

CITY COUNCIL MEETING

NO. 2009-23

OCTOBER 19, 2009

The Mayor and City Council of the City of Chadron, Nebraska met in regular session in the City Hall Council Chambers at 234 Main Street on the 19th day of October, 2009, at 5:00 o'clock P.M. The following individuals were present: Mayor Donny Grantham, Vice Mayor John Gamby, Councilmembers John Chizek, Rob Harvey and Steve Duncan, City Manager Sandy Powell, City Clerk Donna Rust, City Attorney Adam Edmund, Chief of Police Tim Lordino, Finance Officer Melany Hughes, and Zoning/Building Official Janet Johnson. Absent: Public Works Director Milo Rust.

Notice of the meeting was given in advance thereof by publishing notice in The Chadron Record as shown by the affidavit of publication filed in the City Clerk's office. Notice of the meeting was also given in advance to the Mayor and all members of the City Council and a copy of their acknowledgment of receipt of notice and the agenda is attached to the minutes and is filed in the City Clerk's office. Availability of the agenda was communicated in the advance notice and in the notice of the Mayor and City Council of this meeting. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

Mayor Grantham called the meeting to order and declared a quorum present. The Mayor also read the following before continuing with the meeting: "As required by Section 84-1412, subsection of the Nebraska Statutes, notice is hereby given that a copy of the Open Meetings Act is posted for your examination on the wall inside the door to these City Council Chambers."

Councilmember Gamby moved to approve the agenda as written and distributed. Seconded by Councilmember Chizek. The following Councilmembers voted Aye: Gamby, Chizek, Harvey, Duncan, Grantham. The following voted Nay: None. Motion carried.

Councilmember Chizek moved to approve the Consent Agenda, which included the following items:

- 1) Minutes for City Council Meeting No. 2009-22, October 5, 2009

The Minutes were approved as written and distributed.

- 2) Correspondence

The Council received a letter from Heartland Expressway Association, thanking the City for its recent financial support of \$2,171.60.

3) Claims

NOTE:

*Denotes Check Issued

O-Ordinance, C-Contract, S-Statute
 R-Resolution, F-Federal Law, M-Motion
 N/A-No Authority, D-Discount
 T-Transfers/Pass Through
 E-Electronic Checks

ABC Electric	Light Repair at City Hall	33.86	
Arnold Pool Company	Freight on Previous Supplies for Pool	76.64	
Arrow Building Center	Building Supplies for Street Dept.	18.46	
Assurant	Fire Dept. Insurance	13.80	
Audio Editions	Library Materials	32.00	
Baker & Taylor	Library Materials	422.60	
Bibliographical Center for Research	Library Dues	157.98	
Black Hills Weekly	09/09 Ads	576.48	
Brennan Electric	Repair Lights for Fire Dept.	86.90	
Chadron, City of	10/13/09 Electronic Withdrawal	30,579.55	*C/E
Chadron, City of	FICA through 10/13/09	5,063.27	*F
Chadron, City of	Payroll through 10/13/09	37,234.71	*C
Chadron, City of	Utility Deposit Transfer	5.00	*
Chadron Girls Softball Assn.	Lighting Girls Field/Comm. Betterment	32,500.00	
Chadron Glass	Door Glass for Fire Dept.	55.00	
Chadron Medical Clinic	Handi Bus Employees Exams	312.00	
Chadron Volunteer Fire Dept.	Annual Conference Expenses	1,500.00	*
Diamond Vogel	Traffic Paint for Street Dept.	206.80	
Eagle Chevrolet	Vehicle Repair for Police Dept.	34.00	
Edmund, Adam	09/09 Legal Services	3,765.20	
EMC Insurance Companies	Deductible Reimbursement/Hughes	113.49	
Esri, Inc.	GIS License and Upgrade	2,508.88	
Factual Data	ID Search/Melton	9.73	
Feld Equipment	Hose Repair/Water Test for Fire Dept.	1236.00	
First National Financial Services	1 st Quarter Insurance Premiums	25,423.00	
Galls	Uniforms for Police Dept.	314.72	
Great Plains Communications	Internet Service	39.95	

Great Plains One-Call Service	Locate Requests	50.79	
Gregory's Insurance	Fire Dept. Insurance	1,521.00	
Hampton Inn	League of NE Municipalities Conf./ Mathis	210.00	
Hansen, Maruta	10/01-10/14/09 Janitorial Services	200.00	
Hills Tire & Supply	Tire Repair for Street Dept.	12.50	
Hutton, Mark	10/09 Operations Contract	3,399.00	
Ideal Linen	Janitorial Supplies	272.71	
Ingram	Library Materials	148.01	
Jirdon	Balance of Supplies ordered by Parks Dept.	72.49	
Lawson Products	Hand Cleaner for Street Dept.	72.80	
Lien, Pete	Sand for Street Dept.	392.48	
Linweld	Argon Cylinders for Street Dept.	16.00	
Littrel Construction	Trenching for Streets/Use of Core Drill	17,212.50	
National Casualty Co.	Liability Insurance for Fire Dept.	315.56	
NE Division of Public Health	Water Operator's License/Rust	94.00	
NE Law Enforcement Training	Firearms Instructor Recert/Hickstein	50.00	
Nebraska Public Power District	9/09 Electric Service	3,442.45	
Nebraska Workforce Dev.	Unemployment Benefits/Opp	282.00	
Neve's Uniforms	Uniforms for Police Dept.	31.95	
Northwest Rural Public Power	Rural Electric Service	9,868.44	
Old Dominion Brush	Street Sweeper Parts	206.85	
Outlaw Printers	Embroidered Shirts/Fry	39.00	*
Panhandle Veterinary Clinic	09/09 Animal Boarding Fees	300.00	
Police Officers' Assn. of NE	Annual Dues/Membership-Lordino	10.00	
Quality Inn & Suites	Training in North Platte/Wallage	210.00	
Quality Inn & Suites	League of NE Mun. Conf./Powell-Rust	315.00	
Qwest	Phone Service for Police Dept.	216.81	*
Qwest	Phone Service	244.68	
Ron's Repair	Iron for Street Dept.	51.35	
Sandhills Computer	Internet for Street Dept.	29.00	
Showcases	DVD & CD Cases for Library	95.15	
Simon Contractors	Hot Mix for Street Dept.	1,008.00	
Source Gas	Gas Service for Library	13.31	

Todd, Michael, and Co.	Chain/Lock for Street Dept.	409.71	
United Rotary Brush	Parts for Street Dept.	487.28	
United States Treasury	3 rd Quarter Federal Excise Tax	67.99	
Vantage Point Trust 401 Employee	Pension to 10/13/09	2,408.20	*C
Vantage Point Trust 401 Police	Pension to 10/13/09	1,223.85	*C
Wal Mart	Supplies for Library	175.97	
Westco	Propane Contract	1,855.00	
Western Communications	Battery for Fire Dept./Siren Maint.	151.00	
White River Feed	Supplies for Airport	177.21	
WPCI	Random Drug Testing	49.50	
Xerox	Monthly Lease and Copies for City Hall	727.71	
		191,485.50	

TOTAL

The foregoing schedule of claims is published in accordance with Nebraska Revised Statutes 19-1102.

4) Minutes for Boards and Commissions

The Minutes for the Planning Commission meeting held October 12, 2009 were distributed to the Council.

5) Monthly Reports

The Treasurer's Report and the Water Report for the month of September, 2009 were accepted as presented.

6) Fire Department Membership Update

The Council received a letter from the Chadron Volunteer Fire Department, advising of changes in its membership as of the September 2009 meeting. It was reported there were no changes in the Department's roster, with the exception of the a change in the Senior Active List. Gealy Mathis passed away and has been taken off the list. The Fire Department currently has 39 active members.

7) Resignation from Morgan Muller from the Planning Commission and the Property Maintenance Code Appeals Board

The Council also received a letter of resignation from Morgan Muller from the Planning Commission and the Property Maintenance Code Appeals Board effective immediately. Mr. Muller has

sold his business, Blaine Enterprises, and will be moving from the community. It was noted that notice of the vacancy on these two Boards will be published and brought back to the Council at a later date.

Councilmember Harvey seconded the motion for approval of the Consent Agenda. The following Councilmembers voted Aye: Gamby, Chizek, Harvey, Duncan, Grantham. The following voted Nay: None. Motion carried.

Willie Trimble was present at the meeting to be introduced to the City Council. Mr. Trimble was recently hired to fill a vacancy in the Parks/Cemetery Department and started work for the City on Monday, September 14, 2009. Parks/Cemetery Superintendent Scott Schremmer introduced Mr. Trimble to the Council.

Linda Teahon, Brenda Bump, and some of the Pageant contestants were present at the meeting to request that Saturday, October 24, 2009 be declared Miss Chadron/Miss Northwest Scholarship Pageant Day. Mayor Grantham signed said proclamation. Linda Teahon informed those in attendance that if people bring three cans of food for the food pantry or dog food for the Friends of Pets organization, the admission is \$2.00.

Mark Hutton, Airport FBO/Operations Supervisor was not able to be in attendance at the meeting, but his written report was distributed to the Council.

Colette Fernandez, Executive Director for the Chamber of Commerce, was not in attendance at the meeting, but a copy of the written report for the Chamber of Commerce was received by the Council.

The Council then considered the application for a Special Designated License (SDL) for Jedi Enterprises dba Over Draft Lounge for a wedding reception on Saturday, October 24, 2009.

Chief of Police Tim Lordino distributed a written memorandum to the City Council advising of several incidents involving open container and serving minor violations in connection with the liquor license for the Over Draft Lounge. Chief Lordino stated that he was concerned that the Nebraska Liquor Control Commission had advised that the licensee did not pick up his certified notice of hearing from the Post Office and the suspension letter had to be hand served by the Nebraska State Patrol. Based on this information, Chief Lordino recommended that the Council deny the application for a SDL.

Discussion was held with regard to the Council approval of this SDL, contingent upon having an off duty police officer in attendance. The City does offer this service at a cost of \$75.00 per hour. Chief Lordino stated that he did not want to see the presence of an off-duty police officer to take the place of the responsibility of the liquor license holder.

The Council expressed concern with denying the application for a wedding reception at such short notice. There would not be enough time for the wedding party to make arrangements with another liquor license holder. Councilmember Gamby stated that denying this application could be upsetting for the people involved in this wedding party, adding that the Council would be punishing the wrong people. Councilmember Gamby added that now that the Council is aware of the concerns involving the Over Draft Lounge, the Council can deal with this the next time.

Questions were raised with regard to the timing of submittal of this application. City Clerk Rust advised that the owner of the Over Draft Lounge, Jeff Kienitz, had delivered the application to the office on October 6, 2009, the day after the last regular City Council Meeting. In order to meet the 10 working day requirement of the Liquor Control Commission, one option was for Mr. Kienitz to request a Special Council Meeting at a cost of \$200.00. Before scheduling a Special Council Meeting, Mr. Kienitz requested that the Liquor Control Commission be contacted to discuss his options. The Liquor Control Commission advised that if the application and license fee were mailed to them prior to the 10 day requirement, they would accept the application subject to the Council's approval/disapproval being faxed to them immediately following this Council Meeting.

Mr. Kienitz was informed that his application was on the Council agenda and was invited to be at the meeting. Mr. Kienitz was not in attendance.

Discussion was held with regard to establishing criteria for the Council's use for approval/disapproval of SDL applications in the future. The State Statutes provide that the local governing body may establish criteria for approving or denying SDL applications. The Council was of the consensus that they would be in favor of using some type of criteria when considering SDL applications.

After considerable discussion, Councilmember Gamby introduced the following Resolution and moved for its adoption:

RESOLUTION NO. 2009-83

WHEREAS, JEDI Enterprises, Ltd. dba Over Draft Lounge, License #C-66944, Chadron, NE has applied for a Special Designated License from the Nebraska Liquor Control Commission, and the City Council finds that the Special Designated License should be approved so long as said consumption of alcohol is in accordance with and pursuant to licenses granted by the Nebraska Liquor Control Commission.

NOW THEREFORE BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF CHADRON, NEBRASKA:

1. The City Council being the governing body of the City of Chadron does hereby authorize the consumption of alcoholic liquors by adults between the hours of 4:30 o'clock P.M. and 12:00 Midnight on Saturday, October 24 2009, at the Chadron Arts Center, in an area which is 40' x 60' and located at 371 King Street, Chadron, Nebraska.

2. It is recommended that approval be granted for a Special Designated License to JEDI Enterprises dba Over Draft Lounge, Chadron, NE, between the hours of 4:30 o'clock P.M. and 12:00 Midnight on Saturday, October 24, 2009, at the Chadron Arts Center, in an area which is 40' x 60' and located at 371 King Street, Chadron, Nebraska, for a wedding reception and dance, pursuant to the rules and regulations of the Nebraska Liquor Control Commission and in accordance with any license issued

by said Commission.

3. The City Clerk is hereby directed to send a copy of this Resolution by first class mail prepaid to the Nebraska Liquor Commission.

The foregoing Resolution having been read, Councilmember Chizek seconded the motion for its passage and adoption, and after consideration thereof, the roll was called on the passage and adoption of said Resolution and the following Councilmembers voted Aye: Gamby, Harvey, Grantham. The following voted Nay: Chizek. Abstaining: Duncan. The passage of the Resolution having been consented to by more than a majority of the members elected to the Council was declared passed and adopted this 19th day of October, 2009.

CITY OF CHADRON

Mayor

ATTEST:

City Clerk

(S E A L)

It was noted that Resolution No. 2009-80 was postponed at the last regular Council Meeting to allow for receipt of more information and to allow the Council time to review information concerning the resolution in more detail.

Councilmember Harvey moved to remove Resolution No. 2009-80 from the table for further consideration by the Council. Seconded by Councilmember Duncan. The following voted Aye: Gamby, Chizek, Harvey, Duncan, Grantham. The following voted Nay: None. Motion carried.

Discussion with regard to Resolution No. 2009-80 was then held.

City Manager Powell stated that she had appointed a committee of City employees to review the City employees health insurance benefit. After reviewing all of the options, the group came up with four (4) different options for the employees to consider. It is proposed that the new health insurance benefit be set up on a calendar year, rather than a fiscal year basis.

Finance Officer Melany Hughes explained the four different options that the employees would be able to choose from, if approved by the Council. The cost to the City employees for payment of the premiums for the four different options were reviewed. The options include a \$250/\$500 deductible (which is what the City employees currently have); \$500/\$1,000 deductible; \$750/\$1,500 deductible; and the Health Savings Plan.

Chris Fankhauser was present and stated that she wished to speak on behalf of herself and several other taxpayers in the community with regard to the health insurance benefit for the City employees. Ms. Fankhauser read a prepared written statement on behalf of the taxpayers of the City of Chadron.

Councilmember Chizek asked several employees and supervisors how it was decided who would serve on the employees health insurance committee. City employees Tom Menke, Tony Serbousek, Terry Birnbaum, Janet Johnson, Tim Lordino, and Lynn Mathis all spoke with regard to the health insurance committee.

It was noted that the employees that served on the committee were representing their respective Departments and not the Chadron City Employees Association (CCEA). The CCEA was not given an opportunity to have representation on the employee health insurance committee. In response to the Council's questions, Janet Johnson explained the history, background, structure, officers and committees of CCEA. It was also noted that there was a sub-committee of CCEA that was appointed to review the health insurance benefit that was being proposed.

Bev Bartlett spoke with regard to her position as Finance/Utilities Clerk which has changed considerably in the past two years. Ms. Bartlett expressed concern that although her workload had doubled when the City went to monthly billing and her job duties and responsibilities have changed, her salary continues to be froze. Ms. Bartlett stated that she would like to see how she compares in the comparability study and stated that she did not understand why this was a being treated as a secret document.

Former Personnel Clerk for the City of Chadron, Betty Sanchez, was in attendance and commented on how she would use the comparability study to help determine salary increases for the City employees. Ms. Sanchez also commented on the role that job descriptions play when looking at the comparability study. Ms. Sanchez stated that she would get input from the employees and their supervisors to assure that the information in the job descriptions were current and up to date. Ms.

Sanchez stated that it was important to make sure that employees were being treated fairly.

Chris Fankhauser questioned delaying any action until after the Obama administration has finalized the health insurance reform legislation on the federal level. This may have an impact on the health insurance benefit for the City employees.

Considerable discussion was held with regard to a compromise with the City employees and to increase the amount of premium paid by the City employees by a percentage, rather than expecting the employees to pay the full 100% this fiscal year. The employees had suggested to management that the insurance benefit be addressed in steps and that the cost to the employees be presented in phases and spread out over time.

Joe Fry, President of the CCEA, stated that he served on the employee health insurance benefit committee and the committee members kept asking for numbers as to what the premium cost for the different options would be and what numbers the City Manager was looking at to balance the budget.

Janet Johnson presented the Council with a copy of two of her pay stubs. The first pay stub was at her old salary. The second pay stub was at the new salary. Based on a \$1.86 per hour increase in salary, with the insurance premium that is being proposed, Ms. Johnson's increase in salary will be approximately \$11.00 to \$12.00 per month. Ms. Johnson stated there are several employees not receiving this large of an increase, there will be several employees with no increase in take home pay. With salary increases effective October 1, 2009, there are several employees that will be receiving less than they did this past fiscal year.

Councilmember Gamby stated that the employees are not trusting management at the current time and would be in favor of voting the resolutions down and going back to the drawing board on this issue.

Mike Bartlett spoke to the Council with regard to how the health insurance is affecting him and his wife, City employee Bev Bartlett. Mr. Bartlett encouraged the Council to take a closer look at who is receiving salary increases and those that are not and questions the equality and fairness in salaries and benefits for this fiscal year.

Terry Birnbaum spoke with how the health insurance affects him and his wife, Jenny Birnbaum. Mr. Birnbaum again reminded the Council of the salary increases and benefits that the employees have given up in the past, to be able to have such a good health insurance benefit.

Councilmember Duncan spoke with regard to the health insurance benefit and how this issue is impacting lots of employees and employers across the United States. Councilmember Duncan stated that it is hard to justify the numbers. He suggested that Obama's health care reform may or may not affect the City of Chadron. No one knows.

Mayor Grantham, Councilmember Duncan, and Councilmember Chizek stated that the citizens they have talked to have all been in favor of the City employees having to pay something out of pocket towards their health insurance premium.

Michelle Grant stated that she was not able to find work in Chadron with the kind of salary she was looking for, so she works out of town. Ms. Grant spoke in support of the City employees and said that based on the fact that the City can not pay high salaries, the insurance benefit should be left in place for the employees. She stated that she would not accept a job with the City based on some of the salaries that are paid.

Councilmember Duncan moved to amend Resolution No. 2009-80 to add back in the following language: "an amount as approved by the City Council" in the second paragraph of Section 3.4 HEALTH AND LIFE INSURANCE PROGRAM. Seconded by Councilmember Chizek. The following voted Aye: Gamby, Chizek, Harvey, Duncan, Grantham. The following voted Nay: None. The motion carried.

Mayor Grantham then called for a roll call vote on the following Resolution No. 2009-80 as amended:

Councilmember Chizek introduced the following Resolution and moved for its adoption:

RESOLUTION NO. 2009-80

WHEREAS, the City of Chadron is committed to attracting and retaining skilled city employees by offering benefits comparable with certain other communities as directed by the Commission of Industrial Relations (CIR); and

WHEREAS, the City of Chadron must also be fair to all employees while remaining fiscally responsible to the taxpayers of Chadron; and

WHEREAS, the City of Chadron must edit section 4.4 of the City of Chadron Personnel Manual to reflect the comparable insurance program offered to employees; and

NOW THEREFORE BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF CHADRON, NEBRASKA:

3.4 HEALTH AND LIFE INSURANCE PROGRAM

Commencing on the first of the month following ninety (90) days of the probationary period, regular full-time employees shall be provided ~~health and life insurance coverage and may elect city health care coverage.~~ ~~The city shall pay the full premium for employee coverage.~~

The City shall pay an amount as approved by the City Council for a portion of employee and dependent coverage under the same chosen plan. Descriptions of the available plans are provided to eligible employees electing to participate.

Provisions exist to allow continuation under the City's group plan after the employee leaves the City's employment in accordance with COBRA regulations. Under these regulations, the employee is responsible for premiums for a period of up to 18 months or until disqualified.

The foregoing Resolution having been read, Councilmember Harvey seconded the motion for its passage and adoption, and after consideration thereof, the roll was called on the passage and adoption of said Resolution and the following Councilmembers voted Aye: Chizek, Duncan, Grantham. The following voted Nay: Gamby, Harvey. The passage of the Resolution having been consented to by more than a majority of the members elected to the Council was declared passed and adopted this 5th day of October, 2009.

CITY OF CHADRON

Mayor

ATTEST:

City Clerk

(S E A L)

It was noted that Resolution No. 2009-81 was postponed at the last regular Council Meeting to allow for receipt of more information and to allow the Council time to review information concerning the resolution in more detail.

Councilmember Chizek moved to remove Resolution No. 2009-81 from the table for further consideration by the Council. Seconded by Councilmember Grantham. The following voted Aye: Gamby, Chizek, Harvey, Duncan, Grantham. The following voted Nay: None. Motion carried. employee is responsible for premiums for a period of up to 18 months or until disqualified.

Discussion with regard to Resolution No. 2009-81 was then held.

Councilmember Gamby stated that he feels the Council needs to get input from the Chadron City Employees Association (CCEA) and to bring this resolution back at a later meeting.

Bev Bartlett stated on behalf of the City employees, she thinks everyone understands that there has to be change, but the employees would like an opportunity to give input and to work with the City Council on this issue.

Mayor Grantham moved that the City employees be responsible for 1/4 or 25% of the cost as proposed for the premium for the health insurance benefit and to leave the Health Savings Account as proposed. Seconded by Harvey. The following voted Aye: Gamby, Chizek, Harvey, Duncan, Grantham. The following voted Nay: None. Motion carried.

Councilmember Chizek introduced the following Resolution and moved for its adoption:

RESOLUTION NO. 2009-81

WHEREAS, the City of Chadron is committed to attracting and retaining skilled city employees by offering benefits comparable with certain other communities as directed by the Commission of Industrial Relations (CIR); and

WHEREAS, the City of Chadron understands that flexible insurance program choices encourage wellness and employee empowerment over their personal health; and

WHEREAS, the City of Chadron must also be fair to all employees while remaining fiscally responsible to the taxpayers of Chadron; and

NOW THEREFORE BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF CHADRON, NEBRASKA:

The City of Chadron will implement an insurance program which offers the employee a choice of deductibles and premiums. Included in the options will be a Health Savings Account.

The open enrollment period will be November and the program year will be from January through December.

Should the employee choose to opt out of the health insurance offered by the City, the employee shall be required to show proof of insurance to the city annually during the enrollment period.

The foregoing Resolution having been read, Councilmember Grantham seconded the motion for its passage and adoption, and after consideration thereof, the roll was called on the passage and adoption of said Resolution and the following Councilmembers voted Aye: Chizek, Harvey, Duncan, Grantham. The following voted Nay: Gamby. The passage of the Resolution having been consented to by more than a majority of the members elected to the Council was declared passed and adopted this 5th day of October, 2009.

CITY OF CHADRON

Mayor

ATTEST:

City Clerk

(S E A L)

Utilities Director Tom Menke was present to explain a proposal to purchase the necessary equipment for the telemetry system for the new wastewater treatment facility. Since the project has come in under bid, there has been discussion with upgrading the telemetry system from what was initially proposed when the project was bid out. The upgrade in the system would allow for monitoring and checking alarms from any location, including the water plant. The proposed costs for the equipment involved is approximately \$10,952.00. The breakdown for this is \$7,700.00 for the base; \$1,200.00 for the UV Radio; \$852.00 for the conduit; and an additional \$1,200.00 for the alternate to provide radio based data gathering from the influent flow meter. This is data required by the State of Nebraska for monitoring purposes.

Councilmember Chizek moved to approve the upgrade as proposed for the telemetry system for the wastewater treatment facility. Seconded by Councilmember Grantham. The following voted Aye: Gamby, Chizek, Duncan, Grantham. The following voted Nay: Harvey. Motion carried.

Chief of Police Lordino mentioned that the Police Department will be working hard on the abandoned car ordinance.

In the absence of Public Works Director Milo Rust, Planning/Building Officer Janet Johnson gave a status report on the construction of the wastewater treatment facility. She stated that the project is nearing completion and that she has been very pleased with the Fischer Construction, the contractor involved in this project.

Street Superintendent Terry Birnbaum reported on the status of patching streets and the temperature that is required to allow the crews to continue with street work. Superintendent Birnbaum also reported on snow plow training.

City Manager Powell reported that in January 2010, there will be a housing fair at the 4-H building at the Dawes County fairgrounds. There will be a multitude of programs offered.

Councilmember Chizek commented on the morale among the City employees and encouraged everyone to go to the source to make sure their information was accurate before drawing any conclusions.

Councilmember Gamby spoke in support of the City employees stating that he feels management needs to be more upfront with the employees. He said the employees will bend over backwards in doing their jobs, but at the same time do not want to be run over.

Mayor Grantham thanked all of the City employees for their participation in the issue regarding the health insurance benefit.

Councilmember Harvey moved to adjourn the meeting at 7:10 o'clock P.M. Seconded by Councilmember Chizek. The following Councilmembers voted Aye: Chizek, Harvey, Duncan,

Grantham, Gamby. The following voted Nay: None. Motion carried.

CITY OF CHADRON

Mayor

ATTEST:

City Clerk

(S E A L)

STATE OF NEBRASKA)
)
County of Dawes) ss
)
City of Chadron)

I, the undersigned City Clerk for the City of Chadron, Nebraska, hereby certify that all of the subjects included in the attached proceedings were contained in the agenda for the regular meeting of October 19, 2009 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 said minutes of the City Council of the City of Chadron were in written form and available for public inspection within ten working days and prior to the next convened meeting of said body.

City Clerk

(SEAL)

