator William Reiter said, "I'll try to hold a few more. I'm trying to get a Pony League tournament for baseball. We are undergoing a change in League Commissioners,

so I'm trying to figure out when that is all settled and then I'll contact them and try to get a tournament set up for Pony's, which we have the field capability to do."

Council member Jessica Miller said, "You'll need to set up with the fairgrounds about camping and getting those teams to stay overnight."

Recreation Coordinator William Reiter said, "Yes. I can do that. That won't be an issue. Hopefully, we can host another Early-Bird tournament."

Council member Jessica Miller said, "Is that in May?"

Recreation Coordinator William Reiter said, "Yes, it's in May."

Council member Jessica Miller said, "I think you're doing a good job. I think we need it."

Recreation Coordinator William Reiter said, "I love setting up tournaments. I've worked so many of them and I love having them here."

Council member Jessica Miller said, "What about an umpire clinic?"

Recreation Coordinator William Reiter said, "Yes, I'm trying to get one of those set up. My ear surgery for next Friday has put a big gap in my year. I want to get things set up but there's this time that I can't do much of anything. I would love to get that set up. I'm thinking maybe February now. Hopefully, before the season and I have a lot of good contacts in that area."

Council member Jessica Miller said, "You'll get flyers out to the high schoolers?"

Recreation Coordinator William Reiter said, "Yes. I think that's going to be a big need. We have seen the number of umpires drop dramatically. I have no idea what's going on. I had never before been contacted to do five tournaments in one weekend in my life and I've been doing this for ten years. I even got asked to do a college game during the fall and I'm not certified to do a college game. That's how badly they were looking for umpires. So, I will, hopefully, host one of those and get youth and some older individuals who want to learn how to do this because it's something that not only we need in David City, but just all of Nebraska needs right now. I think it would be a good opportunity to host something like that."

Mayor Zavodny thanked Recreation Coordinator William Reiter for the presentation on the programs. Mayor Zavodny asked if anyone else had anything under Committee and Officer's Reports.

Council member Jessica Miller said, "I noticed that there were a lot more overtime on the reports, so thank you, about what it's used for and I'll probably talk to Clayton about exactly what it's going towards. I know we have projects and breaks or whatever, but some of that is a little much."

Mayor Alan Zavodny said, "If you'll indulge me for a second, I want to take this opportunity because it's my one chance to address the six of you and the public. Tonight, I just

want to say that, to make it formal, that I do not plan to seek a fourth term as mayor. It's been my honor and privilege to serve the citizens."

Council member Jessica Miller made a motion to approve the committee and officer's reports as presented. Council Member Pat Meysenburg seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea
Yea: 6, Nay: 0

Mayor Zavodny said, "Thank you for your service. We certainly hate losing you, but we wish you well, certainly in your future endeavors and we know that you're doing this for the betterment of your family, so nobody can begrudge you that."

Council member Kevin Woita made a motion to accept the resignation of City Administrator Clayton Keller with regret. Council Member Pat Meysenburg seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea
Yea: 6, Nay: 0

P.O. Box 191
557 4th Street
David City, NE 68632



Phone: (402) 367-3135
FAX: (402) 367-3126
Website: www.davidcityne.com

October 30, 2021

City of David City
557 N 4th Street
David City, NE 68632

RE: Notice of Resignation

Honorable Mayor and City Councilmembers,

In accordance with Section 10 of my employment contract with the City of David City, I am giving a minimum notice of 60 days for my resignation as the City Administrator. My family and I are moving to Virginia at the end of the year, because that is where we feel we need to be at this time.

I am very fond of David City and am sad to leave. This is a wonderful community and has many things going for it. I wish I could be here to help and see it all come to pass. My hope is that David City will continue to grow and prosper.

My resignation will be effective December 31st, 2021.

Best Wishes,

A handwritten signature in black ink, appearing to read "Clayton Keller". The signature is written in a cursive, flowing style.

Clayton Keller

Council member Bruce Meysenburg made a motion to approve advertising for the City Administrator position. Council Member Pat Meysenburg seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea

Yea: 6, Nay: 0

Tiffani Jahde and Rick Comte were present with the Christmas on the Bricks Committee. They introduced themselves. Rick Comte said, "The Christmas on the Bricks Committee, which the two of us are part of and there are many other members, would like to have you consider closing the streets down for the Christmas on the Bricks celebration which will be on Sunday, December 5th. The areas that we are talking about are on "E" Street from Subway east to Kobza Motors and on 5th Street from Sack Lumber to the Title Company. When we were considering the area that we were going to do, it was brought to our attention by Clayton that we needed to keep the street open in front of the fire department, which makes a lot of sense. So, that is the area that we would like to close down for the celebration. We have lots of things planned. We are working in conjunction with the businesses on the square and businesses around town. We've had a lot of donations and actually quite a bit of support from the businesses so far. My own feelings on this are when Hallmark came in for the Hallmark celebration, it was a good event for David City and I would like to see this continue and become an annual event that we can do every year and get bigger and have more things in there. So, that's what we're looking for on December 5th."

Tiffani Jahde said, "We have a lot of non-profit groups involved, such as the Boy Scouts and the Girl Scouts and the 4-H. They are trying to get involved."

Rick Comte said, "We're working with all four area schools. Specifically, the ones in David City, but we are also reaching out to Shelby-Rising City and East Butler to try to get groups involved there, too, so we can get as much community and county participation as we can."

Tiffani Jahde said, "I called Four Corners Health and I talked with Allison and she said that there aren't any requirements. She said that they aren't holding anybody back from doing anything. Their only suggestion would be to have hand sanitizer and masks available at the entrances, that way if people feel like they want to wear them, they can. She said that most people will have it with them anyway, but we would have them available at all of our entrances and also where the food trucks are and where people would eat at."

Rick Comte said, "We would also have them at the different activities. We've got some tent activities like build your own crafts so we will have hand sanitizer in those for the people that are using those."

Mayor Zavodny said, "My second question would be; have you coordinated with the Sheriff's Office and figured out how we're going to do safety?"

Rick Comte said, "That's a good question. We have not thought about that but, yes, we will do that."

Tiffani Jahde said, "We're also having live reindeer. I worked really hard to get the live reindeer."

Rick Comte said, "You bring up a good point about the Sheriff's Department. Are there any other entities that you, as a Council, think that we need to reach out to or coordinate with?"

Mayor Zavodny said, "I just think the Sheriff for public safety and if you've talked to Four Corners, I'm satisfied."

Rick Comte said, "Can I bring up one other concern? We were talking about the things that we've added and the time constraints. I'm guessing that closing of the streets on Sunday morning is probably at 6 a.m.? Is that a reasonable thought?"

Mayor Zavodny said, "I think if you coordinate that with Chris. I think early morning Sunday is a great idea."

Rick Comte said, "We are starting at eleven so we can coordinate with Chris and if he comes up with a time that is acceptable to him is that alright with you?"

Council member Jessica Miller said, "You might want to contact BBQ Burgers and More because she is open on Sunday mornings."

City Clerk Comte said, "She is actually sponsoring one of our events so she is fully aware of what is going on."

Rick Comte said, "I believe that she said she was going to close down on that day so that she could do the events for Christmas on the Bricks."

Council member Bruce Meysenburg said, "Have you contacted Roper's and the Mexican restaurant?"

Rick Comte said, "Yes, they have all been contacted. We have added to this and we are worried about the time constraints, so is there any possibility that maybe Saturday afternoon we could close the center parking areas in front of Kobza Motors and in front of Sack Lumber so that we could have an opportunity to put a few of our events together?"

Mayor Alan Zavodny said, "Both of them close at noon on Saturday, but Rachelle and Images Salon, you'd have to check with them and find out what their schedules are."

Council member Bruce Meysenburg made a motion to approve the request of the Christmas on the Bricks Committee to close the streets on December 5, 2021. Council Member Kevin Woita seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea
Yea: 6, Nay: 0



Mayor Zavodny stated that the next item on the agenda was consideration of purchasing new computers for the City Office.

City Clerk Tami Comte said, “Our computers are four years old. Lori and I have to start ours over and over because we lose connectivity to our hard drive. We have other departments that have spoken for all of our old computers. I think Bill’s computer is twelve years old so he would like one of ours.”

Mayor Zavodny said, “My only question is software – are we confident that all of the software is going to work like it is supposed to? There are some new operating systems.”

City Clerk Tami Comte said, “I’m not worried about that because PowerManager is fabulous to work with and they will help us do whatever we need to.”

Council member John Vandenberg made a motion to approve purchasing new computers for the city office. Council Member Tom Kobus seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea
Yea: 6, Nay: 0

Mayor Zavodny stated that the next item on the agenda was consideration of structural renovations to the Astro Building.

Mayor Zavodny said, “I assume that this is to accommodate our new truck.”

Water Supervisor Aaron Gustin introduced himself and said, "What you have before you is a bid from Cole Ratkovec to add an east side entry to the Astro building that would accommodate the length of the vac truck. It will fit but it will be tight. This was kind of brought about by the conversation at the last meeting, buying a truck just to put it where we have space-wise to put it. John and Pat actually collaborated on discussing using part of, which would be the east part of the west side of the Astro building, as well as a bunch of storage of old equipment that is relatively not used to the best of its capability. Given the renovations that will be happening at the water treatment plant, we will be losing a garage. It would also assist us in giving us the space to do the maintenance on these pieces of equipment. Like I said at the last meeting, Mr. Forney allowed us to use his bay so that we could do maintenance on one of our vehicles so if there are any ideas on better options, that would be great. I know Pat said that quite possibly the City would be better served by building a brand new building, but I feel like that may be cost prohibitive but this is just for the Council to consider."

Mayor Zavodny said, "Let's open up the discussion on that. First of all, I think that we need to do something. Whether it's this or look at if we did a new building where in the heck would you put it? Considering that we're spending four hundred and some thousand on an investment, protecting it with this amount of money seems to make a lot of sense."

Council member Jessica Miller said, "The last thing that I knew, we were talking about extending the building."

Water Supervisor Aaron Gustin said, "That option was brought up as well to extend it to the north, I believe, kind of out the back way. A little more discussion would have to go into that with Pat and their accessibility with the trencher. So, effectively what Cole's recommendation based on the footprint, there would be no addition to the exterior walls. Basically, framing up an interior wall and two new overhead doors which would accommodate the height of our equipment and then a cut-through door because it is separated down the middle, a cut-through door that way we could pass through to the equipment."

Council member Kevin Woita said, "I think that maybe we should take a possible look at doing something maybe a little different. I'm not totally against this project. Maybe a couple of the Council members or all of the Council members get together and take a look at this and come up with a couple different ideas. Also, I have nothing against Cole, I know him very well but I just think that we need to give a couple of other people a chance to bid on it."

Water Supervisor Aaron Gustin said, "That's why it's up for discussion. I do know that lead time, especially on overhead doors is twelve weeks or better just like everything else. It's not something that's going to happen next week. Ideas, anything in regard to that, I know the other departments have storage needs, as well. If there was a big idea in mind, something more collaborative and unified if that would benefit everyone..."

Council member Kevin Woita said, "I did talk to Pat (Hoeft) today for just a few minutes and he had mentioned even years back when Sod was still here, they talked about putting overhead doors in a couple of the openings anyway. I think there's just some things that we should look at the bigger picture."

Council member Jessica Miller said, "How many months out are we on the truck?"

Water Supervisor Aaron Gustin said, "We should have it by the end of December or early January. I spoke with Brad Rose, actually, this morning and then I spoke with Clayton shortly thereafter about the final purchase agreement and if the City was anticipating that they wanted to go to a financing option or interdepartmental borrowing or outright purchase and he was just wanting to nail down the verbiage of the purchase agreement."

Mayor Zavodny said, "For my part, I actually agree with Kevin. It concerns me a little we're spending this amount of money and really not increasing our capacity any."

Water Supervisor Aaron Gustin said, "There's apparently the flag trailer that's in there and a bunch of items, so it serves a purpose for storage and then we would just be cleaning up some of the stuff in there and finding a new place for the flag trailer."

Mayor Zavodny said, "You know, it's not going to be ideal and hopefully we can find a place to put the truck temporarily while we work this out, but I would like to look at some other options, as well. I don't know where we would build something else, but you could start with this amount of money and then you're increasing your capacity and you could store more than just improving the square footage that you've got."

Water Supervisor Aaron Gustin said, "We're looking at possibly a year before we lose the garage bay at the water treatment plant due to the upgrade, and so there is a little bit of time available to us and if there is something new on the horizon in terms of big equipment storage..."

Mayor Zavodny said, "It might be cost prohibitive but we owe it to look at options and I guess what I'd like to talk about is how you'd like to proceed on that. Do a couple of you want to that maybe have time look at where we might put something and what it might look like? I don't care if it's drawn on a napkin – something that would serve our purpose. When you do something like this, probably twenty-five to fifty years plus on a building when you look at the price stretched over that amount of time to protect City assets that are bought by the ratepayers and taxpayer money it doesn't come up to that much money per year when you're probably extending the life of the capital assets that you're buying."

Council member Tom Kobus said, "Can we do anything with that recycling building?"

Street Foreman Mat Asche introduced himself and said, "We're using it as storage. I know, currently, Pat has some light poles for downtown, we have our old sweeper stored in there, as well as a bunch of our asphalt equipment."

Mayor Zavodny said, "Ok. So, that's not an option. If two of you could work on this so we keep under the number."

Council member Jessica Miller said, "Mat, do you do all of your servicing of your trucks where you're at?"

Street Foreman Mat Asche said, "We do all of our servicing at our shop, yes."

Council member Jessica Miller said, "So, does the electric crew use the Astro Building?"

Street Foreman Mat Asche said, "They do theirs in their shop. The water department has used our shop for servicing out some equipment."

Mayor Zavodny said, "Alright, here's what I want to do and Tami reminded me that we do own a property, it would be on the west side of Eleventh Street by the Power Plant. I don't know what the exact size of that lot is but we could look into that as a location. It would be real close to everything and easy access to Eleventh Street. What I would like is two Council people to volunteer to explore this issue further."

Council members Pat Meysenburg and Kevin Woita volunteered to be on the committee to explore options for storage of the new vac truck.



Estimate

Date	Estimate #
10/26/2021	384

Name / Address
CITY OF DAVID CITY WATER DEPT

Project

Description	Total
FINISH INTERIOR OF POST FRAME BUILDING 35X30 SPACE; FRAME WALLS WITH 2X6 LUMBER, INSULATION WALLS WITH R-19 BATT, FRAME CEILING SUPPORTS 2' ON CENTER USING 2X4 LUMBER, INSTALL OSB SHEATHING FOR WALLS AND CEILING, INSULATE ATTIC SPACE WITH FIBERGLASS BLOWN IN TO PROXIMATELY 16" TO OBTAIN A R-40 VALUE, INSTALL INSULATED OVERHEAD GARAGE DOOR APPROXIMATELY 11X14' WITH OPENER (OVERHEAD DOOR SIZE COULD INCREASE IN HEIGHT IF SPACE ALLOWS)	27,200.00
INSTALL OVERHEAD DOOR ON EAST SIDE OF BUILDING, APPROXIMATELY 12X14 (MATCH EXISTING DOOR SIZE), REMOVE METAL SHEATHING ON WALLS, CUT AND FRAME PROPER OPENING SIZE FOR DOOR, CUT AND REMOVE ANY CONCRETE AS NECESSARY	10,250.00
ESTIMATE PRICES ARE SUBJECT TO CHANGE. 50% DOWN PAYMENT REQUIRED 30 DAYS PRIOR TO START DATE. ** THIS ESTIMATE EXPIRES IN 7 DAYS	Total 337,450.00
RATKOVEC CONSTRUCTION Phone: 402-367-8693 Email: cole.ratkovec@gmail.com	

Mayor Zavodny stated that the next item on the agenda was consideration of Ordinance No. 1374 updating the pay scale.

City Administrator Clayton Keller said, "When we hired Gary Meister to be our building inspector, he indicated to me that if he wasn't making thirty dollars an hour that it wasn't worth his time to be our building inspector. I understand that. He can make a whole lot more money in his private business. This is an agreement that I would like to keep. To explain what I did, I

updated the pay scale Ordinance so that step ten on the building inspector line was thirty dollars.”

Mayor Zavodny said, “It’s a lot less than we were spending previously on some of these services.”

Council member Jessica Miller introduced Ordinance No. 1374. Mayor Zavodny read Ordinance No. 1374 by title. Council member Jessica Miller made a motion to suspend the statutory rule requiring an Ordinance be read on three separate days. Council Member Pat Meysenburg seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea
Yea: 6, Nay: 0

Council member Bruce Meysenburg made a motion to pass and adopt Ordinance No. 1374 on third and final reading. Council Member Tom Kobus seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea
Yea: 6, Nay: 0

ORDINANCE NO. 1374

AN ORDINANCE ADOPTING A NEW PAY SCALE / SALARY FOR FULL-TIME AND PERMANENT PART-TIME EMPLOYEES; REPEALING ALL ORDINANCES OR PORTIONS OF ORDINANCES IN CONFLICT THEREWITH; PROVIDING FOR PUBLICATION OF THIS ORDINANCE IN PAMPHLET FORM; AND PROVIDING FOR A TIME WHEN THIS ORDINANCE SHALL TAKE EFFECT.

BE IT ORDAINED BY THE MAYOR AND 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 pay scales and salaries attached for the attached positions for the appointed officers and employees of the City of David City, Nebraska.

SECTION 2. Any Cost-of-Living Adjustments (COLA) shall be given as approved by the City Council.

SECTION 3. 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, are hereby repealed.

SECTION 4. This ordinance shall be published in pamphlet form and shall be in full force and effect on November 24, 2021 following its passage, approval, and publication as provided by law and city ordinance.

PASSED AND APPROVED this 10th day of November, 2021.

Mayor Alan Zavodny

City Clerk Tami Comte

(This space left intentionally blank)

City Council Proceedings
 November 10, 2021
 Page #17

Department	10 Steps, Probation is 95% of Pay When Hired									
Position	1	2	3	4	5	6	7	8	9	10
City Hall										
Clerical I	\$11.27	\$11.69	\$12.11	\$12.53	\$12.95	\$13.36	\$13.78	\$14.20	\$14.62	\$15.04
Acct Clerk I	\$16.13	\$16.57	\$17.02	\$17.46	\$17.91	\$18.35	\$18.80	\$19.24	\$19.69	\$20.13
Acct Clerk II	\$19.24	\$19.89	\$20.53	\$21.18	\$21.83	\$22.47	\$23.12	\$23.77	\$24.41	\$25.06
(incl .50/hr if CMC; Ord. 1192)	\$19.74	\$20.39	\$21.03	\$21.68	\$22.33	\$22.97	\$23.62	\$24.27	\$24.91	\$25.56
Power Plant										
Power Plant Op I	\$19.38	\$20.17	\$20.97	\$21.76	\$22.55	\$23.35	\$24.14	\$24.93	\$25.73	\$26.52
Power Plant Op II										
Power Plant Op III										
Power Plant Supervisor	\$27.53	\$28.42	\$29.30	\$30.19	\$31.07	\$31.96	\$32.84	\$33.73	\$34.61	\$35.50
Electric										
Apprentice Lineman	\$17.97	\$18.55	\$19.13	\$19.71	\$20.29	\$20.87	\$21.45	\$22.03	\$22.61	\$23.19
Lineman 2nd Class	\$19.99	\$20.48	\$20.97	\$21.46	\$21.95	\$22.45	\$22.94	\$23.43	\$23.92	\$24.41
Lineman 1st Class	\$23.63	\$24.24	\$24.84	\$25.45	\$26.05	\$26.66	\$27.26	\$27.87	\$28.47	\$29.08
Line Foreman	\$27.88	\$28.37	\$28.87	\$29.36	\$29.86	\$30.35	\$30.85	\$31.34	\$31.84	\$32.33
Electric Supervisor	\$31.14	\$31.87	\$32.59	\$33.32	\$34.05	\$34.77	\$35.50	\$36.23	\$36.95	\$37.68
Water/Wastewater										
Water/Wastewater Operator I	\$17.94	\$18.54	\$19.13	\$19.73	\$20.33	\$20.92	\$21.52	\$22.12	\$22.71	\$23.31
Water/Wastewater Operator II	\$21.07	\$21.61	\$22.16	\$22.70	\$23.24	\$23.79	\$24.33	\$24.87	\$25.42	\$25.96
Water Field Supervisor	\$21.14	\$21.67	\$22.20	\$22.74	\$23.27	\$23.80	\$24.33	\$24.87	\$25.40	\$25.93
Water Supervisor	\$25.86	\$26.72	\$27.58	\$28.44	\$29.30	\$30.15	\$31.01	\$31.87	\$32.73	\$33.59
Wastewater Supervisor	\$25.18	\$26.00	\$26.82	\$27.63	\$28.45	\$29.27	\$30.09	\$30.90	\$31.72	\$32.54
Street										
Maintenance Worker I	\$15.65	\$16.05	\$16.44	\$16.84	\$17.23	\$17.63	\$18.02	\$18.42	\$18.81	\$19.21
Maintenance Worker II	\$16.82	\$17.25	\$17.68	\$18.11	\$18.54	\$18.96	\$19.39	\$19.82	\$20.25	\$20.68
Street Foreman	\$19.74	\$20.16	\$20.58	\$21.01	\$21.43	\$21.85	\$22.27	\$22.70	\$23.12	\$23.54
Street Supervisor	\$22.86	\$23.48	\$24.10	\$24.72	\$25.34	\$25.96	\$26.58	\$27.20	\$27.82	\$28.44
Parks										
Park Laborer	\$15.00	\$15.53	\$16.06	\$16.59	\$17.12	\$17.65	\$18.18	\$18.71	\$19.24	\$19.77
Parks & Auditorium Supervisor	\$17.64	\$18.24	\$18.84	\$19.44	\$20.04	\$20.65	\$21.25	\$21.85	\$22.45	\$23.05
Recreation										
Recreation Coordinator	\$19.12	\$19.73	\$20.34	\$20.96	\$21.57	\$22.18	\$22.79	\$23.41	\$24.02	\$24.63
Recreation Director	\$21.86	\$22.44	\$23.02	\$23.59	\$24.17	\$24.75	\$25.33	\$25.90	\$26.48	\$27.06
Building & Zoning										
Building Inspector/Zoning Administrator	\$16.50	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$25.50	\$27.00	\$28.50	\$30.00
Part-Time										
Part-Time Workers	\$12.45	\$12.78	\$13.11	\$13.44	\$13.77	\$14.11	\$14.44	\$14.77	\$15.10	\$15.43
Summer Help	\$9.00	\$9.50	\$10.00	\$10.50	(No more than 4 steps)					
Recycling Workers	\$9.00	(No more than 1 Step)								
Pool										
Concession/Games/Cleaning	\$8.27	\$8.38	\$8.50	\$8.62	\$8.72	\$8.84	\$8.95	\$9.06	\$9.18	\$9.30
Swimming Lesson Aid	\$8.27	\$8.38	\$8.50	\$8.62	\$8.72	\$8.84	\$8.95	\$9.06	\$9.18	\$9.30
Aerobics Instructor	\$10.41	\$10.52	\$10.65	\$10.76	\$10.86	\$10.98	\$11.09	\$11.20	\$11.32	\$11.44
Lifeguard	\$8.83	\$8.94	\$9.04	\$9.17	\$9.29	\$9.39	\$9.49	\$9.62	\$9.73	\$9.84
WSI Lifeguard	\$9.79	\$10.07	\$10.36	\$10.65	\$10.91	\$11.20	\$11.49	\$11.76	\$12.06	\$12.36
Head Lifeguard	\$11.38	\$11.64	\$11.94	\$12.21	\$12.50	\$12.78	\$13.05	\$13.35	\$13.61	\$13.87
Assistant Manager	\$12.28	\$12.58	\$12.86	\$13.14	\$13.44	\$13.74	\$14.05	\$14.36	\$14.70	\$15.04
Manager	\$12.78	\$13.05	\$13.36	\$13.65	\$13.97	\$14.30	\$14.61	\$14.93	\$15.28	\$15.63
Salaried Staff Pay Plan (Annual Rate of Pay)										
Position	Minimum		Mid-Point		Maximum					
Clerk/Treasurer	\$57,700		\$68,378		\$79,055					

Mayor Zavodny stated that the next item on the agenda was consideration of 2022 health insurance renewal rates for employees.

Ryan Ruth with First State Insurance introduced himself and said, "Did everyone get a chance to look over the renewal? I did provide a couple of other options in there from Medica and United Healthcare just to show you how Blue Cross compared. I met with Clayton and Tami originally and we went over it and then I did get to meet with all of the employees, as well. Their consensus was that they would like to stay with Blue Cross Blue Shield. It's an eight-point-six percent increase to stay where we are at."

Mayor Zavodny said, "I'm going to take a lot of the drama out of this at this point. Given the fact that neither party took action in September, our contract with the Union would continue and I do not believe that we have the ability to alter this, at this point, so your option tonight is one – to stay with what is there and if we decide to do something different for next year or start the discussion, we will need to do that prior to the expiration of the contract year that we are in."

Council member Tom Kobus made a motion to renew health insurance for 2022 with Blue Cross Blue Shield of Nebraska. Council Member Pat Meysenburg seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea
 Yea: 6, Nay: 0

CITY OF DAVID CITY MEDICAL SUMMARY Effective: 1/1/2022				
Proposal Type	CURRENT	RENEWAL	ALTERNATE RENEWAL	ALTERNATE RENEWAL
Carrier	BCBSNE	BCBSNE	BCBSNE	BCBSNE
Note	HSA - Embedded	HSA - Embedded	HSA - Embedded	HSA - Embedded
Plan Name	HSA \$4,500 100% - SHB21NB	HSA \$4,500 100% - SHB22NB	HSA \$3,000 70% - SHA22NB	HSA \$5,000 80% - SHC22NB
Option Type	Silver	Silver	Silver	Silver
Network	In Network	In Network	In Network	In Network
Deductible - EE	\$4,500	\$4,500	\$3,000	\$5,000
Deductible - Family	\$9,000	\$9,000	\$6,000	\$10,000
Coinsurance	100%	100%	70%	80%
Out of Pocket Max	\$4,500	\$4,500	\$6,000	\$6,000
Out of Pocket Max - Family	\$9,000	\$9,000	\$12,000	\$12,000
Physician/Specialist Copay	Ded then 0%	Ded then 0%	Ded then 30%	Ded then 20%
Copay Note				
Standard Telehealth Copay	Ded then 0%	Ded then 0%	Ded then 30%	Ded then 20%
Urgent Care Copay	Ded then 0%	Ded then 0%	Ded then 30%	Ded then 20%
Emergency Room Copay	Ded then 0%	Ded then 0%	Ded then 30%	Ded then 20%
X-Ray/Lab	Ded then 0%	Ded then 0%	Ded then 30%	Ded then 20%
Major Diagnostic (MRI,CT,etc.)	Ded then 0%	Ded then 0%	Ded then 30%	Ded then 20%
Prescriptions(Rx)	Ded then 0%	Ded then 0%	Ded then 30%	Ded then 20%
Specialty Rx	Ded then 0%	Ded then 0%	Ded then 30%	Ded then 20%
Rx Notes	Designated Rx, SBC has add'l info	Designated Rx, SBC has add'l info	Designated Rx, SBC has add'l info	Designated Rx, SBC has add'l info
Provider Network	Network Blue	Network Blue	Network Blue	Network Blue
Employee	8	8	8	8
Employee + Spouse	3	3	3	3
Employee + Child(ren)	1	1	1	1
Employee + Family	4	4	4	4
Employee Total	\$10,673.65	\$11,647.61	\$11,044.84	\$10,530.82
Dependent Total	\$7,469.13	\$8,058.96	\$7,641.86	\$7,286.22
Combined Monthly Total	\$18,142.78	\$19,706.57	\$18,686.70	\$17,817.04
% Variance		8.62%	3.00%	-1.80%

Rates and benefits are illustrative only and represent only a brief summary of the plan highlights. Final rates will be determined from effective date, actual enrollment and/or health conditions.
 *Please refer to the benefit summary for more specific details regarding this benefit.
 **Please refer to the carrier proposal and/or benefit summary for more specific details.



CITY OF DAVID CITY
MEDICAL SUMMARY
 Effective: 1/1/2022



Proposal Type	PROPOSED	PROPOSED	PROPOSED	PROPOSED
Carrier	MEDICA	MEDICA	LHC	LHC
Note	HSA - Embedded	HSA - Embedded	HSA-Embedded	HSA-Embedded
Plan Name	HSA \$4,500 100% w/ Rx	HSA \$3,000 80%	HSA \$4,000 100% - CD-QN	HSA \$4,000 50% - CO-BF
Option Type	Silver	Silver	Essential PDL*	Essential PDL*
Network	In Network	In Network	In Network	In Network
Deductible - EE	\$4,500	\$3,000	\$4,000	\$4,000
Deductible - Family	\$9,000	\$6,000	\$8,000	\$8,000
Coinsurance	100%	80%	100%	50%
Out of Pocket Max	\$5,500	\$6,000	\$6,500	\$6,000
Out of Pocket Max - Family	\$11,000	\$12,000	\$13,000	\$12,000
Physician/Specialist Copay	Ded then 0%	Ded then 20%	Ded then 0%	Ded then 50%
Copay Note				
Standard Telehealth Copay	Ded then 0%	Ded then 20%	Ded then 0%	Ded then 50%
Urgent Care Copay	Ded then 0%	Ded then 20%	Ded then 0%	Ded then 50%
Emergency Room Copay	Ded then 0%	Ded then 20%	Ded then 0%	Ded then 50%
X-Ray/Lab	Ded then 0%	Ded then 20%	Ded then 0%*	Ded then 50%*
Major Diagnostic (MRI,CT,etc.)	Ded then 0%	Ded then 20%	Ded then 0%*	Ded then 50%*
Prescriptions(Rx)	\$0/\$50/Ded then \$100	20%/20%/Ded then 35%	Ded then \$10/\$40/\$105/\$250	Ded then \$10/\$40/\$105/\$250
Specialty Rx	Ded then 0%/Ded then 15%	~20% to \$500/~35%	Refer to Formulary	Refer to Formulary
Rx Notes		~Ded then	Preferred Rx, SBC has add'l info	Preferred Rx, SBC has add'l info
Provider Network	Medica Choice National	Medica Choice National	Choice Plus	Choice Plus
Employee	8	8	8	8
Employee + Spouse	3	3	3	3
Employee + Child(ren)	1	1	1	1
Employee + Family	4	4	4	4
Employee Total	\$11,299.98	\$10,857.15	\$12,432.93	\$11,108.51
Dependent Total	\$7,818.42	\$7,512.00	\$8,602.27	\$7,685.90
Combined Monthly Total	\$19,118.40	\$18,369.15	\$21,035.20	\$18,794.41
% Variance	5.38%	1.25%	15.94%	3.59%

Rates and benefits are illustrative only and represent only a brief summary of the plan highlights. Final rates will be determined from effective date, actual enrollment and/or health conditions.

*Please refer to the benefit summary for more specific details regarding this benefit.

**Please refer to the carrier proposal and/or benefit summary for more specific details.

Prepared by: Ryan Ruth

10/25/2021 1:23 PM
 MEDICAL Page 2

Council member Tom Kobus made a motion to approve the Certification of City Street Superintendent and pass and adopt Resolution No. 23-2021 signing of the Year-End Certification of City Street Form 2021. Council Member Pat Meysenburg seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea
 Yea: 6, Nay: 0

Do not recreate or revise this document. Revisions and recreations will not be accepted. Copying this form is acceptable; see (3) below. Failure to complete and return the necessary documents per instructions will result in your municipality not receiving an Incentive Payment for Calendar Year 2021. Documents include the original Signing Resolution, Year-End Certification(s), and a copy of documentation of the appointment(s) of the City Street Superintendent(s). These must be received at the NDOT by December 31, 2021.

Year-End Certification of City Street Superintendent For Determining Incentive Payment

January 1, 2021 to December 31, 2021

* (1)(a) Certification of the municipality of David City that: Dave Ziska was
(Print name of City or Village) (Print name of Superintendent as appears on license card if applicable)
the appointed City Street Superintendent from January 1, 2021 to December 31, 2021.
(Month) (Date) (Month) (Date)

(b) the above listed individual is not or is a Licensed City Street Superintendent, License Number S- 1144 Class A.
(Check this box if the above listed individual is not licensed) (A or B)

(c) the above listed individual is not or is a Licensed Engineer in Nebraska, License Number E- _____,
(Check this box if the above listed individual is not licensed)

(d) the superintending services of the above listed individual were provided by: (Check one box)

- Employment with this Municipality Contract (consultant) with this Municipality Contract (interlocal agreement) between this Municipality and the following listed Municipality(ies) and/or County(ies)

(e) the above listed individual assisted in the following: *Reference Neb. Rev. Stat. §39-2512*

1. Developing and annually updating a long-range plan based on needs and coordinated with adjacent local governmental units,
2. Developing an annual program for design, construction, and maintenance,
3. Developing an annual budget based on programmed projects and activities,
4. Submitting such plans, programs, and budgets to the local governing body for approval; and
5. Implementing the capital improvements and maintenance activities provided in the approved plans, programs, and budgets,

- OR -

(2) From _____, 2021 to _____, 2021 this municipality did not have an appointed City Street Superintendent.
(Month) (Date) (Month) (Date)

Signature of Mayor Village Board Chairperson

* (3) If your municipality had a licensed superintendent for a portion of the year; had two or more successive licensed superintendents; and/or did not have an appointed street superintendent for any portion(s) of the calendar year, complete a separate Year-End Certification form for EACH appointed city street superintendent AND for any period without an appointed city street superintendent. Copy this form as needed to account for these separate periods.

(4) The payment amount will be computed based on (a) your most recent Federal Census as certified by the Tax Commissioner; (b) the number of full calendar months served by the appointed superintendent who is licensed or exempted from licensure under the Superintendents Act; (c) class of license, A or B; and (d) if the appointed City Street Superintendent assisted with the required duties in (1)(e) above. *Reference Neb. Rev. Stat. §§39-2302 and 39-2511 through 39-2515.*

(5) Failure to return the Year-End Certification(s), Signing Resolution, and a copy of documentation of the appointment(s) of the superintendent(s) per the instructions will result in your municipality not receiving an Incentive Payment.



Return the completed original resolution and certification(s), and a copy of the documentation of appointment(s) by December 31, 2021 to:

Highway Local Liaison Coordinator
Boards-Liaison Services Section
Local Assistance Division
Nebraska Department of Transportation
PO Box 94759
Lincoln NE 68509-4759

Mayor Zavodny stated that the next item on the agenda was discussion concerning job descriptions.

Council member Jessica Miller said, "Just because of the discussion that has come to my attention, I'm in the process of looking through all of the job descriptions of the city employees. I'm just curious as to where everyone needs to be on their certifications and obtain those from the job descriptions. I think there's things that need to be looked at but I also think that with these job descriptions that, I almost think that, and I could totally be speaking out of turn here, but I think that this has been a slap in the face to some of these guys that are working. We need to look at what they do. We need to look at the steps again and figure out how many years they have been with us and the fact that we're not paying them for those years of service. We need to figure out a way to fix that. Obviously, we have some dedicated people. They have been here several years and retention is very good at this point in time, considering where we're at."

Mayor Zavodny said, "Let me ask a question of clarification. Your concern might be more with the salary schedule, the way it's structured versus our job descriptions or what?"

Council member Jessica Miller said, "Both. I need more time to go through them. I have them all printed out. I need a little bit more time to go through and find out if everybody is where they need to be, like if they have all of their certifications, they have all of their levels. Everything that is listed in their job descriptions for where they are at, they have everything that is listed."

City Administrator Clayton Keller said, "I have been wanting to update job descriptions ever since I started with the City. We were in the middle of negotiations with the Union and one of the things that they use as they negotiate everything, are the job descriptions. I didn't want to come in and shake up all of the job descriptions in the middle of all that. As we've rehired for the building inspector, I redid that job description. As we created the recreation coordinator position, I did that job description. So, I have been trying to update them here and there as I can and see fit. I'm having a hard time figuring out when to do the big update of everybody's job descriptions."

Council member Jessica Miller said, "That's understandable. I was also thinking that some of the positions that there are, you don't want to tailor it to a certain person. You need to have it general for the next person that comes in and the next person that comes in after that. You don't want to have to tailor it to each individual."

Mayor Zavodny said, "I'm going to suggest another step. I think that it is really important for us to listen to what people are currently doing. You can have a job description that doesn't describe what a day looks like at all and then, depending on what people are doing, I think you look at what the pay is and compare it actually, apples to apples. What we are seeing now is something that we need to stay in front of, is you look at what the State is doing to recruit and retain people because with our unemployment rate at two percent in the State of Nebraska, to retain and recruit employees is vital to the operation of the City. You're looking at thirty percent increases. This is as bad as I'm going to get on probably sounding like whining and complaining but, in my eleven years of doing this, I get bitched at when we save money and I get bitched at when we spend money. So, the thing is, we've done a really good job of building reserves for that storm for things that happen and I'm not going to apologize to anybody. So, if

you want to take it up with me, feel free. At this point in time, I think that we need to look at, our biggest asset is the people who work for us and we need to figure out what they are doing and pay them appropriately. I think that's probably the single most important thing that we can do. That being said, everything that we've done for our employees has come from this table, and you can argue that if you want and you can come to me with that, too, if you care to, because it has. That's where we are and that's where we are going to continue to go. The employees being taken care of is going to happen here. Anybody that wants to argue that – feel free to stand. (Nobody stood.) Ok. Let's take a look at it and see what we can do.”

Council member Bruce Meysenburg said, “I agree with you. I think that the biggest thing or the biggest challenge that we've got is the people that you want to hire now, you're going to have to give them more to begin with, so what do you do with the guys that have been here for fifteen years? You can't leave them where they are at.”

Mayor Zavodny said, “That's a very important point. The whole scale has to move. That's just fact. You can do the best that you can and people will say 'I work harder than this guy and I should be getting more'. You can't fix it all, but you should try to do the best you can. Let's move on and try to fix that. That does become a priority for me in my last year.”

Council member Tom Kobus made a motion to accept Nicole Gasper's resignation from the Planning Commission effective November 17, 2021. Council Member Bruce Meysenburg seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea
Yea: 6, Nay: 0

November 2, 2021

To Tami Comte, City Clerk

It is with regret that I am writing to inform you of my resignation from my position as city planning commission member effective November 17, 2021. I will be moving out of city limits on that date.

I so appreciate the opportunity to serve David City and learn and grow as a community member. I was always treated with respect and inclusiveness by everyone, and for that, I am grateful.

Sincerely,

Nicole Gasper

Council member Tom Kobus made a motion to approve Progress Estimate #3 for Kirkham Michael in the amount of \$5,096.25. Council Member Pat Meysenburg seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea

Yea: 6, Nay: 0

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

Contractor: Kirkham Michael
12700 W. Dodge Rd.
Omaha, Nebraska 68154

Estimate No. 3 Date: Nov. 9, 2021
 Invoice: 93551
 KM Project No.: 2105245
 AIP Project No.: _____
 Name of Project: Land Acquisition
 Date of Contract: May 28, 2021

CONTRACT QUANTITIES	ITEM NO.	DESCRIPTION	ESTIMATED QUANTITIES TO DATE	UNIT	AMOUNT
\$ 1,000.00	A	Preliminary Phase	100%	%	\$ 740.03
\$ 33,975.00	B	Acquisition Phase	40%	%	\$ 13,590.00
\$ 12,000.00	C	CE & Wetland	0%	%	\$ -

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 11/9/21
 Date

Approved for payment as per Project Engineer's Certification
 NDOT Project Engineer _____
 Date

APPROVED: _____
 Airport Sponsor Date

Grand Total	\$ 14,330.03
Less Retained	\$ -
Less Previous Estimates	\$ 9,233.78
Due Contractor This Estimate	\$ 5,096.25

Council member Bruce Meysenburg made a motion to go into executive session to discuss real estate strategy. Council Member Tom Kobus seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea
Yea: 6, Nay: 0

Mayor Zavodny stated, "Now at 7:56 p.m. we are going into executive session to discuss real estate strategy." Mayor Zavodny, all of the Council members, City Administrator Keller, City Attorney Pro-tem Wollmer, and City Clerk Comte went into executive session at 7:56 p.m.

City Attorney Joanna Uden has stated that a motion and second was not needed to come out of executive session. Therefore, Mayor Zavodny declared the City Council out of executive session at 8:30 p.m.

Council member Jessica Miller made a motion to adjourn at 8:30 p.m. Council Member Bruce Meysenburg seconded the motion. The motion carried.

Tom Kobus: Yea, Bruce Meysenburg: Yea, Pat Meysenburg: Yea, Jessica Miller: Yea, John Vandenberg: Yea, Kevin Woita: Yea
Yea: 6, Nay: 0

CERTIFICATION OF MINUTES

November 10, 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 November 10, 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