

**MINUTES  
CITY COUNCIL MEETING  
December 3, 2013**

The Wayne City Council met in regular session at City Hall on Tuesday, December 3, 2013, at 5:30 o'clock P.M. Mayor Ken Chamberlain called the meeting to order with the following in attendance: Councilmembers Rod Greve, Jon Haase, Jennifer Sievers, Nick Muir, Kaki Ley, Matt Eischeid, and Jill Brodersen; City Administrator Lowell Johnson; and City Clerk Betty McGuire. Absent: Councilmember Cale Giese and City Attorney Eric Knutson.

Notice of the convening meeting was given in advance by advertising in the Wayne Herald on November 21, 2013, and a copy of the meeting notice and agenda were simultaneously given to the Mayor and all members of the City Council. All proceedings hereafter shown were taken while the Council convened in open session.

Councilmember Sievers made a motion, which was seconded by Councilmember Ley, whereas, the Clerk has prepared copies of the Minutes of the meeting of November 19, 2013, and that each Councilmember has had an opportunity to read and study the same, and that the reading of the Minutes be waived and declared approved. Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried and the Minutes approved.

The following claims were presented to Council for their approval:

**VARIOUS FUNDS:** ADVANCED CONSULTING, SE, 7737.55; ALTEC INDUSTRIES, SU, 73.97; AMERITAS, SE, 2230.46; APPEARA, SE, 94.98; AS CENTRAL SERVICES, SE, 448.00; BANK FIRST, FE, 120.00; CITY EMPLOYEE, RE, 105.16; BLACK HILLS ENERGY, SE, 632.00; BOMGAARS, SU, 880.68; BSN SPORTS, SU, 437.93; CENTURYLINK, SE, 313.37; CHILD SUPPORT, RE, 100.00; CITY OF NORFOLK, SE, 214.55; CITY OF WAYNE, RE, 150.00; CITY OF WAYNE, RE, 500.00; CITY OF WAYNE, RE, 11.37; CITY OF WAYNE, PY, 68098.88; CITY OF WAYNE, RE, 471.63; COMMUNITY HEALTH, RE, 4.00; DE LAGE LANDEN FINANCIAL, SE, 77.00; DEARBORN NATIONAL LIFE, SE, 1824.86; CITY

EMPLOYEE, RE, 60.23; DUTTON-LAINSON, SU, 685.33; EXHAUST PROS, SE, 16.00; FIRST CONCORD GROUP, SE, 3701.94; FREDRICKSON OIL, SE, 14.00; GEXPRO, SU, 22.90; HANSEN, GENE K., RE, 12.32; HOLIDAY LITE & TRIM, SU, 329.40; ICMA, SE, 6376.70; IRS, TX, 24926.42; ISG INFRASYS, SU, 90.00; JEO CONSULTING GROUP, SE, 2165.00; CITY EMPLOYEE, RE, 215.06; KRIZ-DAVIS, SU, 2321.48; KTCH, SE, 44.00; MARCO, SE, 113.74; MATT LEY, RE, 100.00; MIDWEST MESSENGER, SU, 35.10; NE DEPT OF ENVIRONMENTAL, RE, 201143.19; NE DEPT OF REVENUE, TX, 3447.74; NORFOLK TRUCK CENTER, SE, 2674.07; N.E. NE AMERICAN RED CROSS, RE, 59.24; NNPPD, SE, 5385.00; CITY EMPLOYEE, RE, 706.14; POSTMASTER, SE, 566.11; PROVIDENCE MEDICAL CENTER, RE, 2875.88; QUILL, SU, 1025.94; SCOTT HASEMANN, RE, 50.00; SIOUX CITY WINNELSON, SU, 19.91; SOLOMON CORP, SU, 198.97; STADIUM SPORTING GOODS, SU, 750.00; STATE NATIONAL BANK, RE, 105.44; STEFFEN, SU, 1706.65; SUN RIDGE SYSTEMS, SE, 2730.00; CITY EMPLOYEE, RE, 110.25; TYLER TECHNOLOGIES, SE, 400.00; UNITED WAY, RE, 12.40; VERIZON, SE, 302.28; VIAERO, SE, 258.20; WAYNE COUNTY COURT, RE, 300.00; CITY EMPLOYEE, RE, 86.00; AMERICAN BROADBAND, SE, 2653.69; APPEARA, SE, 186.10; ARNIE'S FORD-MERCURY, SE, 714.28; BARONE SECURITY SYSTEMS, SU, 78.00; CITY EMPLOYEE, RE, 15.42; BINSWANGER GLASS, SE, 278.00; BLUE CROSS BLUE SHIELD, SE, 25342.12; CITY EMPLOYEE, RE, 168.74; BROWN SUPPLY, SU, 3755.68; CHARLES RUTENBECK, RE, 392.10; CITY OF WAYNE, RE, 500.00; CITY OF WAYNE, RE, 500.00; CLEAN TO A T, SE, 1300.00; COPY WRITE, SU, 276.59; CITY EMPLOYEE, RE, 217.41; CITY EMPLOYEE, RE, 4578.81; DUTTON-LAINSON, SU, 175.99; EAKES OFFICE PLUS, SE, 209.49; ECHO GROUP, SU, 168.00; FIRST CONCORD GROUP, RE, 5497.91; FREDRICKSON OIL, SE, 109.54; GERHOLD CONCRETE, SU, 141.66; GILL HAULING, SE, 155.00; CITY EMPLOYEE, RE, 270.66; HEIKES AUTOMOTIVE, SE, 122.48; HERITAGE INDUSTRIES, SU, 110.66; HOMETOWN LEASING, SE, 73.51; JASON CAROLLO, SE, 40.00; JOHNSON'S PLUMBING, SE, 365.00; KLEIN ELECTRIC, SE, 22332.35; LP GILL, SE, 82.46; MIKE TOWNE, SE, 1800.00; MILO MEYER CONSTRUCTION, SE, 988.00; NPPD, RE, 191962.51; NORFOLK IMPLEMENT, SU, 350.94; NNPPD, SE, 4949.36; O'KEEFE ELEVATOR, SE, 1483.98; ONE CALL CONCEPTS, SE, 79.45; CITY EMPLOYEE, RE, 120.64; PIEPER & MILLER, SE, 1418.00; CITY EMPLOYEE, RE, 268.98; QUILL, SU, 195.12; TERRY LUTT, RE, 500.00; TERRY MEYER, RE, 936.90; THE MAX AGAIN, RE, 459.48; TOM'S BODY & PAINT SHOP, SE, 55.00; VERIZON, SE, 101.94; WAYNE COUNTY CLERK, SE, 142.00; WAYNE VETERINARY CLINIC, SE, 210.00; WESCO, SU, 74.55

Councilmember Sievers made a motion, which was seconded by Councilmember Brodersen, to approve the claims. Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried.

Mayor Chamberlain advised the public that a copy of the Open Meetings Act was located on the south wall of the Council Chambers and was available for public inspection. In addition, he advised the public that the Council may go into closed session to discuss certain agenda items to protect the public interest or to prevent the needless injury to the reputation of an individual and if such individual has not requested a public hearing.

Councilmember Giese arrived at 5:33 p.m.

Heather Claussen, Chair of the Swimming Pool Committee, and Dave Henke, representing JEO Consulting Group, gave a report on the swimming pool evaluation/study that has been taking place over the past several years. Currently, the pool, for its age, is in very good working condition. However, the current pool, as well as the baby pool and bathhouse do not meet the current ADA regulations for accessibility.

The study resulted in the following six different recommendations:

- Option “A” – Widen existing main pool to achieve 6 lanes, add zero depth into main pool, deepen the diving well, replace the pool slide and new bathhouse. **Cost: \$2.2 – 2.5 million.**
- Option “B” - Build a new 5-6,000 SF pool with zero depth entry, diving well, 6 swimming lanes and new parking lot. 13th Street would be a through street. Existing pool facility would remain until new facility opens. **Cost \$2.8 – 3.5 million.**
- Option “C” – New indoor 6 lane 25 meter pool with bleachers and new zero depth outdoor pool with slides and water play features at Activity Center. Building addition for the indoor pool also included additional area for other indoor activities that were left undefined. **Cost - \$4.5 – 5 million.**
- Option “D” - New indoor 6 lane 25 meter pool with bleachers and new 5-6,000 SF zero depth outdoor pool with slides and water play features at Activity Center. Building additions include a filter room with storage for the indoor pool portion and also included additional building area for other indoor pool filters. **Cost - \$6.6 – 7.5 million.**
- Option “E” - Included no physical changes to the existing main pool, a new bathhouse and converting the wading pool into a splash pad. **Cost - \$.9 to 1.2 million.**

- Option “F” – Build a 5-6,000 SF outdoor pool at the existing Activity Center with a slide, zero depth entry, 6 lane swimming/lap lanes and bleachers. **Cost - \$2.2 – 2.9 million.**

All options proposed at the Activity Center did not include any new bathhouse features and will be using the existing dressing/locker/restroom facilities already based there.

Staff was directed to obtain information from other communities with indoor pools regarding expenses, operating costs, usage, etc.

The Pool Committee and JEO recommend Option D. Either the indoor or the outdoor pool could be built first before the other one if funding for both is not available.

Mayor Chamberlain thanked the Committee and thought this matter would be a good topic to be discussed at their retreat.

Randy Larson, representing the Wayne County Commissioners, was present concerning their request for Council to consider selling Wayne County the pole yard property for the sum of \$50,000. They are in need of more room to house equipment and chemicals. This need has been enhanced due to the October 4<sup>th</sup> tornado, which destroyed one of their buildings.

Because this property/building houses impound vehicles by the Police Department, further discussion needed to take place on where these things could be relocated, etc., or what needed to be done to the building in order to share the same.

No action was taken on the matter.

Mayor Chamberlain declared the time was at hand for the public hearing to consider the Planning Commission’s recommendation in regard to Amending the Wayne Municipal Code, Section 90-142 Permitted Principal Uses and Structures in the A-2 Agricultural Residential District, by adding item # 8 Unattached Accessory Use (Garage / Storage Shed) or

Section 90-144 Exceptions in the A-2 Agricultural Residential District, by adding item # 13 Unattached Accessory Use (Garage / Storage Shed), by adding related language to allow for an accessory structure to be placed on property with no other primary structures. The applicant for the request is Wayne and Regina Korth.

Joel Hansen, Zoning Administrator, stated the Planning Commission met and forwarded a recommendation to amend Section 90-142 Permitted Principal Uses and Structures by adding No. 8 – Structures that would be considered accessory structures if there was a dwelling on the premise, with the “Findings of Fact” being:

- Staff’s recommendation; and
- The same is consistent with the current and future land use maps, and it is consistent with the Comprehensive Plan.

Wayne and Regina Korth were present to answer questions. They want to place a large storage shed (48’x58’) on property they own in the A-2 Agricultural Residential District. Currently, the zoning code does not allow any accessory type structures on lots without a primary principal structure (house).

The Korths would like to build this shed as soon as possible. If the same would be approved as a use by exception, they will have to come back before the Planning Commission and the Council, pay another \$400 fee, do a title search, etc.

City Clerk McGuire had not received any comments, either verbal or in writing, for or against this public hearing.

There being no further comments, Mayor Chamberlain closed the public hearing.

Councilmember Giese introduced Ordinance No. 2013-52 and moved for approval thereof; Councilmember Sievers seconded.

ORDINANCE NO. 2013-52

AN ORDINANCE AMENDING WAYNE MUNICIPAL CODE CHAPTER 90, ARTICLE III, DIVISION 3 A-2 AGRICULTURAL RESIDENTIAL DISTRICT, SECTION 90-142 PERMITTED PRINCIPAL USES AND STRUCTURES OR SECTION 90-144 EXCEPTIONS; TO PROVIDE FOR THE REPEAL OF CONFLICTING ORDINANCES OR SECTIONS; AND TO PROVIDE FOR AN EFFECTIVE DATE.

Because there was some confusion regarding the Ordinance and the two sections being proposed, Councilmember Giese amended his motion and reintroduced Ordinance No. 2013-52 and moved for approval thereof; Councilmember Sievers seconded.

ORDINANCE NO. 2013-52

AN ORDINANCE AMENDING WAYNE MUNICIPAL CODE CHAPTER 90, ARTICLE III, DIVISION 3 A-2 AGRICULTURAL RESIDENTIAL DISTRICT, SECTION 90-142 PERMITTED PRINCIPAL USES AND STRUCTURES; TO PROVIDE FOR THE REPEAL OF CONFLICTING ORDINANCES OR SECTIONS; AND TO PROVIDE FOR AN EFFECTIVE DATE.

Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried.

Councilmember Sievers made a motion, which was seconded by Councilmember Greve, to suspend the statutory rules requiring ordinances to be read by title on three different days. Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried.

Councilmember Sievers made a motion, which was seconded by Councilmember Greve, to move for final approval of Ordinance No. 2013-52. Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried.

Mayor Chamberlain declared the time was at hand for the public hearing to consider the Planning Commission's recommendation regarding the Preliminary and Final Plat for Giese Addition.

Joel Hansen, Zoning Administrator, stated the Planning Commission reviewed the Preliminary and Final Plat for the Giese Addition and forwarded a recommendation to approve the same subject to the following “Finding of Fact”: Staff’s recommendation.

This plat will make clear the property boundaries where the City owns a strip of land for construction of the walking trail.

City Clerk McGuire had not received any comments, either verbal or in writing, for or against this public hearing.

There being no further comments, Mayor Chamberlain closed the public hearing.

Councilmember Ley introduced Resolution 2013-127, and moved for its approval; Councilmember Sievers seconded.

#### RESOLUTION NO. 2013-127

#### A RESOLUTION APPROVING THE PRELIMINARY AND FINAL PLAT FOR THE GIESE ADDITION.

Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried.

Mayor Chamberlain declared the time was at hand for the public hearing to consider the Planning Commission’s recommendation regarding the Preliminary and Final Plat for the South Side Addition.

Joel Hansen, Zoning Administrator, stated the Planning Commission reviewed the Preliminary and Final Plat for the South Side Addition and forwarded a recommendation to approve the same subject to the following “Finding of Fact”: Staff’s recommendation.

Lowell Heggemeyer was present to answer questions. Mr. Heggemeyer would like to divide his property in order to sell part of it. Some of the property has never been

platted and is merely described as a tax lot. This will legally subdivide the property such that Mr. Heggemeyer can sell some of it.

City Clerk McGuire had not received any comments, either verbal or in writing, for or against this public hearing.

There being no further comments, Mayor Chamberlain closed the public hearing.

Councilmember Ley introduced Resolution 2013-128, and moved for its approval; Councilmember Giese seconded.

#### RESOLUTION NO. 2013-128

#### A RESOLUTION APPROVING THE PRELIMINARY AND FINAL PLAT FOR THE SOUTH SIDE ADDITION.

Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, with the exception of Councilmember Eischeid who abstained, the Mayor declared the motion carried.

Mayor Chamberlain declared the time was at hand for the public hearing on the “Blight and Substandard Area Determination” known as the “Industrial Drive East Area.”

Northeast Nebraska Economic Development District prepared the blight study.

This area includes the Pacific Coast property, the Williams Form property, Robert Woehler & Sons Construction area, etc. Declaring this area blighted and substandard and then annexing the property makes it eligible for tax increment financing. The damage sustained by the tornado is what qualifies this area as blighted and substandard.

No written or oral comments had been received by the City Clerk’s Office concerning the public hearing.

There being no further comments, Mayor Chamberlain closed the public hearing.

Since no word has been heard yet from Pacific Coast Feather on whether or not they are rebuilding, and the annexation of this area has not taken place yet, no action was taken on Resolution No. 2013-129 declaring this area as blighted and substandard.

Discussion then took place on the Blighted and Substandard Study for the “North Central Redevelopment Area” which was tabled at the last meeting.

After discussion, Council wanted to extend the boundaries east on 9<sup>th</sup> Street to the back yards of the houses on Pine Heights Road

Staff thought the costs would be minimal, if any, to have Northeast Nebraska Economic Development District amend the area in question.

Councilmember Eischeid made a motion, which was seconded by Councilmember Giese to amend the “North Central Redevelopment Area” blight study to include Ninth Street up to 10<sup>th</sup> Street and continue east to the utility easement behind Pine Heights Road.” Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried.

Councilmember Ley introduced Ordinance 2013-51, and moved for approval of the second reading thereof; Councilmember Muir seconded.

#### ORDINANCE NO. 2013-51

AN ORDINANCE AMENDING WAYNE MUNICIPAL CODE CHAPTER 90, ARTICLE VII, DIVISION 4 PUD PLANNED UNIT DEVELOPMENT, SECTION 90-641 INTENT; TO PROVIDE FOR THE REPEAL OF CONFLICTING ORDINANCES OR SECTIONS; AND TO PROVIDE FOR AN EFFECTIVE DATE.

Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried. The third and final reading will take place at the next meeting.

The following Resolution would direct the City Clerk to file a lien against 111 Fairgrounds Avenue for the cost of work hired by the City to abate a violation of City Code after proper notice was given to the property owner.

Councilmember Brodersen introduced Resolution No. 2013-125 and moved for its approval; Councilmember Sievers seconded.

RESOLUTION NO. 2013-125

A RESOLUTION DIRECTING CITY CLERK TO CERTIFY RAZING COSTS TO THE WAYNE COUNTY CLERK AND THE WAYNE COUNTY TREASURER TO BECOME A LIEN ON TAX LOT 22 (50X100 FT. TRACT) IN THE NORTHWEST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 18, TOWNSHIP 26 NORTH, RANGE 4, EAST OF THE 6<sup>TH</sup> P.M., WAYNE COUNTY, NEBRASKA, MORE COMMONLY DESCRIBED AS 111 FAIRGROUNDS AVENUE, WAYNE, NEBRASKA.

Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried.

Councilmember Muir made a motion, which was seconded by Councilmember Sievers, approving action to foreclose on property commonly described as 111 Fairgrounds Avenue.

Councilmember Muir amended his motion, which was then seconded by Councilmember Sievers, approving action to foreclose on property commonly described as 111 Fairgrounds Avenue after the owner has had the ability to pay the liens. Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried.

A pay request has been received from Robert Woehler & Sons Construction for the Chief's Way Sanitary Sewer & Water Extension Project in the amount of \$22,637.32. The engineer on the project has approved the same.

Garry Poutre, Superintendent of Public Works & Utilities, updated the Council on the project.

Councilmember Brodersen made a motion, which was seconded by Councilmember Muir, approving Pay Application No. 3 in the amount of \$22,637.32 to Robert Woehler & Sons Construction for the Chief's Way Sanitary Sewer & Water Extension Project. Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried.

Mayor Chamberlain stated a loan application has been received from Sand Creek Post & Beam, Inc., for \$193,900. Again, this loan would be a zero percent interest loan, with a payback period of 15 years. These would be equal annual payments, and a lien would also be filed against the property.

He noted he has appointed a committee to review the applications prior to coming before Council to determine the validity of each of them. Councilmember Eischeid is on this committee.

No one was present from Sand Creek Post & Beam, Inc.

Councilmember Muir made a motion, which was seconded by Councilmember Giese, approving the application of Sand Creek Post & Beam, Inc., for \$193,900 in LB840 funds to be used as an emergency business loan in the tornado disaster recovery, with an interest rate of 0%, and a payback period of 15 years. Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried.

Todd Hegwer, the City's energy consultant/analyst and contract negotiator, updated the Council on options for a long-term contract for wind power.

Mayor Chamberlain stated that Nebraska Public Power District will be meeting next week. We are waiting for clarification of some of the clauses in our agreement with them. Therefore, he asked that the next two agenda items be tabled until the next meeting.

City Attorney Eric Knutson arrived at the meeting.

Councilmember Ley made a motion, which was seconded by Councilmember Giese, to table action on Agenda Item No. 4 – Action to give notice to Nebraska Public Power District on intent to reduce contract power purchase until the next meeting. Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried.

Councilmember Ley made a motion, which was seconded by Councilmember Sievers, to table action on Resolution 2013-126 accepting offer to purchase bulk power to be delivered from generating plants controlled by the Mid Continent Independent System Operator until the next meeting. Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried.

Administrator Johnson stated the following Resolution would amend sections of the Personnel Manual as follows:

**Sec. 14.65. Employee Exempt from Overtime**

The following employee position classifications are exempt from overtime:

<u>POSITION CLASSIFICATION</u>	<u>CATEGORY OF EXEMPTION</u>
City Administrator	Executive
City Clerk	Executive
<del>City Treasurer</del> <b>Finance Director</b>	Executive
<del>Chief Inspector/Planner</del>	Executive
Chief of Police	Executive
<del>Coordinator of Senior Citizens Center</del> <b>Sr. Citizens Center Coordinator</b>	Executive
<del>Director of Recreation Leisure Services</del> <b>Recreation Services Director</b>	Executive

<del>Librarian</del> <b>Library Director</b>	Executive
<del>Police Lieutenant</del>	Executive
Superintendent of Electric Production	Executive
Superintendent of Public Works and Utilities	Executive

**Sec. 14.100. Employee Benefits. (Amended by Res. 2008-50, 6/3/08).**

In order to remain a competitive and equitable employer and to comply with applicable laws, the City offers a total compensation plan consisting not only of pay but also of substantial employee benefits. The Personnel Officer shall make information available concerning current benefits, some of which may be provided at an employee's option, in whole or in part at his or her expense, and /or only to certain categories of employees. It is the responsibility of the employee to notify the personnel office and the plan administrators of changes in the employee status, change in beneficiaries, marriage, additions to households, etc.

The following are the principal employee benefits which are offered prorata on the basis of a 40 hour week to all regular, full-time employees ~~hired to work 35 hours or more a week~~ after completing necessary waiting periods:

(a) Health and Major Medical Insurance:

PPO program with a maximum major medical expense benefit of \$2,000,000. Deductibles are ~~\$350~~ **\$1,000** for single and ~~\$700~~ **\$2,000** for family coverage in the PPO. The employer is self-insuring (80/20) a ~~\$5,000~~ **\$3,200** deductible for single and a ~~\$10,000~~ **\$6,400** deductible for family after meeting either one or two ~~\$350~~ **\$1,000** deductibles. An eligible employee qualifies on the first day of the month following 30 days of continuous employment. The City pays 97.5% of the premium for single employee; 90% for family coverage. The employee pays 2.5% of the premium for single coverage; 10% for family coverage. **Beginning January 1, 2015, city employee's spouses that are employed elsewhere and are eligible to participate in group health plan coverage where they are employed are not eligible to participate in the City of Wayne Group Health Insurance Plan.**

As an incentive for the employee and family to reduce the deductible to **\$500** for single and **\$1,000** for family coverage in the PPO, the following must be met:

- Employee must be a non-tobacco user. The City reserves the right to verify this by nicotine blood test; and
- Employee and spouse must have annual physical as provided in the plan.

The Employer will self-insure vision benefits as follows:

Vision:           \$10 co-pay per exam  
                      30% discount for eyeglasses at member facilities

15% discount for contacts

\$100 for Safety Glasses

~~Any permanent part-time employee working 30 hours or more per week is eligible to participate in the health insurance plan by having 100% of the premium deducted through payroll deduction on a bi-weekly basis.~~

(b) Life Insurance:

The City pays for group life insurance. The amount of insurance generally equals one times (1x) annual salary to the next highest \$1,000.

(c) Disability Insurance:

A tailored program of coverage paid by the City for short term disability for up to 52 weeks of weekly benefit starting after a 30 day period, and long term disability with a monthly benefit starting after twelve months of short term disability. The plan generally pays employees 60% of their gross pay subject to certain maximums for qualifying conditions.

(d) Retirement:

The City of Wayne provides a deferred compensation retirement savings plan to eligible employees and a 401(a) Money Purchase Plan. An eligible full-time employee may participate in the retirement plan from their date of hire. However, the City will start contributions after one (1) year of employment and upon finishing probationary period for eligible employees. At that time, the employee must contribute 1% of their annual wage but not more than 19%. The City will contribute 6% of their annual base salary to the 401(a) Money Purchase Plan.

An eligible regular part-time employee working 30 or more hours per week may participate with unmatched contributions in the retirement plan from their date of hire.

According to State Statute and Civil Service requirements, sworn police officers receive pension benefits immediately at a rate of ~~6%~~ **6.5%** employee, ~~6%~~ **6.5%** employer. The deferred compensation retirement savings plan may be used by sworn police officers, as well; however, the City will not match any employee contributions. The sworn police officers shall be fully vested in the retirement plan upon completion of seven years of employment with the City.

(e) Flexible Employee Benefit Plan:

The Flex Plus Plan was developed to allow eligible employees to use before-tax earnings to purchase benefits under the Plan; examples of

flexible spending account benefits include child care, unreimbursed medical expenses, health and accident insurance premium, etc.; Federal, State and Social Security taxes do not apply to these benefits.

An employee may participate in the Plan as of the first day of the month after completing the first day of employment. Prior to the date of being eligible to participate in the Plan, an employee is required to fill out an election form.

(f) Paid holidays, personal days, and leave for vacation, illness or other designated purposes.

(g) **Educational Scholarships for Full-Time Employees**

**Providing that scholarship funds for this program are budgeted and available, any employee regularly scheduled to work 40 hours per week or more is eligible to apply for up to \$150 in scholarship funds per calendar year for tuition and/or books for an approved trade or educational course related to his or her job description at an approved two or four-year degree institution. The course, the educational institution, and the application must be pre-approved by the department head.**

Discussion primarily took place regarding the proposed staff recommendation of requiring employee spouses to go on their employer's health insurance plan if the same is so provided. There are a lot of changes taking place in group health plans, and one of the things being suggested to cities by their insurance agents is to insure the employees, and if the spouses have options at their jobs, to have them get their health insurance through their employer. Presently there are 17 employees with spouses that have health insurance options at their places of employment; thirteen of which are on our plan at this time.

Councilmember Sievers questioned why the Council had to make a decision for 2015 now. Administrator Johnson responded because there are different renewal periods, this would allow the employees time to get on different plans throughout the year.

Mayor Chamberlain stated this isn't something we have to do, but by not doing it, what will end up changing is the premium amounts that employees pay every month.

It was noted that the employee's portion of the premium per pay period for family is \$37.40 and for employee/child is \$18.25.

City employee Lowell Heggemeyer noted if this change is approved, he would then be required to meet three deductibles instead of two. At this time, his wife receives a stipend for not taking the health insurance at her place of employment.

Administrator Johnson stated one of his concerns is other people paying their employees to come onto the City's group health plan. Is it the taxpayers' job of Wayne to defend the plan that the Heggemeyers have right now?

Mayor Chamberlain stated another option would be that each employee receives the single premium as a benefit, which would be an equal benefit to all.

Councilmember Sievers then questioned if employees who are over the age of 65 would be required to go on Medicare then. She would prefer the amount employees pay increase rather than requiring spouses to take insurance coverage through their place of employment.

Mayor Chamberlain thought this is a change that is going to be a standard in the industry – if you have insurance offered at your employment, you will have to take it. While he doesn't think the City has to be there until they tell us we have to be there, he thought the Council still needed to look at it and figure out how to make it fiscally responsible for the taxpayers of Wayne.

Councilmember Eischeid noted he had spoken with the Heggemeyers and another city employee, and pretty much everyone was in agreement that the premiums that the employees pay are dirt cheap. He thought a medium ground could be reached to raise the premiums up close to what everyone else is paying in their professions.

Garry Poutre, Superintendent of Public Works & Utilities, spoke and shared some past history on the health insurance benefit.

Councilmember Sievers suggested everyone, whether single or family, should pay the same share of the premiums.

Joel Hansen responded that life is about choices, and he hopes there is not the idea, because he made the choice to be single, that he should now pay more to help cover the costs for the families that are employed by the city. It sounds like there is a proposal that he should take less so that another employee that made a different life choice can get more.

Mayor Chamberlain stated that is why the 60/40 percentage across the board does not work. He would recommend providing the same premium (single) for each employee, and if the employee wanted to insure the remainder of his/her family, they would pay the difference. That makes it fair to each and every person across the board.

The decision the Council needs to make this evening is whether or not to keep the spouses on the City's group health plan. The other proposed changes being discussed can be determined at a later time once comparisons are provided to the Council.

Councilmember Sievers introduced Resolution 2013-130, and moved for its approval subject to deleting the following sentence in Section 14.100 Employee Benefits subsection (a): Beginning January 1, 2015, city employee's spouses that are employed elsewhere and are eligible to participate in group health plan coverage where they are employed are not eligible to participate in the City of Wayne Group Health Insurance Plan. Councilmember Eischeid seconded the motion.

RESOLUTION NO. 2013-130

A RESOLUTION AMENDING SECTION 14.65 EMPLOYEE EXEMPT FROM OVERTIME AND SECTION 14.100 EMPLOYEE BENEFITS OF THE CITY OF WAYNE PERSONNEL MANUAL.

Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried.

Councilmember Sievers made a motion, which was seconded by Councilmember Giese, to adjourn the meeting. Mayor Chamberlain stated the motion, and the result of roll call being all Yeas, the Mayor declared the motion carried and the meeting adjourned at 8:35 p.m.