



**CITY OF BROKEN BOW
CITY COUNCIL AGENDA
October 14, 2025 @ 6:00 PM
Broken Bow Municipal Building
314 South 10th Ave, Broken Bow NE**

Meeting Procedure

The Public may address specific agenda items at the pleasure of the Mayor. Please come to the podium, state your name and address, and limit your remarks to five minutes or less (subject to mayoral discretion). Out of respect to City employees, we request that any complaints or criticisms of employees not be aired in a public meeting. Concerns about employees should be brought to the attention of the City Administrator or Mayor. An individual in violation will be declared out of order. Individuals who have appropriate items for City Council consideration should complete the Request for Future Agenda Items.

A. Call to Order

B. Open Meetings Act: A current copy of the Open Meetings Act is available and is posted for review by all citizens.

C. Roll Call

D. Pledge of Allegiance

E. Consent Agenda: Council will have consideration of approving the consent agenda items for October 14th, 2025, which will include the following:

- a. Approval of Minutes of September 23rd, 2025, Council Meeting
- b. Approval of Minutes of September 23rd, 2025, Budget Hearing
- c. Approval of Bills as Posted

F. New Business

- a. **Appointment and Official Pinning of Police Captain Chris Henderson**
- b. **Resolution, 2025-19, Collective Bargaining Agreement** – Council will have consideration of approving Resolution, 2025-19, approving and ratifying the collective bargaining agreement between the City of Broken Bow, Nebraska, and the International Brotherhood of Electrical Workers (IBEW), Local Union No. 1597.
- c. **Public Hearing Ordinance 1302, Electric Use Fees-** Council will have consideration of opening a public hearing regarding Ordinance 1302, Electric Use Fees.
- d. **Waive Three Readings of Ordinance 1302, Electric Use Fees -** Council will have consideration of waiving the three readings of Ordinance 1302.
- e. **Ordinance 1302, Electric Use Fees -** Council will have consideration of approving Ordinance 1302, Electric Use Fees.



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- f. Move the First Council Meeting in November 2025-** Council will have consideration of moving the City Council Meeting previously scheduled to take place on November 11, 2025, to an alternate date due to Veteran's Day activities.
- g. Application for Administrative Subdivisions -** Council will have consideration of approving the Application for Administrative Subdivisions for the City of Broken Bow.
- h. Approval of Fireworks for Safranek Wedding -** Council will have consideration of approving the use of fireworks after the Safranek/Uhling Wedding at the Cobblestone Event Center on November 15, 2025, at approximately 9:50 pm ending at 10:00 pm. Josh Page facilitating.

G. Public Comments

H. Mayor and Council Comments

I. Adjournment

Upcoming Events:

- **October 28th, 2025**– *Board of Public Works @ 12:30 pm* in the Broken Bow Municipal Building
- **October 28th, 2025**– *City Council Meeting @ 6:00 pm* in the Broken Bow Municipal Building

The Council will review the above matters and take such action as they deem appropriate. The Council may enter into closed session to discuss any matter on this agenda when it is determined by the Council that it is clearly necessary for protection of the public interest or the prevention of needless injury to the reputation of any individual and if such individual has not requested a public meeting, or as otherwise allowed by law. Any closed session shall be limited to the subject matter for which the closed session was called. If the motion to close passes, immediately prior to the closed session the Mayor shall restate on the record the limitation of the subject matter of the closed session.

Broken Bow City Council

Meeting Minutes September 23, 2025

The Broken Bow City Council met in regular session on Tuesday, September 23, 2025, in the Broken Bow Municipal Auditorium. Notice of the meeting was given in advance thereof by publication in the Custer County Chief, the designated method for giving notice. Advance notice of the meeting, a copy of the agenda, and related council materials were given to the Mayor and all members of the City Council and shared with various media outlets. All proceedings hereafter shown were taken while the meeting was open to the attendance of the public.

Mayor Rod Sonnichsen called the meeting to order at 5:25 pm, with the following Councilmembers present: Russ Smith, Travis Kleeb, Joe Wamsley, and Paul Holland. Absent: none. Also in attendance was City Administrator David Schmidt, City Attorney Jason White, City Clerk Jennifer Waterhouse, Deputy Clerk Jacob Holcomb, and City Treasurer LeeAnn Morgan. Mayor Sonnichsen announced the availability of the Open Meetings Act, followed by reciting the Pledge of Allegiance.

Moved by Smith, seconded by Kleeb to approve the consent agenda for September 23, 2025. Said motion includes approval of the Minutes of the September 9, 2025, Council Meeting, Bills to Date, and the August 2025 Treasurer's Report. Roll call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried.

Aflac \$417.44, \$119.50, Al's Lock & Safe Inc \$29,088.76, Auto Value Broken Bow \$57.47, \$9.87, Axon Enterprise Inc. \$5,696.04, Black Hills Energy \$569.12, Bound Tree Medical \$2,695.31, Brittiany Rozman \$90.00, Broken Bow Mun Utilities \$2,032.53, Chief Road Supply \$52,500.00, Callaway District Hospital \$156.67, Card Services \$383.47, Card Services 4834 \$4,066.90, Century Link \$86.03, Chris Anderson \$231.40, City Flex Benefit Plan \$405.00, City of Broken Bow - Health Insurance \$4,312.30, City of Broken Bow Pension Fund \$3,128.36, \$12,096.96, \$1,487.29, Colonial Insurance \$548.10, \$320.25, Credit Management Services Inc. \$177.81, Custer County Chief \$65.00, Custer County Chief \$134.55, Dewey's Implement & Welding \$1,198.50, Demco \$164.55, Dept Correctional SVCS \$2,570.00, EFTPS Online Payment \$3,196.82, \$8,944.71, \$13,669.46, EZ IT Solutions \$2,039.99, \$10,400.00, Eakes Office Solutions \$113.98, Fredrick Benzel \$225.00, Family Handyman \$10.00, Family Heritage \$25.50, General Collection Company, Inc \$117.55, Good Housekeeping \$29.97, Great Plains Communications - Police \$185.00, Grocery Kart - \$148.44, Hamilton Sales and Service LLC \$6,577.16, Holmes Plumbing & Heating \$1,088.10, Ingram Library Services \$1,759.23, Kansas State Bank \$15,000.00, Kim Blackburn \$90.00, Kirkpatrick Cleaning Solutions \$837.90, \$42.85, Larry Harbour \$53.95, Legend Holdings, LLC \$36,100.00, Macqueen \$2,550.00, Marten Heating & Air \$364.99, Mead Lumber \$683.37, Midland Telecom \$5,753.94, NSA/POAN Conference \$220.00, Nebraska Child Support Payment Center \$769.86, Nebraska Dept of Revenue - 25.00, O'Reilly Auto Parts - 22.18, Over Drive - 1200.00, Petty Cash \$84.52, Pareto Health \$76.00, Paulsen Inc. \$2,722.00, Presto X Company \$79.01, Prime Plumbing \$2,068.00, RT Ace, LLC \$1,500.82, Ranchland Ford \$397.35, \$1,442.55, \$4,797.10, Rod's Body & Paint, Inc \$850.04, S&L Sanitary Service \$58.30, South Loup Community Pharmacy \$29.51, State Income Tax WH NE Online Payment \$3,974.64, TSYS Merchant Solutions \$296.37, The Garden Center - 724.00, Tnemec Company Inc \$8,120.00, Trotter Service \$257.00, Trotter Whoa & Go West BB \$730.28, \$92.91, \$164.38, Ty Taylor \$34.00, VK Electronics & Appliances \$32,608.00, Van Diest Supply Co \$4,771.25, Verizon Wireless \$115.87, \$280.07, Wenquist Inc. \$28.98, \$28.99, Total \$303,386.07, Bi-Weekly Payroll (9/10/25) \$76,716.50, Grand Total \$380,102.57

In new business, Mayor Sonnichsen introduced Ordinance 1300, entitled "AN ORDINANCE TO ADOPT THE BUDGET STATEMENT TO BE TERMED THE ANNUAL APPROPRIATION BILL; TO APPROPRIATE SUMS FOR NECESSARY EXPENSES AND LIABILITIES; TO PROVIDE FOR AN EFFECTIVE DATE." Moved by Kleeb, seconded by Wamsley to open a public hearing at 5:29 pm regarding said Ordinance. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried. There were no questions or comments. Moved by Wamsley, seconded by Holland to

close public hearing at 5:29 pm. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried.

Moved by Smith, seconded by Kleeb that the statutory rule requiring reading Ordinance 1300 on three different days be suspended. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion Carried. The motion to suspend the rules of said Ordinance was adopted by three-fourths of the Council and the statutory rule was declared suspended for the consideration of said Ordinance.

Said Ordinance was then read by title and thereafter, Councilmember Smith moved for final passage of Ordinance 1300, which motion was seconded by Councilmember Wamsley. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion Carried. The final passage and adoption of said Ordinance having been concurred by a majority of all members of the Council, the Mayor declared the Ordinance adopted.

Moved by Holland, seconded by Smith to open a public hearing at 5:30 pm regarding Resolution 2025-16, Setting the Property Tax Request for 2025-2026. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried. There were no questions or comments. Moved by Smith, seconded by Wamsley to close public hearing at 5:31 pm. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried.

Moved by Kleeb, seconded by Wamsley to approve Resolution 2025-16, Setting the Property Tax Request for 2025-2026. Roll Call Vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried.

Mayor Sonnichsen introduced Ordinance 1301, entitled "AN ORDINANCE OF THE MAYOR AND COUNCIL OF THE CITY OF BROKEN BOW, NEBRASKA, AMENDING THE SALARIES OF OFFICERS AND EMPLOYEES; PAY PLAN FOR ALL CLASSIFICATIONS WITHIN THE CITY; AND MONTHLY SALARY OR HOURLY WAGE RANGES FOR EACH INDIVIDUAL CLASSIFICATION."

Moved by Wamsley, seconded by Holland to open a public hearing at 5:32 pm regarding said Ordinance. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried.

Administrator Schmidt noted that adjustments were made on the Wage Ordinance to reflect the 3% COLA increase previously mentioned during the Budget Hearing, as well as a minimum wage increase to \$15.00. He explained that the minimum wage increase officially takes effect in January 2026, but they plan to increase it now. Moved by Holland, seconded by Kleeb to close public hearing at 5:33 pm. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried.

Moved by Smith, seconded by Kleeb that the statutory rule requiring reading Ordinance 1301 on three different days be suspended. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion Carried. The motion to suspend the rules of said Ordinance was adopted by three-fourths of the Council and the statutory rule was declared suspended for the consideration of said Ordinance.

Said Ordinance was then read by title and thereafter, Councilmember Smith moved for final passage of Ordinance 1301, which motion was seconded by Councilmember Wamsley. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion Carried. The final passage and adoption of said Ordinance having been concurred by a majority of all members of the Council, the Mayor declared the Ordinance adopted.

Moved by Holland, seconded by Wamsley to open a public hearing at 5:34 pm regarding Resolution 2025-17, One and Six Year Street Plan. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried. Administrator Schmidt explained that the One and Six Year Street Plan is the plan for the coming year and that it is unchanged from what was presented by Street Superintendent Steve Parr at the City Council meeting on August 12, 2025. He also noted that the resolution is a requirement of the state for highway allocation funds but that the plan can be amended at any time and the city is not locked into any project listed in the plan. Moved by Kleeb, seconded by Smith to close

public hearing at 5:35 pm. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried.

Moved by Wamsley, seconded by Smith to approve Resolution 2025-17, One and Six Year Street Plan. Roll Call Vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried.

Moved by Kleeb, seconded by Wamsley to approve Resolution 2025-18, authorizing the City Treasurer to invest surplus funds in a certificate of deposit at Nebraska State Bank. Administrator Schmidt explained that the term “surplus funds” comes from state statutes and that the \$2,155,275.50 was received from the initial insurance payout after the power plant explosion. He stated that the plan is to use these funds for infrastructure and rebuilding the power plant but because the funds will not be spent immediately, they would like to invest them into a CD at Nebraska State Bank with a 4.04% interest rate that is expected to generate \$84,000 while plans are finalized. Roll Call Vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried.

Moved by Smith, seconded by Kleeb, to approve the appointment of Chris Anderson to Broken Bow Police Chief. Roll Call Vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried.

During the ceremony that followed, Administrator Schmidt highlighted Anderson’s more than 15 years of dedicated law enforcement experience, including 7 years of supervisory roles. He explained that he advanced to the role of Broken Bow Police Captain in 2023 and has shown a proven commitment to our town in the areas of crisis management, K9 operations, field training and community outreach. Administrator Schmidt stated that what stands out most is his deeper dedication to building trust and fostering collaboration. He concluded by saying, “As a veteran of the Nebraska Army National Guard with 24 years of service, he’s honed skills in strategic planning, budget management and relationship building that will strengthen our team’s ability to serve and protect. From designing comprehensive training programs that prepare officers for real world scenarios to volunteering with our local fire department, Chris embodies the values of reliability, adaptability and community focus that define Broken Bow.”

Chief Anderson was welcomed to his new role as Chief of Police with the official pinning ceremony completed by his Grandfather, Ronald Anderson.

There were no public comments.

During Mayor and council comments, Councilmember Smith thanked Sergeant Henderson for throwing his hat into the ring regarding the Police Chief position and thanked him for being a fine police officer. Mayor Sonnichsen also thanked the Administration, staff, and department heads for their dedicated effort put forth during the budgeting process and commended them for their support of the taxpayers.

Moved by Holland, seconded by Wamsley, to adjourn the City Council meeting at 5:45 pm. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion Carried.

Rodney W. Sonnichsen, Mayor

ATTEST:

Jennifer A. Waterhouse, City Clerk

Broken Bow City Council
Budget Hearing Minutes
September 23, 2025

The Broken Bow City Council met in a Budget Hearing on Tuesday, September 23, 2025, in the Broken Bow Municipal Auditorium. Notice of the meeting was given in advance thereof by publication in the Custer County Chief, the designated method for giving notice on September 18, 2025. Advance notice of the meeting, a copy of the agenda, and related council materials were given to the Mayor and all members of the City Council and shared with various media outlets. All proceedings hereafter shown were taken while the meeting was open to the attendance of the public.

Mayor Rod Sonnichsen called the meeting to order at 4:30 pm, with the following Councilmembers present: Russ Smith, Travis Kleeb, Joe Wamsley, and Paul Holland. Absent: none. Also in attendance was City Administrator David Schmidt, City Clerk Jennifer Waterhouse, Deputy Clerk Jacob Holcomb, and City Treasurer LeeAnn Morgan. Mayor Sonnichsen announced the availability of the Open Meetings Act.

Moved by Holland, seconded by Kleeb to open the Hearing at 4:31 pm. Roll call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried.

Bob Meyer of RJ Meyer and Associates LLC began the Budget Hearing by presenting a detailed review of the City's budget. He also explained the budget submission process and went through the state forms that will be submitted to the State of Nebraska by the September 30, 2025 deadline.

During his presentation he highlighted the following aspects of the 2025-2026 City budget:

- Operating budget is set at \$25,164,819.17, up 9 percent from \$23.1 million in the previous year.
- 11 percent rise in the city's property valuation from the previous year.
- Property tax request remains unchanged from the previous year at \$1,141,541.39.
- Levy ask decreased from 0.43 in 2024-2025 to 0.39 in 2025-2026.
- Overall cash position of the City is "pretty good" despite going down the previous year due to the completion of some big infrastructure projects.
- 5.3 million in bond debt at the start of fiscal year.

Bob Meyer concluded by saying that even though this is his first year helping with the city's budget, the city finances seem to be in good health, and he commended the staff for the effort they took in putting the budget numbers together.

City Attorney Jason White arrived at 4:59 pm.

City Administrator Dave Schmidt also noted that included in the current budget is a 3% COLA raise for all appointed and union employees and if council wished to change that they will need to do that via motion in the council meeting following the budget hearing. He explained that the 3% was settled upon after negotiating with the Union. He also mentioned that a change that they would like to make to the budget includes adding \$152,500 in funds for storm water drainage projects, and \$20,000 to complete the pickleball fencing. He explained that these changes will not change the total disbursements because they were able to reallocate some depreciation funds after talking with our accountant Bob Meyer.

Mayor Sonnichsen thanked the administration and staff for all the work that went into the budget process and commended them for standing their ground amid evaluations going up 11% and power plant explosions.

There were no public comments.

Moved by Kleeb, seconded by Wamsley to close the Hearing at 5:13 pm. Roll call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion carried.

Moved by Holland, seconded by Wamsley, to adjourn the City Council Budget Hearing Meeting at 5:13 pm. Roll Call vote: Voting aye: Smith, Kleeb, Wamsley, and Holland. Nays: None. Motion Carried.

Rodney W. Sonnichsen, Mayor

ATTEST:

Jennifer A. Waterhouse, City Clerk

Accounts Payable Detail Listing

City of Broken Bow

<u>Vend#</u>	<u>Vendor Name</u>	<u>Pay#</u>	<u>Post Date</u>	<u>Due Date</u>	<u>Amount</u>	<u>Invoice</u>	<u>Date</u>	<u>PO#</u>	<u>Date</u>	<u>Status</u>
			<u>Account#</u>	<u>Work Order</u>		<u>Description</u>			<u>Debit</u>	<u>Credit</u>
STREETS	AKRS Equipment									
38319		10/14/2025	10/14/2025		277.99					Posted
		08-3310.00				Repair of equipment			277.99	0.00
PARKS	AKRS Equipment-Parks									
38318		10/14/2025	10/14/2025		303.54					Posted
		09-3310.00				Mower repairs			303.54	0.00
	Aflac									
38303		9/24/2025	9/24/2025		417.44					Posted
		01-1501.00				PRE TAX AFLAC			417.44	0.00
38304		9/24/2025	9/24/2025		119.50					Posted
		01-1501.00				AFLAC POST TAX			119.50	0.00
38320		10/14/2025	10/14/2025		108.18					Posted
		01-1501.00				Dave Aflac - Sept 2025			108.18	0.00
	Amazon Capital Services									
38321		10/14/2025	10/14/2025		293.40	1YG7-61CJ-MX7J				Posted
		05-3223.00				Coffee and frames			50.98	0.00
		05-3361.00				Boots and jackets			190.43	0.00
		06-3410.00				Helmet kits			51.99	0.00
									<u>293.40</u>	<u>0.00</u>
	Andy C Holland									
38349		10/14/2025	10/14/2025		580.00	Sept 2025				Posted
		05-3334.00				Ambulance incentive - Sept 2025			580.00	0.00
	Auto Value Broken Bow									
38322		10/14/2025	10/14/2025		82.78	CUST# 93				Posted
		06-3310.00				Supplies for repairs			82.78	0.00
38323		10/14/2025	10/14/2025		33.62	CUST# 95				Posted
		09-3310.00				Supplies for truck repairs			33.62	0.00
38324		10/14/2025	10/14/2025		722.87	CUST# 101				Posted
		08-3310.00				Equipment repairs			722.87	0.00
	Becka Nuemiller									
38350		10/14/2025	10/14/2025		1,195.00	Sept 2025				Posted
		05-3334.00				Ambulance incentive - Sept 2025			1,195.00	0.00
	Benchmark Governmental Solutions									
38325		10/14/2025	10/14/2025		853.10	22758				Posted
		04-3313.00				Meals for officers at academy			853.10	0.00
	Bill Hendricks									
38375		10/14/2025	10/14/2025		200.00	Sept 2025				Posted
		05-3334.00				Ambulance Incentive - Sept 2025			200.00	0.00
	Black Hills Energy									
38326		10/14/2025	10/14/2025		501.70	ACCT# 731562439				Posted
		04-3220.00				Utilities-Gas at PD			77.87	0.00
		02-3220.00				Utilities-Gas at City Hall			283.17	0.00
		02-3220.00				Utilities-Gas at Armory			140.66	0.00
									<u>501.70</u>	<u>0.00</u>
	Blue 360 Media, LLC									
38327		10/14/2025	10/14/2025		107.95	94937				Posted
		04-3209.00				NE Criminal & Traffic Law Book			107.95	0.00
	Bobbie Summerford									
38351		10/14/2025	10/14/2025		210.00	Sept 2025				Posted
		05-3334.00				Ambulance incentive - Sept 2025			210.00	0.00
	Bound Tree Medical									
38352		10/14/2025	10/14/2025		2,273.49	ACCT# 112634				Posted
		05-3338.00				EMS Supplies			2,273.49	0.00
	BreAnna Holmes									
38353		10/14/2025	10/14/2025		990.00	Sept 2025				Posted
		05-3334.00				Ambulance incentive - Sept 2025			990.00	0.00
	Broken Bow Airport Authority									
38415		10/14/2025	10/14/2025		1,083.33	Oct 2025				Posted
		01-3409.00				Airport Interlocal Agreement			1,083.33	0.00

City of Broken Bow

Vendor Name									
Pay#	Post Date	Due Date	Amount	Invoice	Date	PO#		Date	Status
	Account#		Work Order		Description			Debit	Credit
Broken Bow Ambulance Service (continued)									
38328	10/14/2025	10/14/2025	107.00	Fuel - Transport					Posted
	05-3225.00			Fuel for transport			107.00		0.00
Broken Bow Mun Utilities									
38417	10/14/2025	10/14/2025	1,670.84	Fuel - Sept 2025					Posted
	01-3420.00			Admin vehicle - Fuel			28.41		0.00
	04-3225.00			Police - Fuel			980.31		0.00
	08-3225.00			Streets - Fuel			244.70		0.00
	08-3225.00			Streets - Diesel			143.52		0.00
	09-3225.00			Parks - Fuel			56.37		0.00
	09-3225.00			Parks - Diesel			217.53		0.00
							1,670.84		0.00
Broken Bow Municipal Utilities									
38416	10/14/2025	10/14/2025	6,254.53						Posted
	01-3213.00			Utilities - Radio/Weather Station Tower			36.00		0.00
	02-3220.00			City Hall - Utilities/Trash			903.56		0.00
	04-3220.00			Police - Utilities/Trash Removal			439.82		0.00
	04-3315.00			Police -Dog Pound Utilities			51.30		0.00
	07-3220.00			Library - Utilities/Trash Removal			968.26		0.00
	08-3220.00			Street - Utilities/Trash			378.69		0.00
	08-3220.00			Streets Blue Shop - Utilities/Trash			36.20		0.00
	09-3220.00			Parks - Utilities/Trash Removal			1,625.52		0.00
	09-3220.00			Parks - Shop Utilities/Trash Removal			189.34		0.00
	10-3220.00			Swim Pool - Utilities/Trash Removal			1,207.18		0.00
	11-3220.00			Tree Dump - Utilities			49.67		0.00
	02-3220.00			Armory - Utilities/Trash Removal			368.99		0.00
							6,254.53		0.00
Buffalo Outdoor Power LLC									
38418	10/14/2025	10/14/2025	58,435.00	241828					Posted
	09-3410.00			Grasshopper mowers purchase			58,435.00		0.00
Card Services 5174									
38419	10/14/2025	10/14/2025	2,185.60						Posted
	05-3223.00			Supplies			149.36		0.00
	05-3361.00			Uniforms			1,031.04		0.00
	05-3223.01			Paper products			353.64		0.00
	05-3440.00			Transport meals			112.39		0.00
	05-3310.00			Maintenance - vehicle washes			14.00		0.00
	05-3209.00			Printing - Health Fair			30.00		0.00
	05-3221.00			Internet - Starlink			200.00		0.00
	06-3410.00			Equipment repairs supplies			90.02		0.00
	05-3410.00			Fire extinguisher, stickers, and carabiner			208.08		0.00
	06-3223.00			Supplies			64.43		0.00
	05-3361.00			Credit for uniforms			0.00		67.36
							2,252.96		67.36
Card Services 4834									
38420	10/14/2025	10/14/2025	4,189.14						Posted
	10-3339.00			Pool painting supplies			869.98		0.00
	08-3348.00			RR Signals			574.16		0.00
	09-3339.00			RV Park - 30 amp outlet			147.68		0.00
	08-3205.00			Travel expenses			56.80		0.00
	08-3310.00			Equipment repairs			2,133.59		0.00
	09-3225.00			Fuel			97.79		0.00
	08-3410.01			Boots			171.18		0.00
	09-3223.00			Printer ink			137.96		0.00
							4,189.14		0.00
Card Services 0583									

Accounts Payable Detail Listing

City of Broken Bow

<u>Vend#</u>	<u>Vendor Name</u>	<u>Pay#</u>	<u>Post Date</u>	<u>Due Date</u>	<u>Amount</u>	<u>Invoice</u>	<u>Date</u>	<u>PO#</u>	<u>Date</u>	<u>Status</u>
	<u>Account#</u>	<u>Work Order</u>				<u>Description</u>			<u>Debit</u>	<u>Credit</u>
Office-0583	Card Services 0583 (continued)									
38421	10/14/2025	10/14/2025			1,266.25					Posted
	02-3205.00					Meals - open enrollment			77.72	0.00
	01-3439.00					Zoning expenses - vehicle maintenance			10.70	0.00
	01-3439.00					Zoning expenses - fuel			40.81	0.00
	04-3205.00					Hotel for P.O.A.N conference			562.10	0.00
	04-3223.00					Wristband for halloween - Police			490.38	0.00
	01-3222.00					Accidental purchase on city card			84.54	0.00
									1,266.25	0.00
Dave-0609	Card Services 0609									
38329	10/14/2025	10/14/2025			105.68					Posted
	01-3223.00					Supplies - Office			14.98	0.00
	02-4202.00					Frame for council chambers			54.42	0.00
	01-3420.00					Fuel - admin vehicle			36.28	0.00
									105.68	0.00
Police	Century Link									
38330	10/14/2025	10/14/2025			365.83	POLICE				Posted
	04-3221.00					Phone - Long distance			365.83	0.00
38331	10/14/2025	10/14/2025			101.03	S/P				Posted
	08-3221.00					Basic and long distance			50.52	0.00
	09-3221.00					Basic and long distance			50.51	0.00
									101.03	0.00
38332	10/14/2025	10/14/2025			137.52	POOL				Posted
	10-3221.00					Pool-Basic & credit card			137.52	0.00
	Chad Hempstead									
38354	10/14/2025	10/14/2025			230.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			230.00	0.00
	Christina Watson									
38355	10/14/2025	10/14/2025			240.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			240.00	0.00
	City Flex Benefit Plan									
38305	9/24/2025	9/24/2025			405.00					Posted
	01-1501.00					SELECT FLEX-UNREIMBURSED M/D/V			405.00	0.00
ns Reb-PayR	City of Broken Bow - Health Insurance									
38315	9/24/2025	9/24/2025			4,312.30					Posted
	01-1501.00					HEALTH INSURANCE			4,312.30	0.00
38422	10/14/2025	10/14/2025			33,569.34	Sept 2025				Posted
	01-3104.00					Health Insurance			3,504.34	0.00
	03-3104.00					Health Insurance			915.62	0.00
	04-3104.00					Health Insurance			12,181.30	0.00
	05-3104.00					Health Insurance			2,851.20	0.00
	06-3104.00					Health Insurance			950.40	0.00
	07-3104.00					Health Insurance			1,831.24	0.00
	08-3104.00					Health Insurance			7,075.83	0.00
	09-3104.00					Health Insurance			4,259.41	0.00
									33,569.34	0.00
	City of Broken Bow Pension Fund									
38306	9/24/2025	9/24/2025			3,128.36					Posted
	01-1513.00					RETIREMENT LOAN PAYMENT			3,128.36	0.00
38307	9/24/2025	9/24/2025			11,858.82					Posted
	01-1502.00					414H RETIREMENT			11,858.82	0.00
38308	9/24/2025	9/24/2025			1,509.11					Posted
	01-1502.00					457 RETIREMENT			1,509.11	0.00
	Cody Neville									
38376	10/14/2025	10/14/2025			320.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			320.00	0.00
	Colonial Insurance									
38301	9/24/2025	9/24/2025			534.49					Posted
	01-1501.00					COLONIAL LIFE PRE TAX			534.49	0.00
38302	9/24/2025	9/24/2025			318.48					Posted
	01-1501.00					COLONIAL LIFE POST TAX			318.48	0.00

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	<u>Account#</u>			<u>Work Order</u>		<u>Description</u>			<u>Debit</u>	<u>Credit</u>
Colonial Insurance (continued)										
38333	10/14/2025	10/14/2025			586.86	SEPT 2025				Posted
	01-1501.00					Dave - Sept 2025			514.20	0.00
	01-1501.00					City paid - Sept 2025			72.66	0.00
									586.86	0.00
Community Leasing Partners										
38423	10/14/2025	10/14/2025			12,046.15	65242				Posted
	05-3410.00					New ambulance equipment lease			12,046.15	0.00
Custer Co Credit Management Services Inc.										
38316	9/24/2025	9/24/2025			457.62					Posted
	01-1504.00					WAGE GARNISHMENT - Plaintiff			457.62	0.00
558 City Custer County Chief										
38334	10/14/2025	10/14/2025			319.50	ACCT 558				Posted
	01-3209.00					Printing and publications			319.50	0.00
Custer County Treasurer										
38424	10/14/2025	10/14/2025			19,384.45	Oct 2025				Posted
	01-3217.00					Communications Interlocal Agreement			19,384.45	0.00
Custer Public Power										
38335	10/14/2025	10/14/2025			54.76					Posted
	11-3220.00					CD Cell Power			54.76	0.00
DWEE - Fiscal Services - IWM										
38336	10/14/2025	10/14/2025			750.00	53243				Posted
	11-3222.00					Annual Operating Fee - CD Cell			750.00	0.00
David Baltz										
38357	10/14/2025	10/14/2025			650.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			650.00	0.00
Dennis Schiller										
38358	10/14/2025	10/14/2025			105.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			105.00	0.00
Doyle Wood										
38359	10/14/2025	10/14/2025			230.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			230.00	0.00
Dr. Jordan Homan										
38356	10/14/2025	10/14/2025			3,500.00	2025-26				Posted
	05-3202.00					Yearly PMD Fee			3,500.00	0.00
Dustin Watson										
38360	10/14/2025	10/14/2025			30.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			30.00	0.00
EFTPS Online Payment										
38311	9/24/2025	9/24/2025			3,218.12					Posted
	01-1500.00					MEDICARE			3,218.12	0.00
38312	9/24/2025	9/24/2025			8,200.59					Posted
	01-1500.00					FEDERAL MARRIED			4,546.68	0.00
	01-1500.00					FEDERAL SINGLE			2,872.58	0.00
	01-1500.00					Federal Head of Household			415.33	0.00
	01-1500.00					2020 Federal Married			366.00	0.00
									8,200.59	0.00
38313	9/24/2025	9/24/2025			13,760.12					Posted
	01-1500.00					SOCIAL SECURITY			13,760.12	0.00
EZ IT Solutions										
38337	10/14/2025	10/14/2025			10.00	8150				Posted
	01-3438.00					ID badge for Steve Scott - retirement badg			10.00	0.00

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EZ IT Solutions (continued)										
38425	10/14/2025	10/14/2025			7,000.00	8127				Posted
	01-3438.00					IT Services			2,050.00	0.00
	02-3438.00					IT Services			600.00	0.00
	03-3438.00					IT Services			200.00	0.00
	04-3438.00					IT Services			1,800.00	0.00
	05-3438.00					IT Services			550.00	0.00
	06-3438.00					IT Services			400.00	0.00
	07-3438.00					IT Services			600.00	0.00
	08-3438.00					IT Services			400.00	0.00
	09-3438.00					IT Services			200.00	0.00
	10-3438.00					IT Services			200.00	0.00
									<u>7,000.00</u>	<u>0.00</u>
Eakes Office Products										
38338	10/14/2025	10/14/2025			426.34	ACCT#309621				Posted
	01-3223.00					Office supplies - paper and binders			203.14	0.00
	01-3221.00					Office phones - City lines			223.20	0.00
									<u>426.34</u>	<u>0.00</u>
Family Heritage										
38309	9/24/2025	9/24/2025			25.50					Posted
	01-1501.00					FAMILY HERITAGE			25.50	0.00
Farritor Auto Parts										
38339	10/14/2025	10/14/2025			300.00	108122				Posted
	05-3310.00					Pickup repairs - interior door panel			300.00	0.00
Custer CC General Collection Company, Inc										
38317	9/24/2025	9/24/2025			117.55					Posted
	01-1504.00					WAGE GARNISHMENT			117.55	0.00
Gibbons Electric										
38426	10/14/2025	10/14/2025			3,049.30	9/30/25				Posted
	02-4202.00					Lights at City Hall			3,049.30	0.00
Great Plains Communications										
38340	10/14/2025	10/14/2025			150.00	S/P				Posted
	08-3221.00					Internet			75.00	0.00
	09-3221.00					Internet			75.00	0.00
									<u>150.00</u>	<u>0.00</u>
38341	10/14/2025	10/14/2025			214.95	ARMORY/DTRR				Posted
	02-3220.00					Internet - Armory			130.00	0.00
	02-3438.00					Internet - DT RR			84.95	0.00
									<u>214.95</u>	<u>0.00</u>
38342	10/14/2025	10/14/2025			289.95	CITYHALL				Posted
	02-3220.00					Internet - City Hall			289.95	0.00
38343	10/14/2025	10/14/2025			195.78	Library				Posted
	07-3221.00					Internet			195.78	0.00
Hinckley Medical Inc.										
38361	10/14/2025	10/14/2025			12,210.00	1172				Posted
	05-3410.00					Scales for EMS cots			12,210.00	0.00
Hometown Leasing										
38344	10/14/2025	10/14/2025			116.65	12799663				Posted
	04-3216.00					Copier lease - PD			116.65	0.00
38345	10/14/2025	10/14/2025			73.57	123799687				Posted
	07-3216.00					Copier lease - Library			73.57	0.00
38346	10/14/2025	10/14/2025			291.12	12799978				Posted
	01-3216.00					Copier lease - Dave's			291.12	0.00
ImageTrend										
38377	10/14/2025	10/14/2025			3,062.00	Q11631v3				Posted
	05-3410.00					Image control software			3,062.00	0.00
welding Island Supply Welding Co.										
38347	10/14/2025	10/14/2025			81.20	353727, 354119				Posted
	05-3338.00					Oxygen			81.20	0.00

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JEO (continued)										
38427	10/14/2025	10/14/2025			1,719.85	164871				Posted
	12-4200.00					BB Mud Creek LB Levee Restoration			1,719.85	0.00
Jason Morey										
38362	10/14/2025	10/14/2025			20.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			20.00	0.00
Jess Hightower										
38363	10/14/2025	10/14/2025			80.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			80.00	0.00
Kelvin Kreitman										
38364	10/14/2025	10/14/2025			75.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			75.00	0.00
Kirkpatrick Cleaning Solutions										
38428	10/14/2025	10/14/2025			3,627.12	14038, 14018				Posted
	02-3223.01					Paper products for City Hall			157.12	0.00
	02-3419.01					Oct 2025 Janitorial			3,470.00	0.00
									3,627.12	0.00
LARM										
38348	10/14/2025	10/14/2025			991.46	114277				Posted
	01-3207.00					Adding Parks Dept mowers			1,030.93	0.00
	01-3207.00					Credit from LARM			0.00	39.47
									1,030.93	39.47
38429	10/14/2025	10/14/2025			252,797.49	114434				Posted
	01-3207.00					2025-26 Insurance renewal - workers comp			252,797.49	0.00
Lance Oatman										
38365	10/14/2025	10/14/2025			95.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			95.00	0.00
38366	10/14/2025	10/14/2025			7,500.00	Vehicle				Posted
	06-3410.00					Command vehicle split with Rural Fire			7,500.00	0.00
League of NE Municipalities										
38430	10/14/2025	10/14/2025			11,669.00	194925				Posted
	01-3206.00					League membership dues 9/1/25-8/31/26			11,669.00	0.00
Liz Baumgartner										
38367	10/14/2025	10/14/2025			385.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			385.00	0.00
Londa Wood										
38368	10/14/2025	10/14/2025			230.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			230.00	0.00
Marten Heating & Air										
38378	10/14/2025	10/14/2025			209.54	1262				Posted
	02-3311.00					Maintenance and repairs to City Hall A/C			209.54	0.00
Mason Holmes										
38379	10/14/2025	10/14/2025			1,100.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			1,100.00	0.00
Mead Lumber										
38380	10/14/2025	10/14/2025			162.82	CUST# 063720/-01				Posted
	08-3310.00					Oil			72.97	0.00
	07-3222.20					Cement for story walk			89.85	0.00
									162.82	0.00
Michael Todd Industrial Supply										
38431	10/14/2025	10/14/2025			1,956.87	220649				Posted
	08-3347.00					Signs/sign posts			1,956.87	0.00
Mike Jilg										
38369	10/14/2025	10/14/2025			550.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			550.00	0.00
Miller & Associates										
38432	10/14/2025	10/14/2025			508.90	1129				Posted
	01-3214.20					Surveying for city limits at Memorial Drive			508.90	0.00

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	Mishele Wooters (continued)									
38370	10/14/2025	10/14/2025			60.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			60.00	0.00
	NSA/POAN Conference									
38381	10/14/2025	10/14/2025			220.00	8828				Posted
	04-3205.00					Registration for POAN Conference			220.00	0.00
1	Nebraska Child Support Payment Center									
38310	9/24/2025	9/24/2025			769.86					Posted
	01-1503.00					CHILD SUPPORT-NE			769.86	0.00
	Nebraska Municipal Clerks Association									
38382	10/14/2025	10/14/2025			150.00	2025-26				Posted
	01-3206.00					Clerks membership dues for Jennifer and			150.00	0.00
	Nebraska Pasture Door									
38383	10/14/2025	10/14/2025			80.00	12682				Posted
	04-3312.00					Embroidery - BBPD Shirts (Pink for Octobe			80.00	0.00
	Nick Gaddy									
38371	10/14/2025	10/14/2025			135.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			135.00	0.00
	Nissa Shelby									
38372	10/14/2025	10/14/2025			100.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			100.00	0.00
	OBrien's Hardware									
38384	10/14/2025	10/14/2025			1.89	ACCT# 668				Posted
	09-3339.00					Parts for sprinkler repairs			1.89	0.00
	Paper Tiger Shredding									
38385	10/14/2025	10/14/2025			45.00	224967				Posted
	01-3222.00					Paper shredding			45.00	0.00
	Positive Concepts									
38388	10/14/2025	10/14/2025			215.00	0261200-IN				Posted
	04-3223.00					Thermal paper for patrol printers			215.00	0.00
	Power Solutions									
38386	10/14/2025	10/14/2025			1,253.81	14975				Posted
	05-3310.00					Repairs to 2006 Ambulance			1,253.81	0.00
	Psychological Resources									
38387	10/14/2025	10/14/2025			150.00	2508058				Posted
	04-3313.00					New officer test			150.00	0.00
	RJ Meyer & Associates									
38433	10/14/2025	10/14/2025			3,500.00	Budget2025-26				Posted
	01-3208.00					Budget services: prep, presentation to cou			3,500.00	0.00
Ambulance	RT Ace, LLC									
38389	10/14/2025	10/14/2025			62.54	ACCT# 1229				Posted
	06-3311.00					Ball valve, bushing			26.57	0.00
	05-3338.00					Storage tote			25.98	0.00
	05-3310.00					New plug			9.99	0.00
									62.54	0.00
38390	10/14/2025	10/14/2025			25.10	ACCT# 799				Posted
	06-3223.00					Tape			8.99	0.00
	06-3310.00					Bolts/nuts			16.11	0.00
									25.10	0.00
38391	10/14/2025	10/14/2025			40.69	ACCT# 1297				Posted
	08-3310.00					Supplies for equipment repairs			40.69	0.00
38392	10/14/2025	10/14/2025			642.76	ACCT# 1295				Posted
	09-3339.00					Grounds maintenance			642.76	0.00
	Ranchland Ford									
38393	10/14/2025	10/14/2025			19.99	200906				Posted
	05-3310.00					2024 Ambulance - Exhaust emission contr			19.99	0.00
	Rebeka Anderson									
38373	10/14/2025	10/14/2025			165.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			165.00	0.00

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Reed Schafer (continued)										
38374	10/14/2025	10/14/2025			90.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			90.00	0.00
S&L Sanitary Service										
38394	10/14/2025	10/14/2025			148.30	ACCT#2/223				Posted
	09-3219.00					Trash pickup around the square			58.30	0.00
	09-3219.00					Summer trash pickup at the pool			90.00	0.00
									148.30	0.00
Sandhills Custom Creations										
38395	10/14/2025	10/14/2025			425.00	3781				Posted
	04-3223.00					ATV/UTV License plates			425.00	0.00
Sara J. Hulinsky										
38396	10/14/2025	10/14/2025			837.00	Sept 2025				Posted
	07-3419.01					Cleaning service - Sept 2025			837.00	0.00
Schaper and White Law Firm										
38434	10/14/2025	10/14/2025			3,000.00	2381				Posted
	01-3214.00					Legal fees			3,000.00	0.00
Schumacher Fencing										
38397	10/14/2025	10/14/2025			25.00					Posted
	01-3439.00					Zoning reimbursement			25.00	0.00
Site One Landscape Supply										
38398	10/14/2025	10/14/2025			811.28	158623034-00				Posted
	09-3427.00					Sprinkler repairs - backflow			811.28	0.00
State Income Tax WH NE Online Payment										
38314	9/24/2025	9/24/2025			3,740.72					Posted
	01-1500.00					STATE MARRIED			2,461.42	0.00
	01-1500.00					STATE SINGLE			1,279.30	0.00
									3,740.72	0.00
Sylvia Schilelr										
38399	10/14/2025	10/14/2025			90.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			90.00	0.00
TSYS Merchant Solutions										
38400	10/14/2025	10/14/2025			6.27	Sept 2025				Posted
	10-3206.10					Credit card processing fees			6.27	0.00
Time Management Systems Inc.										
38401	10/14/2025	10/14/2025			6.00	346118				Posted
	01-3216.10					Software subscription fee			6.00	0.00
38435	10/14/2025	10/14/2025			3,339.00	346555				Posted
	01-3222.00					Contract termination			3,339.00	0.00
Tracker Systems										
38402	10/14/2025	10/14/2025			16.99	283974				Posted
	03-3438.00					Handi bus tracking			16.99	0.00
Trotter Service										
38403	10/14/2025	10/14/2025			231.53	ACCT# BBSTR				Posted
	08-3225.00					Fuel			231.53	0.00
38404	10/14/2025	10/14/2025			85.95	ACCT# BBPAR				Posted
	09-3225.00					Fuel			85.95	0.00
Tyler Edwards										
38405	10/14/2025	10/14/2025			30.00	Sept 2025				Posted
	05-3334.00					Ambulance incentive - Sept 2025			30.00	0.00
V-Bar Sales & Service										
38406	10/14/2025	10/14/2025			25.22	35563				Posted
	09-3310.00					Mower repairs			25.22	0.00
38407	10/14/2025	10/14/2025			3,350.00	34943				Posted
	05-3310.00					Bumper/Grill guard			3,350.00	0.00
Verathon Inc										
38408	10/14/2025	10/14/2025			8,212.00	CUST# 800065649				Posted
	05-3410.00					Equipment purchases - glide scopes with e			8,212.00	0.00

Accounts Payable Detail Listing

City of Broken Bow

Vend# Vendor Name

<u>Pay#</u>	<u>Post Date</u>	<u>Due Date</u>	<u>Amount</u>	<u>Invoice</u>	<u>Date</u>	<u>PO#</u>	<u>Date</u>	<u>Status</u>
	<u>Account#</u>	<u>Work Order</u>		<u>Description</u>			<u>Debit</u>	<u>Credit</u>
Verizon Wireless (continued)								
38409	10/14/2025	10/14/2025	115.88					Posted
	05-3221.00			ALS Phone			40.02	0.00
	06-3221.00			Fire jetpack			40.01	0.00
	03-3221.00			Handi Bus Phone			35.85	0.00
							<u>115.88</u>	<u>0.00</u>
38410	10/14/2025	10/14/2025	280.10					Posted
	01-3221.00			Zoning tablet			40.01	0.00
	05-3221.00			EMS Jetpacks			80.02	0.00
	01-3221.00			Dave's hotspot			40.01	0.00
	08-3221.00			Streets phone			40.02	0.00
	09-3221.00			Parks phone			40.02	0.00
	06-3221.00			Andy's phone			40.02	0.00
							<u>280.10</u>	<u>0.00</u>
38411	10/14/2025	10/14/2025	320.08	POLICE				Posted
	04-3221.00			Police Internet for Ipads			320.08	0.00
Wade Williaams								
38412	10/14/2025	10/14/2025	280.00	Sept 2025				Posted
	05-3334.00			Ambulance incentive - Sept 2025			280.00	0.00
Parks-1192 Wenquist Inc.								
38414	10/14/2025	10/14/2025	23.99	ACCT# 1192				Posted
	09-3310.00			Wipers			23.99	0.00
Streets-1243 Wenquist, Inc.								
38413	10/14/2025	10/14/2025	391.94	ACCT# 1243				Posted
	03-3310.00			Handi bus - brake fluid			28.99	0.00
	08-3310.00			Streets - equipment repairs			362.95	0.00
							<u>391.94</u>	<u>0.00</u>

549,702.23 135 Non-voided payables listed.

Report Setup

AP - Accounts Payable Listing : Vendor Name

Filter Options

Starting: 9/24/2025

Ending: 10/14/2025

Banks: All

Payable Status: Posted, Printed, ACH, Recorded, Voided

All Vendors Selected

Biweekly Payroll \$78,188.56 9/24/25**Biweekly Payroll \$72,461.04 10/8/25**

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City of Broken Bow

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<u>Vendor Name</u>	<u>Invoice</u>	<u>Invoice Description</u>	<u>Account Description</u>	<u>Amount</u>
General				
Aflac		PRE TAX AFLAC	Health/Life/Acc Insuranc	417.44
Aflac		AFLAC POST TAX	Health/Life/Acc Insuranc	119.50
Aflac		Dave Aflac - Sept 2025	Health/Life/Acc Insuranc	108.18
Broken Bow Airport Authority	Oct 2025	Airport Interlocal Agreement	Airport Payment	1,083.33
Broken Bow Mun Utilities	Fuel - Sep	Reimburse for Fuel - Sept 2025	Admin Vehicle	28.41
Broken Bow Municipal Utilities		Utilites	Weather Station Expens	36.00
Card Services 0583		Food for open enrollment, Zoning expenses	Miscellaneous Expense	84.54
Card Services 0583		Food for open enrollment, Zoning expenses	Zoning Expense	10.70
Card Services 0583		Food for open enrollment, Zoning expenses	Zoning Expense	40.81
Card Services 0609		Supplies for office and council chambers, fu	Supplies & Postage	14.98
Card Services 0609		Supplies for office and council chambers, fu	Admin Vehicle	36.28
City Flex Benefit Plan		SELECT FLEX-UNREIMBURSED M/D/V	Health/Life/Acc Insuranc	405.00
City of Broken Bow - Health Insurance		HEALTH INS	Health/Life/Acc Insuranc	4,312.30
City of Broken Bow - Health Insurance	Sept 2025	September health insurance reimbursement	Health Insurance	3,504.34
City of Broken Bow Pension Fund		414H RETIREMENT	Pension	11,858.82
City of Broken Bow Pension Fund		457 RETIREMENT	Pension	1,509.11
City of Broken Bow Pension Fund		RETIREMENT LOAN PAYMENT	Loan Payment	3,128.36
Colonial Insurance		COLONIAL LIFE PRE TAX	Health/Life/Acc Insuranc	534.49
Colonial Insurance		COLONIAL LIFE POST TAX	Health/Life/Acc Insuranc	318.48
Colonial Insurance	SEPT 202	Dave and city paid - Sept 2025	Health/Life/Acc Insuranc	514.20
Colonial Insurance	SEPT 202	Dave and city paid - Sept 2025	Health/Life/Acc Insuranc	72.66
Credit Management Services Inc.		WAGE GARNISHMENT - Plaintiff	Wage Garnishment	457.62
Custer County Chief	ACCT 558	Printing and publications	Printing & Publication	319.50
Custer County Treasurer	Oct 2025	Communications Interlocal Agreement	Radio Communications	19,384.45
EFTPS Online Payment		MEDICARE	Payroll Taxes	3,218.12
EFTPS Online Payment		FEDERAL	Payroll Taxes	4,546.68
EFTPS Online Payment		FEDERAL	Payroll Taxes	2,872.58
EFTPS Online Payment		FEDERAL	Payroll Taxes	415.33
EFTPS Online Payment		FEDERAL	Payroll Taxes	366.00
EFTPS Online Payment		FICA	Payroll Taxes	13,760.12
EZ IT Solutions	8127	IT Services - Oct 2025	IT Expense	2,050.00
EZ IT Solutions	8150	ID badge for Steve Scott - retirement badge	IT Expense	10.00
Eakes Office Products	ACCT#30	Office supplies and phones	Telephone/Internet	223.20
Eakes Office Products	ACCT#30	Office supplies and phones	Supplies & Postage	203.14
Family Heritage		FAMILY HERITAGE	Health/Life/Acc Insuranc	25.50
General Collection Company, Inc		WAGE GARNISHMENT	Wage Garnishment	117.55
Hometown Leasing	12799978	Copier lease - Dave's	Copier Maint/Expense	291.12
LARM	114277	Adding Parks Dept mowers	Bonds & WorkmansCorr	1,030.93
LARM	114277	Adding Parks Dept mowers	Bonds & WorkmansCorr	(39.47)
LARM	114434	2025-26 Insurance renewal	Bonds & WorkmansCorr	252,797.49
League of NE Municipalities	194925	League membership dues 9/1/25-8/31/26	Association Dues	11,669.00
Miller & Associates	1129	Surveying for city limits at Memorial Drive	Contracted Services	508.90
Nebraska Child Support Payment Center		CHILD SUPPORT-NE	Child Support	769.86
Nebraska Municipal Clerks Association	2025-26	Clerks membership dues for Jennifer and J	Association Dues	150.00
Paper Tiger Shredding	224967	Paper shredding	Miscellaneous Expense	45.00
RJ Meyer & Associates	Budget20:	Budget services	Audit Expense	3,500.00
Schaper and White Law Firm	2381	Legal fees	Legal Fees	3,000.00
Schumacher Fencing		Zoning reimbursement	Zoning Expense	25.00
State Income Tax WH NE Online Paymer		STATE	Payroll Taxes	2,461.42
State Income Tax WH NE Online Paymer		STATE	Payroll Taxes	1,279.30
Time Management Systems Inc.	346118	Software subscription fee	Software Fees	6.00
Time Management Systems Inc.	346555	Contract termination	Miscellaneous Expense	3,339.00
Verizon Wireless		Phones and hotspots	Telephone/Internet	40.01
Verizon Wireless		Phones and hotspots	Telephone/Internet	40.01
			Total General	\$357,021.29

Municipal Building

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City of Broken Bow

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<u>Vendor Name</u>	<u>Invoice</u>	<u>Invoice Description</u>	<u>Account Description</u>	<u>Amount</u>
Municipal Building				
Black Hills Energy	ACCT# 73	Utilities-Gas	Utilities	283.17
Black Hills Energy	ACCT# 73	Utilities-Gas	Utilities	140.66
Broken Bow Municipal Utilities		Utilites	Utilities	903.56
Broken Bow Municipal Utilities		Utilites	Utilities	368.99
Card Services 0583		Food for open enrollment, Zoning expenses	Training & Meeting Expe	77.72
Card Services 0609		Supplies for office and council chambers, fu	Building Improvements	54.42
EZ IT Solutions	8127	IT Services - Oct 2025	IT Expense	600.00
Gibbons Electric	9/30/25	Lights at City Hall	Building Improvements	3,049.30
Great Plains Communications	ARMORY,	Internet	Utilities	130.00
Great Plains Communications	ARMORY,	Internet	IT Expense	84.95
Great Plains Communications	CITYHALL	Internet	Utilities	289.95
Kirkpatrick Cleaning Solutions	14038, 14	Paper products and Oct Janitorial	Building Cleaning Suppli	157.12
Kirkpatrick Cleaning Solutions	14038, 14	Paper products and Oct Janitorial	Contracted Services	3,470.00
Marten Heating & Air	1262	Maintenance and repairs to City Hall A/C	Maintenance & Repair B	209.54
			Total Municipal Building	\$9,819.38
Handi Bus				
City of Broken Bow - Health Insurance	Sept 2025	September health insurance reimbursement	Health Insurance	915.62
EZ IT Solutions	8127	IT Services - Oct 2025	IT Expense	200.00
Tracker Systems	283974	Handi bus tracking	IT Expense	16.99
Verizon Wireless		Fire jetpack, ALS phone, Handi bus phone	Telephone/Internet	35.85
Wenquist, Inc.	ACCT# 12	Repairs of equipment	Maint/Repair Equipment	28.99
			Total Handi Bus	\$1,197.45
Police				
Benchmark Governmental Solutions	22758	Meals for officers at academy	Training	853.10
Black Hills Energy	ACCT# 73	Utilities-Gas	Utilities	77.87
Blue 360 Media, LLC	94937	NE Criminal & Traffic Law Book	Printing & Publication	107.95
Broken Bow Mun Utilities	Fuel - Sep	Reimburse for Fuel - Sept 2025	Gas and Oil	980.31
Broken Bow Municipal Utilities		Utilites	Utilities	439.82
Broken Bow Municipal Utilities		Utilites	Dog Care	51.30
Card Services 0583		Food for open enrollment, Zoning expenses	Training & Meeting Expe	562.10
Card Services 0583		Food for open enrollment, Zoning expenses	Supplies & Postage	490.38
Century Link	POLICE	Phone - Long distance	Telephone/Internet	365.83
City of Broken Bow - Health Insurance	Sept 2025	September health insurance reimbursement	Health Insurance	12,181.30
EZ IT Solutions	8127	IT Services - Oct 2025	IT Expense	1,800.00
Hometown Leasing	12799663	Copier lease - PD	Copier Maint/Expense	116.65
NSA/POAN Conference	8828	Registration for POAN Conference	Training & Meeting Expe	220.00
Nebraska Pasture Door	12682	Embroidery - BBPD Shirts (Pink for October	Uniforms	80.00
Positive Concepts	0261200-I	Thermal paper for patrol printers	Supplies & Postage	215.00
Psychological Resources	2508058	New officer test	Training	150.00
Sandhills Custom Creations	3781	ATV/UTV License plates	Supplies & Postage	425.00
Verizon Wireless	POLICE	Wifi for patrol units	Telephone/Internet	320.08
			Total Police	\$19,436.69
Rescue Unit				

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City of Broken Bow

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<u>Vendor Name</u>	<u>Invoice</u>	<u>Invoice Description</u>	<u>Account Description</u>	<u>Amount</u>
Rescue Unit				
Amazon Capital Services	1YG7-61C	Supplies, uniforms, equipment	Supplies & Postage	50.98
Amazon Capital Services	1YG7-61C	Supplies, uniforms, equipment	Uniforms	190.43
Andy C Holland	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	580.00
Becka Nuemiller	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	1,195.00
Bill Hendricks	Sept 2025	Ambulance Incentive - Sept 2025	Ambulance Driver Incent	200.00
Bobbie Summerford	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	210.00
Bound Tree Medical	ACCT# 11	EMS Supplies	Ambulance Supplies	2,273.49
BreAnna Holmes	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	990.00
Broken Bow Ambulance Service	Fuel - Trai	Fuel for transport	Gas and Oil	107.00
Card Services 5174		Supplies, uniforms, transport expenses, stai	Printing & Publication	30.00
Card Services 5174		Supplies, uniforms, transport expenses, stai	Telephone/Internet	200.00
Card Services 5174		Supplies, uniforms, transport expenses, stai	Supplies & Postage	149.36
Card Services 5174		Supplies, uniforms, transport expenses, stai	Building Cleaning Suppli	353.64
Card Services 5174		Supplies, uniforms, transport expenses, stai	Maint/Repair Equipment	14.00
Card Services 5174		Supplies, uniforms, transport expenses, stai	Uniforms	1,031.04
Card Services 5174		Supplies, uniforms, transport expenses, stai	Uniforms	(67.36)
Card Services 5174		Supplies, uniforms, transport expenses, stai	Equipment Purchases	208.08
Card Services 5174		Supplies, uniforms, transport expenses, stai	Transport Expense	112.39
Chad Hempstead	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	230.00
Christina Watson	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	240.00
City of Broken Bow - Health Insurance	Sept 2025	September health insurance reimbursement	Health Insurance	2,851.20
Cody Neville	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	320.00
Community Leasing Partners	65242	New ambulance equipment lease	Equipment Purchases	12,046.15
David Baltz	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	650.00
Dennis Schiller	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	105.00
Doyle Wood	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	230.00
Dr. Jordan Homan	2025-26	Yearly PMD Fee	Education and Training	3,500.00
Dustin Watson	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	30.00
EZ IT Solutions	8127	IT Services - Oct 2025	IT Expense	550.00
Farritor Auto Parts	108122	Pickup repairs	Maint/Repair Equipment	300.00
Hinckley Medical Inc.	1172	Scales for EMS cots	Equipment Purchases	12,210.00
ImageTrend	Q11631v3	Image control software	Equipment Purchases	3,062.00
Island Supply Welding Co.	353727, 3	Oxygen	Ambulance Supplies	81.20
Jason Morey	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	20.00
Jess Hightower	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	80.00
Kelvin Kreitman	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	75.00
Lance Oatman	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	95.00
Liz Baumgartner	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	385.00
Londa Wood	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	230.00
Mason Holmes	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	1,100.00
Mike Jilg	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	550.00
Mishele Wooters	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	60.00
Nick Gaddy	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	135.00
Nissa Shelby	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	100.00
Power Solutions	14975	Repairs to 2006 Ambulance	Maint/Repair Equipment	1,253.81
RT Ace, LLC	ACCT# 12	Supplies and repairs	Maint/Repair Equipment	9.99
RT Ace, LLC	ACCT# 12	Supplies and repairs	Ambulance Supplies	25.98
Ranchland Ford	200906	2024 Ambulance - Exhaust emission contro	Maint/Repair Equipment	19.99
Rebeka Anderson	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	165.00
Reed Schafer	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	90.00
Sylvia Schilelr	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	90.00
Tyler Edwards	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	30.00
V-Bar Sales & Service	34943	Bumper/Grill guard	Maint/Repair Equipment	3,350.00
Verathon Inc	CUST# 8C	Equipment purchases - glide scopes with ec	Equipment Purchases	8,212.00
Verizon Wireless		Fire jetpack, ALS phone, Handi bus phone	Telephone/Internet	40.02
Verizon Wireless		Phones and hotspots	Telephone/Internet	80.02
Wade Williaams	Sept 2025	Ambulance incentive - Sept 2025	Ambulance Driver Incent	280.00
Total Rescue Unit				\$60,710.41

Fire

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City of Broken Bow

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<u>Vendor Name</u>	<u>Invoice</u>	<u>Invoice Description</u>	<u>Account Description</u>	<u>Amount</u>
Fire				
Amazon Capital Services	1YG7-61C	Supplies, uniforms, equipment	Equipment Purchases	51.99
Auto Value Broken Bow	CUST# 9C	Supplies for repairs	Maint/Repair Equipment	82.78
Card Services 5174		Supplies, uniforms, transport expenses, sta	Supplies & Postage	64.43
Card Services 5174		Supplies, uniforms, transport expenses, sta	Equipment Purchases	90.02
City of Broken Bow - Health Insurance	Sept 2025	September health insurance reimbursement	Health Insurance	950.40
EZ IT Solutions	8127	IT Services - Oct 2025	IT Expense	400.00
Lance Oatman	Vehicle	Command vehicle split with Rural Fire	Equipment Purchases	7,500.00
RT Ace, LLC	ACCT# 12	Supplies and repairs	Maintenance & Repair B	26.57
RT Ace, LLC	ACCT# 7C	Supplies for repairs	Supplies & Postage	8.99
RT Ace, LLC	ACCT# 7C	Supplies for repairs	Maint/Repair Equipment	16.11
Verizon Wireless		Fire jetpack, ALS phone, Handi bus phone	Telephone/Internet	40.01
Verizon Wireless		Phones and hotspots	Telephone/Internet	40.02
			Total Fire	\$9,271.32
Library				
Broken Bow Municipal Utilities		Utilities	Utilities	968.26
City of Broken Bow - Health Insurance	Sept 2025	September health insurance reimbursement	Health Insurance	1,831.24
EZ IT Solutions	8127	IT Services - Oct 2025	IT Expense	600.00
Great Plains Communications	Library	Internet	Telephone/Internet	195.78
Hometown Leasing	12379968	Copier lease - Library	Copier Maint/Expense	73.57
Mead Lumber	CUST# 0C	Oil and cement	Programming	89.85
Sara J. Hulinsky	Sept 2025	Cleaning service - Sept 2025	Contracted Services	837.00
			Total Library	\$4,595.70
Street				
AKRS Equipment		Repair of equipment	Maint/Repair Equipment	277.99
Auto Value Broken Bow	CUST# 1C	Equipment repairs	Maint/Repair Equipment	722.87
Broken Bow Mun Utilities	Fuel - Sep	Reimburse for Fuel - Sept 2025	Gas and Oil	244.70
Broken Bow Mun Utilities	Fuel - Sep	Reimburse for Fuel - Sept 2025	Gas and Oil	143.52
Broken Bow Municipal Utilities		Utilities	Utilities	378.69
Broken Bow Municipal Utilities		Utilities	Utilities	36.20
Card Services 4834		Fuel, repairs, pool paint, signals	Training & Meeting Expe	56.80
Card Services 4834		Fuel, repairs, pool paint, signals	Maint/Repair Equipment	2,133.59
Card Services 4834		Fuel, repairs, pool paint, signals	Street Signals/Maintena	574.16
Card Services 4834		Fuel, repairs, pool paint, signals	Safety Equipment	171.18
Century Link	S/P	Basic and long distance	Telephone/Internet	50.52
City of Broken Bow - Health Insurance	Sept 2025	September health insurance reimbursement	Health Insurance	7,075.83
EZ IT Solutions	8127	IT Services - Oct 2025	IT Expense	400.00
Great Plains Communications	S/P	Internet	Telephone/Internet	75.00
Mead Lumber	CUST# 0C	Oil and cement	Maint/Repair Equipment	72.97
Michael Todd Industrial Supply	220649	Signs/sign posts	Street Signs	1,956.87
RT Ace, LLC	ACCT# 12	Supplies for repairs	Maint/Repair Equipment	40.69
Trotter Service	ACCT# B1	Fuel	Gas and Oil	231.53
Verizon Wireless		Phones and hotspots	Telephone/Internet	40.02
Wenquist, Inc.	ACCT# 12	Repairs of equipment	Maint/Repair Equipment	362.95
			Total Street	\$15,046.08
Park				

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City of Broken Bow

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<u>Vendor Name</u>	<u>Invoice</u>	<u>Invoice Description</u>	<u>Account Description</u>	<u>Amount</u>
Park				
AKRS Equipment-Parks		Mower repairs	Maint/Repair Equipment	303.54
Auto Value Broken Bow		CUST# 95 Supplies for truck repairs	Maint/Repair Equipment	33.62
Broken Bow Mun Utilities		Fuel - Sept Reimburse for Fuel - Sept 2025	Gas and Oil	56.37
Broken Bow Mun Utilities		Fuel - Sept Reimburse for Fuel - Sept 2025	Gas and Oil	217.53
Broken Bow Municipal Utilities		Utilities	Utilities	1,625.52
Broken Bow Municipal Utilities		Utilities	Utilities	189.34
Buffalo Outdoor Power LLC	241828	Grasshopper mowers purchase	Equipment Purchases	58,435.00
Card Services 4834		Fuel, repairs, pool paint, signals	Supplies & Postage	137.96
Card Services 4834		Fuel, repairs, pool paint, signals	Gas and Oil	97.79
Card Services 4834		Fuel, repairs, pool paint, signals	Maintenance/Repair Gro	147.68
Century Link	S/P	Basic and long distance	Telephone/Internet	50.51
City of Broken Bow - Health Insurance	Sept 2025	September health insurance reimbursement	Health Insurance	4,259.41
EZ IT Solutions	8127	IT Services - Oct 2025	IT Expense	200.00
Great Plains Communications	S/P	Internet	Telephone/Internet	75.00
OBrien's Hardware	ACCT# 66	Parts for sprinkler repairs	Maintenance/Repair Gro	1.89
RT Ace, LLC	ACCT# 12	Grounds maintenance	Maintenance/Repair Gro	642.76
S&L Sanitary Service	ACCT#2/2	Trask pickup around the square/summer pic	Trash Removal	58.30
S&L Sanitary Service	ACCT#2/2	Trask pickup around the square/summer pic	Trash Removal	90.00
Site One Landscape Supply	15862303	Sprinkler repairs	Underground Sprinklers	811.28
Trotter Service	ACCT# B1	Fuel	Gas and Oil	85.95
V-Bar Sales & Service	35563	Mower repairs	Maint/Repair Equipment	25.22
Verizon Wireless		Phones and hotspots	Telephone/Internet	40.02
Wenquist Inc.	ACCT# 11	Wipers	Maint/Repair Equipment	23.99
Total Park				\$67,608.68
Swimming Pool				
Broken Bow Municipal Utilities		Utilities	Utilities	1,207.18
Card Services 4834		Fuel, repairs, pool paint, signals	Maintenance/Repair Gro	869.98
Century Link	POOL	Basic & credit card	Telephone/Internet	137.52
EZ IT Solutions	8127	IT Services - Oct 2025	IT Expense	200.00
TSYS Merchant Solutions	Sept 2025	Credit card processing fees	Credit Card/POS Service	6.27
Total Swimming Pool				\$2,420.95
Sanitation				
Broken Bow Municipal Utilities		Utilities	Utilities	49.67
Custer Public Power		CD Cell Power	Utilities	54.76
DWEE - Fiscal Services - IWM	53243	Annual Operating Fee - CD Cell	Miscellaneous Expense	750.00
Total Sanitation				\$854.43
ST Infra/Capital				
JEO	164871	BB Mud Creek LB Levee Restoration	Sales Tax Infra Projects	1,719.85
Total ST Infra/Capital				\$1,719.85
				\$549,702.23

Report Selection: Check Approval List - GL Account
 Date Range Selection: GL Posting Date
 Starting Date: 9/24/2025
 Ending Date: 10/14/2025
 Banks: All
 Bank Acct#:
 Include Printed Checks: ☒

Biweekly Payroll \$78,188.56 9/24/25

Biweekly Payroll \$72,461.04 10/8/25

RESOLUTION 2025-19

A RESOLUTION APPROVING AND RATIFYING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF BROKEN BOW, NEBRASKA, AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW), LOCAL UNION NO. 1597.

WHEREAS, the City of Broken Bow, Nebraska, a city of the second class, and the International Brotherhood of Electrical Workers (IBEW), Local Union No. 1597, have negotiated and come to an agreement concerning a Collective Bargaining Agreement; and

WHEREAS, the duly authorized representatives of the International Brotherhood of Electrical Workers (IBEW), Local Union No. 1597, have signed the proposed Collective Bargaining Agreement; and

WHEREAS, said Collective Bargaining Agreement establishes terms and conditions of employment, including but not limited to wages, hours, benefits, and other working conditions for the covered employees; and

WHEREAS, a copy of said Collective Bargaining Agreement is marked Exhibit "A," attached hereto, and incorporated herein by reference.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council of the City of Broken Bow, Nebraska, that the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers (IBEW), Local Union No. 1597, is hereby approved and ratified, and that the Mayor is hereby authorized to execute said Agreement on behalf of the City.

PASSED AND APPROVED this ____ day of _____, 2025.

Rodney W. Sonnichsen, Mayor

ATTEST:

Jennifer A. Waterhouse, City Clerk

Exhibit A

CITY OF BROKEN BOW, NEBRASKA

AND

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL UNION NO. 1597

COLLECTIVE BARGAINING AGREEMENT

OCTOBER 1, 2025 - SEPTEMBER 30, 2028

CITY OF BROKEN BOW, NEBRASKA

AND

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL UNION NO. 1597

COLLECTIVE BARGAINING AGREEMENT

OCTOBER 1, 2025 - SEPTEMBER 30, 2028



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PREAMBLE

This agreement is executed this ____ to day of _____, 2025 by and between the City of Broken Bow, ("City") and Local Union No. 1597 of the International Brotherhood of Electrical Workers affiliated with the AFL-CIO ("Union").

This Agreement made and entered into, when signed by the proper officers of the City and the Local Union and approved by the President of the International Brotherhood of Electrical Workers, shall become operative as of October 1, 2025, and shall expire September 30, 2028. In consideration of the dynamic and unpredictable nature of the current economic landscape and the difficulty in forecasting future inflationary and market circumstances, a yearly wage opener shall be included.

ARTICLE 1

PURPOSE OF AGREEMENT

The purpose of the City and the Union in entering this labor agreement is to promote harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work, and conditions of employment.

ARTICLE 2

RECOGNITION

Section 1. Bargaining Unit.

The City recognizes the Union as the exclusive bargaining agent for: All full-time and regular part-time employees of the City of Broken Bow including Journeyman Lineman, Apprentice Lineman, Children's Library Assistant, Groundsman, Handi-Bus Driver, Heavy Equipment Operator, Library Aide, Assistant Library Director, Library Clerk, Power Plant Operator/Locator, Apprentice Water/Sewer Worker, Water/Sewer Operator, Street Park Ground Maintenance, Foreman in supervisory positions in Parks, Streets, Electric, and Water/Sewer Departments as listed in Attachment "A" and excluding elected officials and all Police Department employees and supervisory positions which include City Administrator, Fire Chief, Emergency Services Director, Emergency Services Department Head, Library Director, Overseer of Streets and Parks, Water/Sewer Superintendent, City Clerk, Deputy Clerk, Treasurer, Utility Clerk, part-time and seasonal employees.

Section 2. Union Recognition.

The City recognizes the Union as the sole and exclusive representative for the purpose of collective bargaining with respect to hours, wages, and other conditions of employment for all employees covered by this Agreement.

Section 3. Union Membership.

The City recognizes and will not interfere with the right of its employees to become members of the Union. There shall be no discrimination, interference, restraint, or coercion by the City or any of its agents against any employee because of membership in the Union. The Union agrees not to intimidate or coerce employees into membership and also not to solicit Union membership on the Employer's time. Neither the City nor the Union will willfully, orally or in writing, make untruthful statements concerning the other party or its representative.

Section 4. Position Titles/Rates of Pay.

There is attached hereto and made a part hereof Attachment "A" which lists the position titles and rate of pay for each position covered by this Agreement.

Section 5. Definitions.

For the purposes of this Agreement, the following definitions shall apply:

- A. Introductory Employees are those persons employed by the City to fill a regular position as introductory employee for the first six (6) months of employment. During this period, the City reserves the right to dismiss an introductory employee at any time with or without cause.
- B. Regular Full-time Employees are those persons employed by the City whose employment is continuous and who works at least forty (40) hours per week.
- C. Regular Part-time Employees are those persons employed by the City who are hired on a regular schedule less than forty (40) hours per week throughout the year and is excluded from the normal fringe benefits.
- D. Seasonal Employees are those persons employed by the City whose customary employment is less than one hundred twenty (120) days during a calendar year. This person may be assigned to a classification vacated by a regular employee while on military duty or other authorized absence and is excluded from the normal fringe benefits.

ARTICLE 3

COMPLIANCE WITH THE LAW

Section 1. Compliance.

Nothing in this Agreement shall be construed to require either party to the Agreement to act in violation of any applicable State or Federal law or legal regulation, and in the event that any such conditions arise, it is agreed that this Agreement shall be modified in respect to either or both parties to the extent necessary to comply with such law or regulation.

Section 2. Severability.

If any provisions of the contract or the application of the same shall be held invalid, the legality of the other provisions of the contract shall not be affected thereby.

Section 3. Prohibition of Discrimination.

The City and Union agree that they will cooperate with each other to the end that this Agreement will be administered equally and equitably with respect to all employees and will not discriminate against any employee because of his/her race, color, religion, sex, protected age, national origin, or disability. They will as the City and as representative of employee's support and further the principles of the Equal Opportunity Acts of the United States and the State of Nebraska.

ARTICLE 4

MANAGEMENT RIGHTS

Section 1. Recognition of Management Rights.

Nothing in this Contract shall be construed to restrict, limit, or impair the rights, powers, and authority of the City under the laws of the State of Nebraska. The City shall not be deemed to have agreed to any restrictions upon the manner of exercising its powers and duties other than those clearly specified in this Contract, but are not limited to the following:

1. The right to determine, effectuate, and implement the objectives and goals of the City.
2. The right to manage and supervise all operations and functions of the City.
3. The right to determine services to be provided, including the right to establish, allocate, schedule, assign, modify, change, subcontract and discontinue City operations, work shifts, and working hours, including overtime hours.
4. The right to establish, modify, change, and discontinue work standards.
5. The right to direct and arrange working forces including the right to hire, examine, classify, promote, train, transfer, assign, and retain employees; maintain discipline and control and use of City property; suspend, demote, discharge, or take other disciplinary action against employees with or without cause; and to relieve employees from duties due to lack of work, lack of funds, a decision to subcontract or discontinue City operations or other legitimate reasons.
6. The right to increase, reduce, change, modify, and alter the composition and size of the workforce.
7. The right to determine, establish, change, modify, and implement policies for the selection, training, transfer, reorganization, and promotion of employees.
8. The right to create, establish, change, modify, and discontinue any City function, operation, and department.
9. The right to establish, implement, modify, and change financial policies, accounting procedures, prices of goods or services, public relations, and procedures and policies for the safety, health, and protection of the City property and personnel.
10. The right to adopt, modify, change, enforce, or discontinue any existing rules, regulations, procedures, and policies, which are not mandatory topics of bargaining, or in direct conflict with any provision of this Contract.
11. The right to determine and enforce employee's quality and quantity standards.
12. The right to classify jobs and to allocate individual employees to appropriate classifications based upon duty assignments.
13. The right to establish work rules on subjects that are not mandatory bargaining subjects.
14. If it is determined that there is a conflict between the Personnel Handbook and the provisions of this Contract, the Contract will govern until changes incorporated in the Personnel Handbook are specifically addressed in the Contract.

ARTICLE 5

CONDUCT OF UNION AFFAIRS

Section 1. Union Business.

All employees including Union officers and representatives shall not conduct any Union activity or Union business during working hours except as specifically authorized by the provisions of this Agreement. Each employee is expected to perform full-time work except when specifically authorized by the terms of this Agreement.

Section 2. City Facilities.

The authorized representatives of the Union shall be free to visit the City's facilities (not to include City equipment) at all reasonable hours and shall be permitted to carry on their duties, provided that they shall first notify the department head and there shall be no interference with the conduct of the operations in the City's facilities.

Section 3. Selection of Stewards.

Stewards shall be selected by the Union and function on behalf of the employees in the bargaining unit. The Union shall furnish the City with the name of those selected. No more than six (6) stewards shall be selected by the Union.

Section 4. Stewards.

All stewards referred to in this Agreement shall be regular full-time employees of the City.

Section 5. Reporting.

Each steward shall report to his/her immediate non-bargaining unit supervisor or designated representative prior to the time of leaving his/her work to perform the duties of such steward as set forth herein and shall also report on returning to his/her work assignment unless the prior consent of the steward's supervisor not to so report has been secured.

Section 6. Bulletin Board.

The City will afford space on the City's bulletin boards which may be used by the Union for the purpose of posting notices related to the Union. All postings required by the contract may be posted by the City on the Union space. Posted material shall not contain anything of a political nature or anything discriminatory or reflect adversely upon the City or any of its employees or elected officials. Posted material shall not include cartoons or jokes, but only such Union business notices as the Department Head has approved in advance by initialing and dating the notice, and such approval shall not be unreasonably denied.

**ARTICLE 6
JOINT COMMITTEES**

Section 1. Safety Committee.

The City of Broken Bow shall have a Safety Committee which shall include a representative from each department and a representative from the City. The committee members shall serve two-year terms. Terms shall be rotating so that one-half of the members' terms expire each year. The Union shall be responsible for finding a volunteer from each department to serve on the committee. Volunteers shall be full-time employees. The purpose of the Safety Committee is to bring together employees in a cooperative effort to promote safety at each worksite. The committee is limited to making recommendations regarding methods of addressing safety and health dangers at each worksite. The Safety Committee shall meet at least once during each three-month period, or in a reasonable timely response to unresolved employee complaints. The Safety Committee shall maintain written minutes of all meetings for at least three years, and the names of all individuals on the committee shall be made available to all employees.

ARTICLE 7
DISCIPLINARY ACTION

Section 1. Purpose.

The purpose of this Article is to state the City's position on administering equitable and consistent discipline for unsatisfactory conduct in the workplace. The best disciplinary measure is the one that does not have to be enforced and comes from good leadership and fair supervision at all employment levels. The City's own best interest lies in ensuring fair treatment of all employees and in making certain that disciplinary actions are prompt, uniform, and impartial. The major purpose of any disciplinary action is to correct the problem, prevent recurrence, and prepare the employee for satisfactory service in the future.

Section 2. Discipline.

Disciplinary actions are not necessarily sequential and shall include but not be limited to the following:

1. Oral reprimand.
2. Written reprimand.
3. Disciplinary probation.
4. Suspension - All suspensions shall be without pay.
5. Step reduction within pay grade.
6. Discharge.

Disciplinary action may be imposed on an employee for cause and shall be reasonable, fair, and commensurate with the offense and the past history of the employee. Disciplinary action imposed, other than oral reprimands, may be processed as a grievance through the grievance procedure provided in this contract. These grievance procedures do not apply to probationary employees.

If the City determines that an employee must be suspended, that employee may not use vacation time while on suspension. However, if an employee is suspended, the employee will continue to accrue vacation during the suspension provided the discipline does not result in termination.

Section 3. Grounds for Discipline.

- A. It is assumed that all employees of the City of Broken Bow will conduct themselves in a manner most socially acceptable and productive to the effort of the City at all times. However, when infractions do occur, it is the policy of the City that its disciplinary procedures be specific and structured so that the type of action involved, and not the individual involved, is the controlling factor in determining the level of discipline required.
- B. When changes in employee behavior are required, it is the responsibility of each appointing authority and/or supervisor to take the appropriate corrective and instructional actions promptly, in such a manner as to clearly indicate to the employee both the error involved and the correct or acceptable action(s) necessary. All disciplinary actions should be documented and a report included in the employee's record and a copy of the same delivered to the Mayor.

- C. The employer has the right to suspend and/or terminate any employee immediately for just cause. Just cause, for the purpose of termination or suspension, can be based upon but is not limited to the following:
1. Unauthorized removal from City premises or use of City property.
 2. Falsification of employment application or other employee reports, records, or timecards.
 3. Insubordinate conduct or refusal to carry out lawful orders of a superior.
 4. Lying or deliberately causing untrue facts to be reported in work performed for the City.
 5. Acceptance of gifts or fees of money or other valuable considerations with the intent of influencing the employee in the performance of his official duties.
 6. Improper use of authority or official position for personal profit or advantage.
 7. Theft of City property or personal property of City employees.
 8. Immoral or indecent behavior during working hours.
 9. Abuse or willful damage or neglect of City property.
 10. Any behavior or conduct likely to create or creating an employee safety hazard.
 11. Violation of or refusal to comply with laws and regulations when such conduct impairs the efficiency of the City service or brings it into public disrepute.
 12. Discourtesy to the public.
 13. Intoxication or disorderly conduct while on duty; disgraceful conduct while on or off duty when such behavior threatens public order, safety, health, or public respect for the City service.
 14. Fighting on City property.
 15. Possession and/or consumption of alcoholic beverages and/or controlled substances on City property or during work hours, except where authorized by Council or Mayor.
 16. Unauthorized possession of firearms on City property or during work hours.
 17. Gambling on City property.
 18. Reporting to work in an unfit condition (i.e., drug or alcohol related).
 19. Sleeping during working hours.
 20. Misuse or removal from the premises without proper authorization of the City, records, employee lists, plans, specifications, designs, and confidential information of any nature whether verbal or written.
 21. Conviction of a felony.
 22. Neglect of job duties and responsibilities.
 23. Absence without proper notification or reason.
 24. Falsification of reasons for absence or tardiness.
 25. Tardiness of an inordinate nature.
 26. Use of abusive language.

Section 4. Grievances.

Any employee not agreeing with the disciplinary action shall have the right to use the grievance procedure found in Article 8.

Section 5. Letters of Discipline.

Any letter of discipline in a personnel file cannot be used for disciplinary action after 24 months.

ARTICLE 8
GRIEVANCE PROCEDURE

Section 1. Definition of Grievance.

Grievance, as defined in these procedures, is a claim of an employee arising during the term of this contract, which is limited to matters concerning the application, meaning or interpretation of these rules. It is the intent of the City to provide fair and efficient means to receive, investigate and resolve employee grievances and complaints. Every employee shall discuss informally any grievance with his/her supervisor without prejudice against him/her. If the employee is not satisfied, he/she is provided with the means to pursue the grievance.

Section 2. Processing of Grievance.

Any grievance, submitted under the provisions of this article, may be presented and processed individually by the employee or a representative of the employee's choice.

Section 3. Grievance Form.

In reducing a grievance to writing, the following information must be stated with reasonable clearness: the nature of the grievance, the act or acts of commission or omission, the date of the act or acts, the identity of the party or parties who claim to be aggrieved, the identity of the party or parties alleged to have caused the grievance, the provisions of this contract which are alleged to have been violated, and the remedy sought.

Section 4. Definition of Days.

The term "days" as used in this Article shall mean calendar days except where otherwise specified.

Section 5. Employee Grievance.

The following procedure shall be used in the submission of a grievance, as defined in Section 1 hereof.

Step 1. The aggrieved employee shall first submit his/her grievance in writing to his/her Department Administrator within ten (10) calendar days from the date on which the employee becomes aware of such grievance. The Department Administrator shall attempt to adjust the matter and shall respond in writing within twenty-one (21) calendar days from its presentation.

Step 2. If satisfactory settlement is not reached in Step 1, the employee may, within ten (10) calendar days from the date of the Department Administrator's written response, request further review by the City Administrator. The City Administrator or designee shall meet with the Business Manager of the Local Union or designee within fifteen (15) calendar days of the employee's request in an attempt to settle the grievance. The City Administrator shall make a written determination within twenty-one (21) calendar days of receipt of the written grievance.

Step 3. If satisfactory settlement is not reached in Step 2, the employee may, within ten (10) calendar days from the date of the City Administrator's written response, request further review by the Mayor. The Mayor or designee shall meet with the Business Manager of the Local or designee within fifteen (15) calendar days of the employee's request in an attempt to settle the

grievance. The Mayor shall make a determination within twenty-one (21) calendar days of receipt of the written grievance.

Section 6. Time Limits.

Any time limitation provided herein may be waived or extended in writing by mutual agreement of the parties involved. Any grievance not processed within the time limitations provided herein shall constitute a withdrawal of the same. If the Department Administrator shall fail to process a grievance within the time limitations provided in this Article, the grievance shall be solved based on the employee's requested remedy.

Section 7. Judicial Relief.

Nothing contained herein shall deprive an employee of the right to present grievance issues to courts of competent jurisdiction at any time.

ARTICLE 9
SENIORITY

Section 1. Definition of Seniority.

Seniority is preference or priority by length of service when vacancies occur or new positions are created, the purpose of which is to provide declared policy of work security measured by length of service.

Section 2. Qualifications.

It is recognized, however, that in the practical application of this principle of seniority, the necessary ability, experience, and physical fitness for the job must be considered. In the case of a promotion, transfer, or if a position vacancy occurs or a new position is created, the City will determine who is the most qualified person in terms of experience, job knowledge, skills, and education for the position. Should the Union consider the City's decision concerning ability, experience, or physical fitness unreasonable, it shall be a matter for consideration as a grievance by the employee and/or the Union in the manner provided for in this Agreement.

Section 3. Determination of Seniority.

The seniority of an employee is determined by the length of service computed in years, months, and days from the date of the beginning of his/her last continuous employment.

Section 4. List of Employees.

The City agrees to furnish the Union a list of the employees within the unit showing the names of all employees in the order of their seniority ranking upon request. Protests of errors in or omissions from seniority rosters must be made to the City within thirty (30) days from the date of the furnishing of lists or the lists shall be deemed correct for all purposes.

Section 5. Resolution of Seniority.

Where two (2) or more employees have the same net credited service, seniority between them shall be determined by a flip of a coin.

Section 6. Termination of Seniority.

Seniority and employment relationship shall terminate when an employee:

1. Quits.
2. Is discharged for just cause.
3. Is retired.
4. Is absent for three (3) successive working days without notifying the City, unless he/she presents evidence to the satisfaction of the City that it was impossible for him/her to give such notification.
5. Fails to report at the end of a leave of absence including Union service and military leave.
6. Fails to report for work after a layoff within seven (7) days after being notified to return. The City shall notify in writing those employees who are to return to work after a layoff by mailing such notice by certified mail, return receipt requested, to the last address furnished the City by the employee in writing or personally delivered. Any employee thus notified must, within three (3) days after the receipt of such notification, advise the City whether he/she intends to return to work and must report for work within seven (7) days after such receipt unless such time is extended in writing by the City. The seven-day period mentioned previously in this paragraph shall commence on the date of mailing or date personally served. Each employee shall keep the City advised of his/her correct address.
7. Is laid off for a continuous period of twenty-four (24) months.
8. Is absent for eighteen (18) months, or a time equal to one-half (1/2) seniority time, whichever is less, because of a non-occupational injury or illness unless such time is extended in writing by the Employer.
9. Is absent for twenty-four (24) months, or a time equal to one-half (1/2) seniority time, whichever is less, because of an occupational injury or illness unless such time is extended in writing by the City.

ARTICLE 10

JOB VACANCY/POSTING/NEW POSITION

Section 1. Job Vacancy.

A regular job vacancy shall be considered to exist only when an employee holding such job quits or retires or is discharged, when a new job is created, or when a job becomes vacant as a result of an employee bidding and being accepted on another job.

Section 2. Job Posting.

If a regular job vacancy occurs and it is the City's decision that such job shall be filled, the job will be posted for a period of ten (10) working days, during which time all employees will be permitted to bid for the job. Posting will be accomplished by posting on the bulletin board at the plant, the shop, and the field office. At the end of ten (10) working days, bids will be closed. The City will select the employee to fill the job. An employee who has been selected to fill a vacancy or a new job under the provisions of this Article shall be given a period (trial period) of not to exceed ten (10) days actually worked to prove his/her ability to perform the work, unless it is apparent that the employee is not qualified.

Section 3. New Positions.

In the event it becomes necessary to establish new positions or to substantially change job descriptions during the term of this Agreement, the City agrees to meet with representatives of the Union to review such position description and negotiate wage rates for the new position. The

City agrees to furnish to the employee, copies of any job descriptions or any changes to job descriptions made by the City.

Section 4. Pay for New Position.

An employee who is awarded a new position will begin receiving the pay for the new position on his/her award date. The award date is the date an employee is scheduled to begin work in a new position. In no case will the award date be postponed beyond ten (10) working days of the awarding of a position.

Section 5. Nebraska Law.

The provisions of this article are subject to the provisions of Nebraska law relating to veteran's preference in employment.

ARTICLE 11

LAY-OFFS, RESIGNATION, AND RECALL

Section 1. Lay-off.

An employee may be laid off because of a reduction in required personnel, reorganization of a Department or City function, a decrease in workload, or a lack of funds. Whenever possible, employees who are laid off in one Department shall be integrated into another Department by transfer. Any employee affected by lay-off through no fault of his/her own shall be eligible for re-employment. Written notice of lay-off shall be thirty (30) calendar days prior to the effective date unless of an emergency nature. In such case, notification shall explain the reason for such action.

Section 2. Lay-off and Recall.

In the case of recalls and lay-off, seniority shall prevail as provided for in this article as between employees competent to do the available work. Management shall be the judge of competency. Should the Union consider the City's decision of any question of competency unreasonable, it shall be a matter for consideration as a grievance by the employee and/or the Union in the manner provided for in this Agreement. Layoffs shall be made by the City based on (a) the multiple job skills recently or currently being performed by the employee, (b) the knowledge, skills, and abilities of the employee, (c) the performance appraisal of the employee including any recent or pending disciplinary actions involving the employee, (d) the employment policies and staffing needs of the department together with contracts, resolutions and statutes related thereto, (e) required federal, state, or local certifications or licenses, and (f) seniority.

Section 3. Resignation.

An employee who desires to resign his/her position with the City in good standing shall provide a written resignation to their Department Administrator stating the effective date and reasons for such action. Notifications shall be provided not less than two weeks prior to the effective date unless otherwise waived by the Department Administrator or applicable Board.

Employees who voluntarily resign and give no less than a two-week notice shall be entitled to compensation for their earned and unused vacation leave.

Section 4. Benefits to Laid-Off Employees.

If, because of lack of work, it is necessary to lay off a regular employee, he/she shall be entitled to:

1. The cash equivalent for any accrued vacation leave.
2. Priority for 24 months after layoff in consideration for any subsequent vacancy for which he/she qualifies.
3. Credit for 24 months after layoff for prior service for seniority and other length of service benefits upon subsequent re-employment.

ARTICLE 12

NO STRIKE AND LOCKOUT

Section 1. General Prohibition.

The Union acknowledges that Section 48-821 of the Statutes of the State of Nebraska prohibits strikes. The Union agrees to abide by the laws of the State of Nebraska at all times.

Section 2. Union Obligations.

If a strike, slowdown, or work stoppage occurs involving bargaining unit members which in any way hinders, delays, limits, or suspends the continuity or efficiency of any service of the City, the City shall promptly notify the Union representative as designated in this Agreement. The Union also agrees to use its best efforts to ensure that any employees involved in such prohibited activity cease such prohibited activity as soon as possible. Each employee covered by this Contract, who violates any provisions of this Article may be discharged or otherwise disciplined by the City as provided elsewhere in this Contract.

ARTICLE 13

HOLIDAYS

Section 1. Benefit.

The City will pay each of its regular employees who are not required to be on duty eight (8) hours or four (4) hours of regular pay, depending on whether it is a full day or half day, for the following days which are defined as holidays for employees in the bargaining unit:

1. New Year's Day
2. Martin Luther King Jr. Day
3. President's Day
4. Memorial Day
5. Independence Day
6. Labor Day
7. Columbus Day
8. Veterans Day
9. Thanksgiving Day
10. Friday after Thanksgiving
11. Christmas Eve and New Year's Eve Afternoons
12. Christmas Day

Section 2. Holiday Schedule.

When a holiday falls on Sunday, the following Monday is considered to be the holiday. When a holiday falls on Saturday, the preceding Friday is considered the holiday.

Section 3. Holiday Pay.

The employee shall be paid for 8 hours Holiday pay at the straight-time pay rate. If the employee must work on the holiday, he or she will be paid for the hours worked at one and one-half times the straight pay. Example: Assume the employee gets paid \$10.00 per hour. If the employee works 2 hours on a holiday, he/she will get paid 8 hours Holiday pay (8 x \$10 = \$80) plus 2 hours at one and one-half time pay (\$15) (2 x \$15 = \$30) for a total of \$110.00.

ARTICLE 14
VACATIONS

Section 1. Vacation Provisions.

The following provisions apply to only introductory and full-time employees. Seasonal and part-time employees are expressly excluded.

Section 2. Benefit.

Vacation leave shall accrue as follows:

- a. Start through 9 years.....7.00 hours per month - Maximum 324 hours.
- b. 10 years through 14 years.....10.00 hours per month - Maximum 324 hours.
- c. 15 years through 19 years.....12.00 hours per month - Maximum 324 hours.
- d. 20 years through thereafter.....13.50 hours per month - Maximum 324 hours.

Section 3. Vacation Request.

Requests for vacation must be submitted in advance to the supervisor for approval.

Section 4. Vacation Accrual.

An employee may accumulate no more than two (2) times what they can earn during that calendar year. Any accumulation in excess of the two (2) times shall be lost to the employee, except in the case of an emergency where special permission may be granted by the City Administrator or Mayor. For example, if an employee works for one year and does not take any vacation, and in the second year he quits in the third month, he will receive the unused vacation time to date. If the employee does not take any vacation for two years, he cannot accrue any more vacation until used.

Section 5. Resignation.

Any employee covered by this vacation policy who leaves the employment of the City shall receive their accumulated vacation time.

Section 6. Rate of Pay.

The employee's vacation pay shall be at the normal rate of pay.

Section 7. Limit.

The City reserves the right to limit the number of employees on vacation at any given time.

Section 8. Incremental Use of Vacation Time.

Vacation time shall be taken in increments of at least one half (½) hour.

Section 9. Use of Vacation Time.

Vacation leave shall not exceed two (2) consecutive weeks unless permission is given by either the City Administrator or Mayor.

ARTICLE 15
SICK LEAVE

Section 1. Accrual.

Regular full-time employees may accrue sick leave at a rate of one day (8 hours) per month, up to a maximum of 960 hours. Sick leave ceases to accrue at the beginning of the first pay period of the month following the thirteenth (13th) full week of disability, or when an employee is granted and takes unpaid leave for any reason. Sick leave accrual will resume after the employee has returned to work.

Section 2. Management Rights.

Management may grant additional sick leave over and above accumulated sick leave, if required.

Section 3. Reporting.

Absence due to sickness must be reported promptly and any employee, when claiming sick pay, may be required to substantiate such claim by a statement of facts and a doctor's certification in the following cases:

- A. Illness lasts more than three (3) days.
- B. The employee uses more than six (6) days of sick leave in any calendar month.

Section 4. Use of Sick Leave.

Sick leave may be used in cases of serious illness or for appointments if the employee's assistance is needed in the employee's immediate family, which is limited to spouse, children, stepchildren, parent, parent-in-law, brother, sister, grandparent, or grandchild of a specific employee. Sick leave must be used in ½ hour increments.

Section 5. Sick Leave Pay.

Sick leave shall be paid at the employee's normal rate of pay.

Section 6. Coordination of Benefits.

Sick leave may be coordinated with any benefits received by the employee for the City Workers' compensation plan, short-term or long-term disability plans or other group accident proceeds for which the City provides coverage premiums not to exceed one hundred percent (100%) of base pay, and will continue only until total accumulation of sick leave has been used or until the effective date of Social Security benefits, whichever occurs first.

ARTICLE 16
LEAVE OF ABSENCE

Section 1. Leaves of Absence.

The City will grant leave of absence with pay to a regular employee, but not to an introductory employee, for the following reasons and subject to the applied restrictions:

- A. Funeral Leave. In the event of a death of an employee's immediate family member, daughter-in-law/son-in-law, brother-in-law/sister-in-law and grandparents-in-law, the

employee will be given time off with pay, to make arrangements and/or attend the funeral. Employees must discuss with their supervisor the amount of time that they will actually need. Department Administrators may grant up to three (3) days of paid funeral leave per immediate family member or daughter-in-law/son-in-law, brother-in-law/sister-in-law, and grandparents-in-law if necessary. Employees may use vacation time or an unpaid day to attend the funeral of a close friend or distant relative.

- B. Voting. Any employee eligible to vote at any election held within the State of Nebraska shall, on the day of such election be granted time to go to the polls if his job duties do not allow him to vote while the polls are open.
- C. Jury Duty/Comi Pay. When a regular employee has been absent from work because of jury service or is subpoenaed as a witness because of something that occurred during the course of his regular employment to which he was a witness, he shall be paid his regular pay by the City with the understanding that at the completion of his jury service, he shall present his jury service checks to the City, and that the amount of such checks, less the amount included for traveling expenses, shall be deducted from his next regular paycheck.
- D. Leave of Absence. Regular full-time employees may request a leave of absence without pay. The request for the leave of absence shall contain the reason for the request, the date that the leave is to begin, and the expected date of return. The City Administrator and/or Mayor shall approve or disapprove all requests for leave of absence. All benefits will cease during the leave of absence. Health insurance may be continued during the leave of absence at the employee's request. The employee must pay premiums during the leave of absence.
- E. Military Leave. All employees, including elected officials who are members of the National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air Force Reserve and Coast Guard Reserve, shall be entitled to leave of absence from their respective duties, without loss of pay, on all days during which they are employed with or without pay under the orders or authorization of competent authority in the active service of the State or of the United States, for a period not to exceed one hundred twenty (120) hours in any one calendar year. Such leave of absence shall be in addition to the employee's regular annual leave. When the Governor of this State shall declare that a state of emergency exists, and any of the persons named in this section are ordered to active service of the State, an additional leave of absence will be granted until such member is released from active service by competent authority. During the additional leave of absence because of the call of the Governor, any official or employee subject to the provisions of this section shall receive such portion of his or her salary or compensation as will equal the loss he or she may suffer while in active service of the State. Benefits will be paid according to State and Federal law.
- F. Volunteer Fire Department Absence. Employees who are members of an area volunteer fire department may leave work to assist with an incident, when serious threats to life or property are present. Example: A vehicle accident or a structure fire would qualify, but a "lift assist" or storm spotting would not qualify. When possible, the employee must clock

out prior to leaving. In cases where utilizing the time clock would seriously hinder the employee's ability to respond to such an incident prudently, the employee may forgo clocking out with the understanding that their timecard will be adjusted retroactively. Prior to leaving for an emergency call, the employee must provide notice to the City that they are leaving for an emergency response. Preferably the employee will provide such notice to their supervisor, however when their supervisor or foreman is not available, a coworker may be utilized to deliver this notice to the appropriate chain of command. Documentation of volunteer fire department absences must be noted on the employee's timecard to ensure accurate reflection on payroll. The employee will continue to receive pay as if clocked in up to the end of that workday. Employees are expected to return to work as soon as possible when the incident is resolved or the severity is mitigated to the point where personnel is released from the scene.

If an incident is large enough to require multiple days before resolution, employees will be allotted a maximum of ten (10) hours of paid time per month. If an employee exceeds their ten (10) hours they may utilize vacation, compensatory time, or choose to have an unpaid-excused absence.

ARTICLE 17

ON THE JOB ACCIDENTS

Section 1. City Coverage.

The City shall maintain with a bonded and licensed insurance company adequate protection to comply with 'Nebraska Workers' Compensation law' as amended. The insurance coverage shall provide for hospital, surgical and other medical expenses together with weekly compensation for any employee injured while on duty for the City as stipulated by the law. All on-job accidents will require an urinalysis.

ARTICLE 18

EMPLOYEE INSURANCE PROGRAM

Section 1. In General.

The City maintains the following insurance and retirement programs for the benefit of its employees and encourages their participation. These plans are available to all regular employees of the City subject to the applicable waiting periods. The specifications and other details of each of these plans shall be made available to all employees upon request.

Section 2. Health Insurance:

- A. Eligibility. All full-time employees of the Employer who regularly work forty (40) or more hours per week will be eligible to enroll for coverage under this plan, provided such employee is a resident of the United States. Other employees such as part-time or seasonal employees will not be eligible to enroll for coverage under this Plan.
- B. Expenses. This policy provides for payment of medical expenses for introductory and regular employees and their dependents.
- C. Premium. For Plan A, the City shall pay 100% of the medical premium for the employee and The City shall pay 80% of the medical premium for dependent coverage where needed and the employee shall pay the remaining 20% of the premium.
- D. Deductible. See Attachment "B"

- E. Co-Insurance. The employee's out-of-pocket expense will depend upon which plan the employee has for coverage.

Section 3. Retirement Plan.

The City shall provide a retirement plan for its employees, and it shall be funded as follows:

- A. Employee Contribution. The employee shall contribute 6% of his/her base salary.
- B. Employer Contribution. The City shall match the 6% contribution.

Section 4. Life Insurance.

The City shall furnish a life insurance policy for each employee for the amount of \$18,000.00. The premium shall be 100% paid by the City.

Section 5. Dental/Vision Coverage.

The City shall furnish a dental/vision plan for the employees with the City paying 100% of the premium for single coverage. Dependent coverage shall be available to those employees needing such coverage. The premium for dependent coverage shall be 100% paid for by the employee.

Section 6. Insurance Plan Decisions.

The City will not make any changes or improvements in these benefits during the term of this Agreement, unless mutually agreed to by the City and the Union.

ARTICLE 19
HOURS OF WORK

Section 1. Work week.

The City operates on a 40-hour work week, 8-hour workday, excluding Saturdays and Sundays, starting normally at 8:00 a.m. Monday and ending at 5:00 p.m. on Friday, except when a recognized holiday or day established for such falls in the work week, or when operations require otherwise. Employees shall receive a 48-hour notice of any schedule change, except in cases of emergency. Summer hours shall start at 7:00 a.m. and end at 4:00 p.m. for the Street, Park, Electric, and Water/Sewer Departments. Summer hours shall begin at the Mayor's discretion but shall start no later than May 1st and end no later than September 30th. The person who is on call for that week shall work from 8:00 a.m. to 5:00 p.m. The hours for the utility office and library staff shall be according to the general advertised operating hours.

Section 2. Breaks.

Employees shall be granted a fifteen (15) minute break once between starting time and the noon meal and once between the noon break and quitting time. Intermission for lunch shall be for one (1) hour to be taken at the midday break.

Section 3. Travel Time.

Employees shall be paid in accordance with the rate and schedules set forth herein for all time spent traveling from headquarters to job, job to job, and from job to headquarters. Headquarters means the regularly established reporting place.

Section 4. Hours Paid.

For the purposes of this contract, it is agreed that hours that are paid for will be treated the same as if the hours were worked. Compensatory time is not counted as hours worked in calculating overtime. Time sheets must be filled out daily showing specific work done, start time, breaks and ending time.

Section 5. Time Recording Devices.

The Company shall be permitted to install time recording devices at any or all work locations. Prior to the installation of any time recording device, the Company shall meet with the Union regarding the installation, the type of equipment being installed and the effective date of use subject to the following:

- A. Time recording devices will be used for the purpose of verifying start and stop times and hours worked by an employee. They will not be used as the primary method of recording hours of work but will be used as a method of verifying hours worked in the event of a dispute.
- B. Employees will be allowed to review time records at their option and to have a copy of such records.
- C. Overtime will be recorded and paid in tenths of an hour (six minute) increments.
 - 1. If an employee works less than 4 minutes in a tenth hour increment, he or she will not be paid for that tenth hour.
 - 2. If an employee works five (5) minutes or more in a tenth hour increment, he or she shall be paid for that full tenth of an hour at the prevailing wage rate.
- D. The use of the time keeping device will not, on its own, constitute an authorization of overtime. Overtime must be specifically authorized by the employee's supervisor or manager.
- E. Employees shall be allowed to clock in 6 minutes before regular starting time and shall clock out no later than 6 minutes past regular quitting time, unless working authorized overtime. If the employee is called out for an emergency, they shall not be required to clock in or out.
- F. Employees shall clock in by the designated start time or they will be considered tardy.

ARTICLE 20

OVERTIME, CALL BACK PAY, REST BREAKS, MUTUAL AID, AND STANDBY PAY

Section 1. Overtime.

Overtime shall be based on a 40-hour workweek.

Section 2. Call Back Pay.

An employee being called back one (1) hour before or after the employee's normal starting/ending time, the employee(s) shall receive a minimum of two (2) hours pay at the applicable overtime rate. If the call back is one hour or less after regular work hours, overtime will be paid for the actual time worked but the two (2) minimum hours shall not apply.

Section 3. Rest Breaks.

When an employee is required to work more than sixteen (16) hours in any twenty-four (24) hour period, the employee shall be granted a rest break of eight (8) hours.

Section 4. Standby Pay.

- A. Pay. Hourly employees while on standby duty shall be paid one (1) hour of their straight time rate of pay for each day of required standby.
- B. Available. Employees must be available while on call and be able to clock in at the employee's normal time clock within 30 minutes.
- C. Called Out Procedure. If the employee is called out while on standby, the employee will be paid the regular overtime rate for all hours worked. Employees scheduled for call will find their own replacement if they are not available.
- D. Schedule. The standby week shall begin at 8:00 AM on Wednesday and shall run until 8:00 AM the following Wednesday.
- E. Mutual Aid. If the Electrical Department is called upon to provide mutual aid assistance to another community, the employee(s) responding to the mutual aid incident will be paid at their overtime rate.

ARTICLE 21 EMPLOYEE EVALUATION & WAGES

Section 1. Pay Line Progression (Existing Employees).

All employees assigned to the job classifications listed shall be eligible to increase one step on this pay grid as of the first day of the first full pay period following the anniversary date (date of hire) if performance (as judged by department management) is acceptable. Acceptable will be defined as a score of 3.0 on an evaluation scale of 1.0 – 5.0.

Section 2. Pay Line Progression (New Employees).

New employees will normally be placed at Step 1 of their job classification for a six-month orientation period. At the end of six months, employees shall be eligible to move to Step 2 if performance (as judged by department management) is adequate. Employees shall be eligible to move from Step 2 through the remaining steps on the pay grid after completing twelve (12) months on such step. Movement along the pay line shall not be automatic and shall be contingent upon the employee performing adequately as judged by department management. Employees reaching the maximum amount for their job classification pay line shall be frozen and shall not receive an increase until and unless the pay grid increases.

Section 3. Management Prerogative.

The City maintains the prerogative to initially place new employees at a rate of pay (or a step) higher than the minimum rate of pay for their job classification based upon job experience and

market comparisons. In addition, the City reserves the right to pay more than the amounts listed on this pay grid in the sole and complete discretion of the City.

Section 4. Promotions (Pay).

Employees promoted from one job classification to another job classification shall either be placed on the minimum rate of pay for the new job classification or the step which is next highest above their existing rate of pay if the job classification has steps. All employees shall be eligible to increase one step on the pay grid as of the first day of the month next following the anniversary date (date of hire) if performance (as judged by department management) is acceptable.

Section 5. Promotions (Procedure).

Promotions to a position with a higher rate of pay shall not be automatic. Promotion shall be made by department management only if a position exists, and only if the candidate has demonstrated outstanding performance as determined by department management.

ARTICLE 22
SPECIAL PROVISIONS

Section 1. Licenses and Fees.

The City will pay the fees for all licenses required for its employees with the exception of the employee's regular driving license.

Section 2. Contracting Out Work.

In the event the City contracts for work, the City will make every effort, including possible transfer, to provide employment to any affected bargaining unit worker.

Section 3. Business Expense.

- A. Meal/Lodging Expenses. When employees are required to work other than during their regularly scheduled hours or out of their territory and it is necessary to purchase meals or lodging while engaged in such work, they shall be reimbursed for actual expenses, provided a claim therefore is filed within thirty (30) days, or appropriate per diem expenses as set by the City Council.
- B. Training Expenses. Regarding payment of expenses for employees attending approved training and/or educational functions or meetings:
- C. Hotel/Motel and Meal Charges. Shall be paid by the City for each employee when overnight lodging is required by the nature of the meeting or function, or appropriate per diem as set by the City Council.

Section 4. Equipment.

- A. Tools/Equipment. The City shall furnish all necessary tools and such protective equipment applicable to particular types of work such as rubber gloves, blankets, hoses, hard hats, and other safety equipment, and it is the rule of the parties thereto that they be used. The said items will remain the property of the City. Employees are required to wear safety gear due to the working conditions. An employee violating this rule will

receive a written warning for the first incident and for subsequent incidents may be subject to further disciplinary action. All employees are required to attend quarterly safety meetings.

- B. Safety Glasses. The City will provide safety eyeglasses for employees working for the City. The City will pay for any increased cost between safety lenses and regular lenses for the employee requiring prescription lenses for the first pair following a modification in the employee's prescription.

Shirts/coats/jackets with holes, discoloration or any other unsatisfactory condition should be turned in to be replaced.

- C. Clothing. The City shall provide the following clothing to the employees.
1. Street/Parks Department: Each employee shall be provided with five (5) short and long-sleeved T shirts and a Hooded Sweatshirt in either safety orange or hi-vis yellow/green. The City shall replace the clothing as needed.
 2. Water/Sewer Department: Each employee shall be provided with five (5) traffic safety shirts and a Hooded Sweatshirt in either safety orange or hi-vis yellow/green and shall replace clothing as needed.
 3. Electric Department: Each employee shall be provided with five (5) fire retardant (henceforth referred to as FR) shirts and five (5) FR pants of their choice and style that shall be replaced as needed. Each employee shall be provided with the proper FR outer wear that is needed for the various weather conditions.
 4. Street/Parks, Water/Sewer, Electric Departments: The City will reimburse each employee \$300 annually for boots once employee is removed from introductory status.

Section 5. Examination.

Urinalyses testing will be conducted at random on all Union and City employees. The City shall pay for the costs of the urinalyses testing. Post accident urinalyses will be required.

Section 6. Outside Employment.

Employees may accept part-time jobs outside municipal employment if there is no conflict in working hours; if the other job does not create financial conflict of interest with their employment; and if working efficiency in the job is not reduced. The immediate supervisor and the City must approve outside employment. Approval for outside employment cannot be unreasonably withheld.

Section 7. Travel Expenses.

If an employee is required to use their personal vehicle to travel because of City business, the City will reimburse the employee at the IRS allowable rate per mile. Employees requesting reimbursement of travel expenses must fill out a request for reimbursement and turn it in to their Department Administrator.

Section 8. Compensatory Time.

Employees may elect to receive compensatory time off in lieu of overtime pay for overtime worked. For each hour of overtime worked, the employee will be entitled to one and one-half hours of compensatory time and shall not exceed 80 hours. All compensatory time will be paid out to the employee upon termination of employment.

Section 9. Pay Periods.

The pay period shall start at 12:00 AM on Sunday and shall run until 11 :59 PM on Saturday. Payday shall be every other Wednesday throughout the year.

Section 10. Cell Phones.

The City will provide cell phones to employees that are required to have cell phones. Departments included, but not limited to, are Electric, Street, Parks, and Water/Sewer.

ARTICLE 23

CONTRACT REOPENER

The Agreement shall continue in full force and effect from year to year with a yearly wage opener until expiration, unless written notice is given by either party hereto to the other on or before one hundred twenty (120) days prior to September 30, 2028, requesting that the Agreement be amended or canceled. Any notice of desire to change, amend, modify, or cancel this Agreement by either party shall serve to reopen this Agreement for bargaining by each party as to all terms and conditions thereof.

ARTICLE 24

DURATION & SIGNATURE

A. Duration

This Agreement shall be effective on the date of ratification and shall continue in effect from October 1, 2025, through September 30, 2028.

B. Retroactivity

All wages shall be retroactive to October 1, 2025.

C. Signature Clause

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be executed by their duly authorized representatives on the dates indicated.

CITY OF BROKEN BOW, NEBRASKA

LOCAL 1597 I.B.E.W.

Mayor

Business Manager

President of City Council

City Administrator

ATTACHMENT "A"

Position Titles/Rates of Pay (10/01/25 - 09/30/26)

CITY OF BROKEN BOW, NEBRASKA AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 1597

2025-2026 3% COLA & Wage Adjustments	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Apprentice W/S Worker	\$20.03	\$20.85	\$21.71	\$22.55	\$23.39	\$24.22	\$25.07	\$25.91	\$26.76
Water/Sewer Operator 1	\$23.33	\$24.34	\$25.41	\$26.44	\$27.49	\$28.52	\$29.54	\$30.59	\$31.60
Water/Sewer Operator 2	\$28.52	\$29.54	\$30.59	\$31.60	\$32.64	\$33.72	\$34.84	\$35.98	\$37.28
Water Foreman	\$34.90	\$36.13	\$37.34	\$38.58	\$39.83	\$41.05	\$42.28	\$43.51	\$44.74
Sewer Foreman	\$34.90	\$36.13	\$37.34	\$38.58	\$39.83	\$41.05	\$42.28	\$43.51	\$44.74
Groundman	\$21.65	\$22.58	\$23.50	\$24.43	\$25.36	\$26.29	\$27.18	\$28.13	\$29.06
Apprentice Lineman	\$29.18	\$30.48	\$31.73	\$32.99	\$34.25	\$35.55	\$36.81	\$38.07	\$39.33
Journeyman Lineman					\$38.11	\$39.55	\$40.96	\$42.37	\$43.76
Line Foreman	\$34.90	\$36.13	\$37.34	\$38.58	\$39.83	\$41.05	\$42.28	\$43.51	\$44.74
Power Plant Operator Locator	\$28.52	\$29.54	\$30.59	\$31.60	\$32.64	\$33.72	\$34.84	\$35.98	\$37.28
Street/Park Ground Maint.	\$19.15	\$19.87	\$20.60	\$21.36	\$22.06	\$22.80	\$23.59	\$24.29	\$25.03
Maintenance/Janitorial	\$19.15	\$19.87	\$20.60	\$21.36	\$22.06	\$22.80	\$23.59	\$24.29	\$25.03
Heavy Equipment Operator	\$22.85	\$23.64	\$24.39	\$25.16	\$25.94	\$26.71	\$27.49	\$28.26	\$29.02
Parks Foreman	\$25.37	\$26.47	\$27.63	\$28.70	\$29.79	\$30.88	\$31.99	\$33.10	\$34.16
Street Foreman	\$27.99	\$29.04	\$30.11	\$31.16	\$32.18	\$33.25	\$34.30	\$35.36	\$36.42
Handi Bus Driver	\$15.00	\$15.93	\$16.83	\$17.78	\$18.71	\$19.62	\$20.54	\$21.46	\$22.38
Library Clerk	\$15.00	\$15.65	\$16.27	\$16.90	\$17.55	\$18.18	\$18.84	\$19.45	\$20.10
Library Aide	\$15.00	\$15.52	\$16.04	\$16.54	\$17.09	\$17.58	\$18.10	\$18.65	\$19.16
Children's Library Asst	\$18.07	\$18.68	\$19.26	\$19.86	\$20.48	\$21.07	\$21.66	\$22.24	\$22.88
Assistant Library Director	\$18.39	\$19.23	\$20.10	\$20.94	\$21.81	\$22.68	\$23.51	\$24.38	\$25.27

ATTACHMENT "B"

Insurance Deductibles

CITY OF BROKEN BOW, NEBRASKA
AND
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL UNION NO.
1597

	Midlands Choice Providers	Non-Network Providers
DEDUCTIBLE, PER CALENDAR YEAR		
Per Covered Person	FY 2026-2028 \$250.00	FY 2026-2028 \$350.00
Per Family Unit	FY 2026-2028 \$500.00	FY 2026-2028 \$700.00

Section 8. Compensatory Time.

Employees may elect to receive compensatory time off in lieu of overtime pay for overtime worked. For each hour of overtime worked, the employee will be entitled to one and one-half hours of compensatory time and shall not exceed 80 hours. All compensatory time will be paid out to the employee upon termination of employment.

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C. Signature Clause

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be executed by their duly authorized representatives on the dates indicated.

CITY OF BROKEN BOW, NEBRASKA

LOCAL 1597 I.B.E.W.

Mayor



Business Manager 9-23-25

President of City Council

City Administrator

CITY OF BROKEN BOW, NEBRASKA

Ordinance No. 1302

AN ORDINANCE OF THE CITY OF BROKEN BOW, NEBRASKA ESTABLISHING ELECTRIC USE FEES, REPEALING THE SECTIONS OF ALL PREVIOUS ORDINANCES IN CONFLICT WITH THIS ORDINANCE, AND PROVIDING FOR PUBLICATION AND EFFECTIVE DATE.

BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF BROKEN BOW, NEBRASKA;

Section 1. That the Municipal Code of the City of Broken Bow, Nebraska be amended to read as follows:

Electric Service Rates: Classifications of Service: Current Sold by Meter Measurements Only: Customer Charges. – As a tariff of rates based on monthly consumption by each customer of electrical energy, measured by an appropriate meter, computed on a one-meter basis, from the municipal electric distribution system of the City of Broken Bow, Custer County, Nebraska, the following schedule, as heretofore by resolution of the board of public works, hereby is established.

Effective October 1, 2025

A. <u>Residential Service RL</u>	City	Rural
	Customer Charge \$/Month	\$23.00 \$33.00
<u>Winter Rates (Oct-May)</u>		
First 500 kWh @ cents/kWh	\$0.11072	\$0.11991
Over 500 kWh @ cents/kWh	\$0.08042	\$0.08961
<u>Summer Rates (June-Sept)</u>		
kWh @ cents/kWh	City \$0.10962	Rural \$0.11872
B. <u>General Service-GS Single</u>	City	Rural
	Monthly Customer Charge (Single Phase)	\$34.00 \$38.00
<u>Winter Rates (Oct – May)</u>		
First 2000 kWh @ cents/kWh	\$0.12784	\$0.13403
Next 3000 kWh @ cents/kWh	\$0.08441	\$0.12393
Over 5000 kWh @ cents/kWh	\$0.07857	\$0.11770
<u>Summer Rates (June – Sept)</u>		
First 2000 kWh @ cents/kWh	\$0.12784	\$0.15270
Next 3000 kWh @ cents/kWh	\$0.12657	\$0.14270
Over 5000 kWh @ cents/kWh\$	\$0.12157	\$0.12270
<u>General Service-GS Three</u>	City	Rural
	Monthly Customer Charge (Three Phase)	\$84.00 \$87.00
<u>Winter Rates (Oct – May)</u>		
First 2000 kWh @ cents/kWh	\$0.12068	\$0.12563
Next 3000 kWh @ cents/kWh	\$0.08231	\$0.11553
Over 5000 kWh @ cents/kWh	\$0.07726	\$0.10939
<u>Summer Rates (June – Sept)</u>		
First 2000 kWh @ cents/kWh	\$0.12068	\$0.14829
Next 3000 kWh @ cents/kWh	\$0.11949	\$0.12829
Over 5000 kWh @ cents/kWh	\$0.10949	\$0.11046

C.	<u>Irrigation IR</u>	Summer	Winter	
	Monthly Customer Charge (Single Phase)	\$50.00	\$50.00	
	Monthly Customer Charge (Three Phase)	\$70.00	\$70.00	
	KVA Charge \$/KVA installed			
	First 2000 kWh @ cents/kW	\$0.17338	\$0.17338	
	Next 3000 kWh @ cents/kWh	\$0.12338	\$0.12338	
	Over 5000 kWh @ cents/kWh	\$0.12338	\$0.12338	
D.	<u>Municipal – MS</u>			
	Monthly Customer Charge (Single Phase)	\$22.00		
	Monthly Customer Charge (Three Phase)	\$40.00		
	<u>Winter Rates (Oct – May)</u>			
	First 8000 kWh @ cents/kWh	\$0.09502		
	Over 8000 kWh @ cents/kWh	\$0.07987		
	<u>Summer Rates (June – Sept)</u>			
	First 8000 kWh @ cents/kWh	\$0.10512		
	Over 8000 kWh @ cents/kWh	\$0.09502		
E.	<u>Large Power & Industrial</u>	City	Rural	Primary Metered
	(for Accounts with metered demands of 100KW or more)			w/ demands of 3,000 kW or more
	Customer Charge \$/Month	\$600.00	\$700.00	\$1,200.00
	<u>Winter Rates (Oct - May)</u>			
	Demand Charge @ \$/kW	\$15.00	\$16.00	\$17.00
	Energy Charge @ cents/kWh	\$0.05794	\$0.05902	\$0.05902
	<u>Summer Rates (June - Sept)</u>			
	Demand Charge @ \$/kW	\$16.00	\$18.00	\$19.00
	Energy Charge @ cents/kWh	\$0.06487	\$0.06609	\$0.06609

The demand charge shall be based upon the maximum integrated kilowatt load determined by the meter for the billing monthly billing period, and will be Either a., b., or c., whichever is higher:

- The maximum demand occurring the billing period
- 65 percent of the highest demand established for bills in the previous 23 months
- 100 KW

The monthly bill will be as follows for accounts disconnected from service: Customer Charge + Demand, including b) or c) of the demand charge, applicable for 23 months following disconnection of service + Energy Charge + All Riders (as applicable) + Service Fees (as applicable) + Sales Tax (if applicable).

For Accounts that are metered at Primary voltage but take service from multiple city owned secondary transformers there shall be a monthly \$0.210 per KVA facilities charge for the multiple transformer service.

The billed kW demand shall be adjusted when the metered power factor (PF) is less than 95%. The metered KW will then be multiplied by the ratio of (95% / PF%), where PF% is the metered power factor expressed as a percentage.

F. <u>Area Lights</u>		Metered	Not Metered
50 Watt, LED, \$/Month		\$8.20	\$10.14

G. PRODUCTION COST ADJUSTMENT, (PCA): ALL RATES INCLUDED HEREIN ARE SUBJECT TO PRODUCTION COST ADJUSTMENT. The Board of Public Works, at its sole option, may include any deviation in costs, either as a credit or adder, to all service under these rates. The adjustment may be calculated in accordance with standard utility policies and shall include adjustment for losses.

Other Terms and Conditions:

1. Payments Due, Disconnection Charges and Deposits Required: Monthly billed accounts are due by the 10th of each month. Delinquent accounts will be subject to a 5% late charge.

All rate schedules will be billed at gross and will be considered delinquent payments after the 10th of the month. Customers who have not paid their utility bills by the 10th of the month shall receive, in writing, a disconnect notice under the procedures of the Nebraska State Statutes.

Applicable service charges, whether disconnect is actually made or not, for non-payment of bill shall be a \$75.00 service charge for Monday through Friday 8:00 AM – 5:00 PM and \$120.00 service charge for after hours, weekends and holidays.

Disconnects and reconnections by the same customer made before a 12-month period from the disconnect request shall carry a service charge of all monthly Customer and Demand charges and fees for the months during the disconnection before re-reconnection is performed.

The utility service deposit will be \$100.00 for owners of residential properties. All other rentals, **apartments and small commercial accounts require a \$250.00 deposit. For larger services the** deposit shall be 1.5 times the average of the last 12 months of typical use billing.

II. Customers Beyond City Limits

Service Beyond Corporate Limits General Rules

The City of Broken Bow, Custer County, Nebraska, by resolution of its Board of Public Works shall have the power and authority to contract with any person, persons, association or corporation, to sell electric current for light, heat and power purposes beyond its corporate limits when, in the judgment of its board of public works, it is beneficial to the city to do so. The cost or expense of extending the electric service lines beyond city borders shall be paid by the customer or, subject to the provisions of the statute by the city. For furnishing electric service beyond its corporate limits, subject to the above conditions, said city, through its board of public works, may establish rates with such person, persons, association or corporation, including municipalities, without regard to the rates specified in the foregoing schedule; provided, however, that the rate made shall be uniform so far as it affects the users of equal amounts of current under such contracts under similar conditions.

III. Discrimination

Section 1. No electric current shall be furnished to any customer other than as provided in this section, and there shall be no discrimination in rates as between customers using equal amounts of current for the same purpose under the same conditions.

Section 2. That the appropriate state and local sales tax be billed to all customers.

Section 3. That this ordinance shall take effect and be in force with the January 2026 Meter readings.

Section 4. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

Section 5. This ordinance shall be in full force and effect from and after its approval and publication as provided by law.

Passed and approved this _____ day of _____, 2025.

Rodney W. Sonnichsen, Mayor

ATTEST:

Jennifer A. Waterhouse, City Clerk

Return to Agenda



City Of Broken Bow
Application for Administrative Subdivisions

Date Filed: _____

\$100.00 Fee Paid: _____

Name of Property Owner(s): _____

Address: _____

Telephone: _____

Name of Agent for Property Owner(s): _____

Address: _____

Telephone: _____

Address or General Location of Property:

Legal Description of Property to be Subdivided: _____

Property Zoning Classification:



1. How many lots or parcels will result if the application is approved? _____
2. How many feet will lot line be adjusted? _____
3. Is property served by existing public water? _____
4. Is property served by existing public sanitary sewer _____
5. Is property served by existing electricity _____
6. Will any streets be created? _____
7. Will any streets need to be extended? _____
8. Are the proposed parcels served by a public road _____
9. Has the lot been split previously? _____
10. Is a variance required? _____
11. Will the proposed lots be served with City of Broken Bow Utilities? _____



Supporting Documents Shall Include:

1. A survey in plat form drawn to scale showing all lots and parcels that are affected by the proposed action.
2. The survey in plat form shall include all structures and buildings located in the affected area wherein adjustment of lot lines or one (1) additional lot is proposed together with location and setbacks for all such existing structures.
3. The plat shall provide a block for acknowledgement by notary of the owners and signatures of the City Clerk, including Custer County Register of Deeds office.
4. All existing streets, water courses, floodplains, wetlands, wooded areas and major trees, or other environmentally sensitive features within 200 feet of the property.
5. Copies of existing and proposed easements and land reserved for or dedicated to public use on the property. If available, please include a title search for said parcel.
6. Existing site drainage system.
7. Provide legal description for each lot or parcel resulting from the subdivision:

The owner herein agrees to comply with the Administrative Subdivision Regulations as contained in Section 7.16 in the Broken Bow Zoning Ordinance adopted by the City Council of



the City of Broken Bow, and all other pertinent ordinances or resolutions of the City and the statutes of the State of Nebraska.

It is agreed that all costs of recording the Administrative Subdivision and supplemental documents thereto with the Register of Deeds shall be assumed and paid by the owner when billed. The undersigned further states that he/she is the owner of the property proposed for Administrative Subdivision platting.

Owner's Signature: _____

Agent (if any): _____

I, _____, Zoning Administrator of the City of Broken Bow, Nebraska hereby approve an Administrative Subdivision per Section 7.16 of the Broken Bow Zoning Ordinance.

The Administrative Subdivision was approved _____.

_____ (S E A L)

Zoning Administrator

City Administrator _____

Mayor _____

Water and Sewer Superintendent _____

Electric Superintendent _____

Planning Commission Chairperson _____

Date Certificate of Approval filed with the Register of Deeds: _____