

AGENDA
CITY COUNCIL MINI - RETREAT
October 29, 2019

5:00 p.m. Call the Meeting to Order

Pledge of Allegiance

Anyone desiring to view the Open Meetings Act may do so. The document is available for public inspection and is located on the south wall of the Council Chambers.

The City 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.

1. Retreat Topics:

- Housing Discussion — CLAWS (Civic Leadership at Wayne State) and Dr. Teresa Morales, Associate Professor of Communication, Wayne State College
- Community Activity Center update by Amber Schwarte, Recreation Services Coordinator, on:
 - Possible weight room/cardio expansion into the concession area; and
 - Track/floor/north wall
- Schedule of Fees
- Blueprint Nebraska — a Strategic Plan to "Grow the Good Life"
- Public Art — General Discussion and Artist Solicitation
- Parking – Multi-Family/Rental
- City Hall – Civic and Community Center Financing Fund Grant Application (January 15, 2020 deadline)
- Sale of City-Owned Property
- Annexation — Development Plan
- Rezoning – Future Land Use Map
- Employee Benefits
- Other Items of Interest

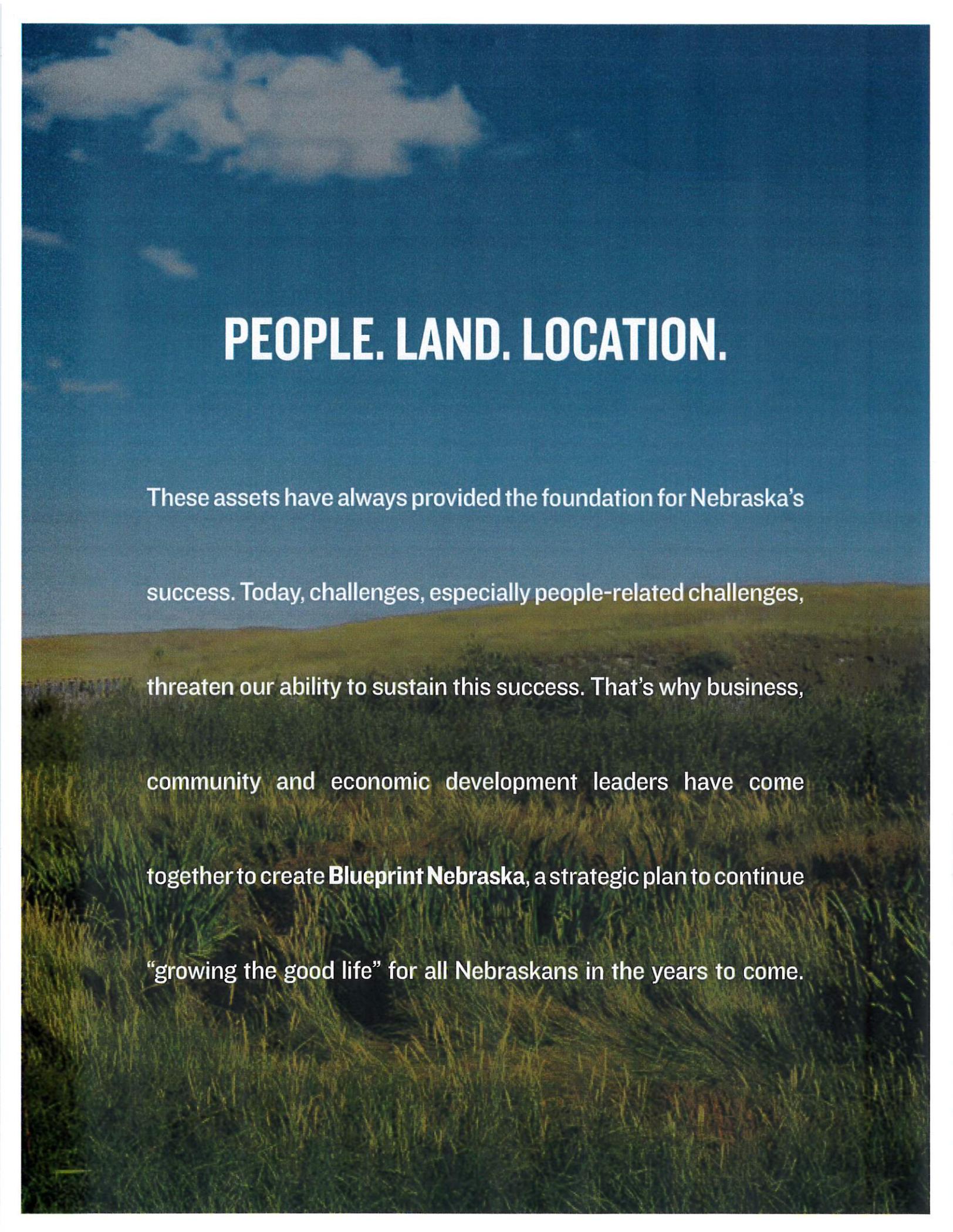
2. Adjourn

GROWING THE GOOD LIFE

Working to create a new standard of sustainable economic prosperity for all Nebraskans.

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PEOPLE. LAND. LOCATION.

These assets have always provided the foundation for Nebraska's success. Today, challenges, especially people-related challenges, threaten our ability to sustain this success. That's why business, community and economic development leaders have come together to create **Blueprint Nebraska**, a strategic plan to continue "growing the good life" for all Nebraskans in the years to come.

ECONOMIC CONTEXT

Nebraska has a rich history of success, powered by the state's most important assets: our people, our land, and our location.

Nebraska's success today is the direct result of the pragmatism, work ethic, and ingenuity of its people. While less densely populated than many states, Nebraska's 1.9 million dedicated people have shown they can build one of the strongest, most resilient economies in the country and even stronger, more resilient communities.¹

The state's labor market ranks among the most successful in the country. The unemployment rate stands at 2.9% — tied for #9 lowest.² Nebraska also has one of the highest labor market participation rates — 69.6%.³

A strong education system powers this labor market success. Nebraska ranks #6 among state education systems and ranks #4 in the country in high school graduation rates.⁴

Nebraska is also blessed with unmatched land resources that nourish our robust agricultural economy, which is our state's most specialized industry.⁵ Farms and ranches occupy about 91% of the land — 45.2 million acres. With nearly 23 million acres of rangeland and pastureland, Nebraska not surprisingly leads the nation in beef exports (\$1.26 billion).⁶

The state's crop and ethanol production are equally impressive. Nebraska is the #2 U.S. producer of hay, pinto beans, and ethanol.⁷ Across all states, Nebraska ranks #5 in total agricultural GDP — a gigantic feat considering that much larger states, California and Texas, rank #1 and #2, respectively.⁸

Nebraska's physical location at the heart of the continental United States makes it a natural business hub for the rest of the country, across many industries. Nebraska is a natural conductor for the flow of goods across the country. The state is within a two-day drive to major cities of the East Coast, West Coast, Mexico, and Canada.⁹



Home to the largest railroad in the nation and two of the top 10 trucking companies, Nebraska has long attracted companies seeking a strategic location near distribution channels.¹⁰ Today, Nebraska boasts one of the highest concentrations of Fortune 500 companies in the country.¹¹ Many of the largest financial and insurance companies in the U.S. have taken advantage of Nebraska's central time zone to connect with businesses across the country.

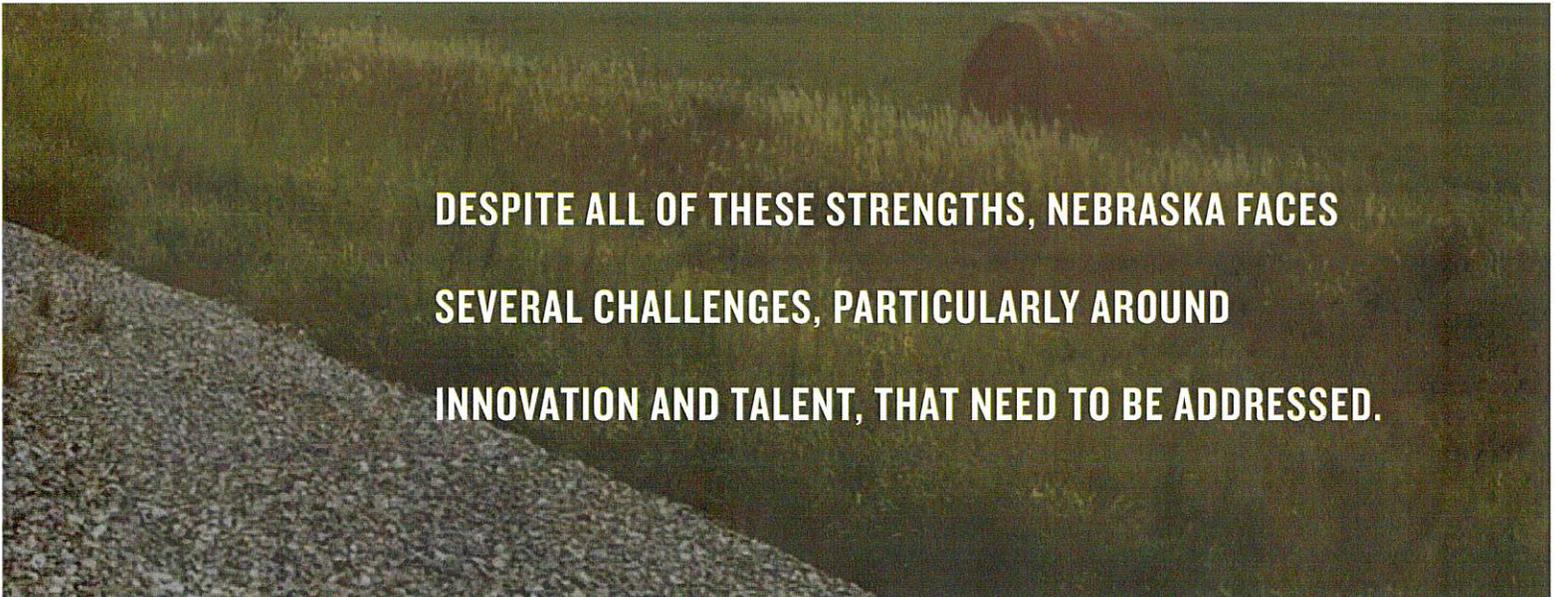
Despite all of these strengths, Nebraska faces several challenges, particularly around innovation and talent, that need to be addressed.

In recent years, Nebraska has not kept pace with peer states on fostering innovation. Innovation requires technological know-how and emboldened entrepreneurs. A strong labor market with STEM expertise is often a leading indicator of future success. In 2017, the share of STEM graduates in Nebraska's universities was low — ranking the state #36.¹² Nebraska ranked #35 in new entrepreneurs.¹³

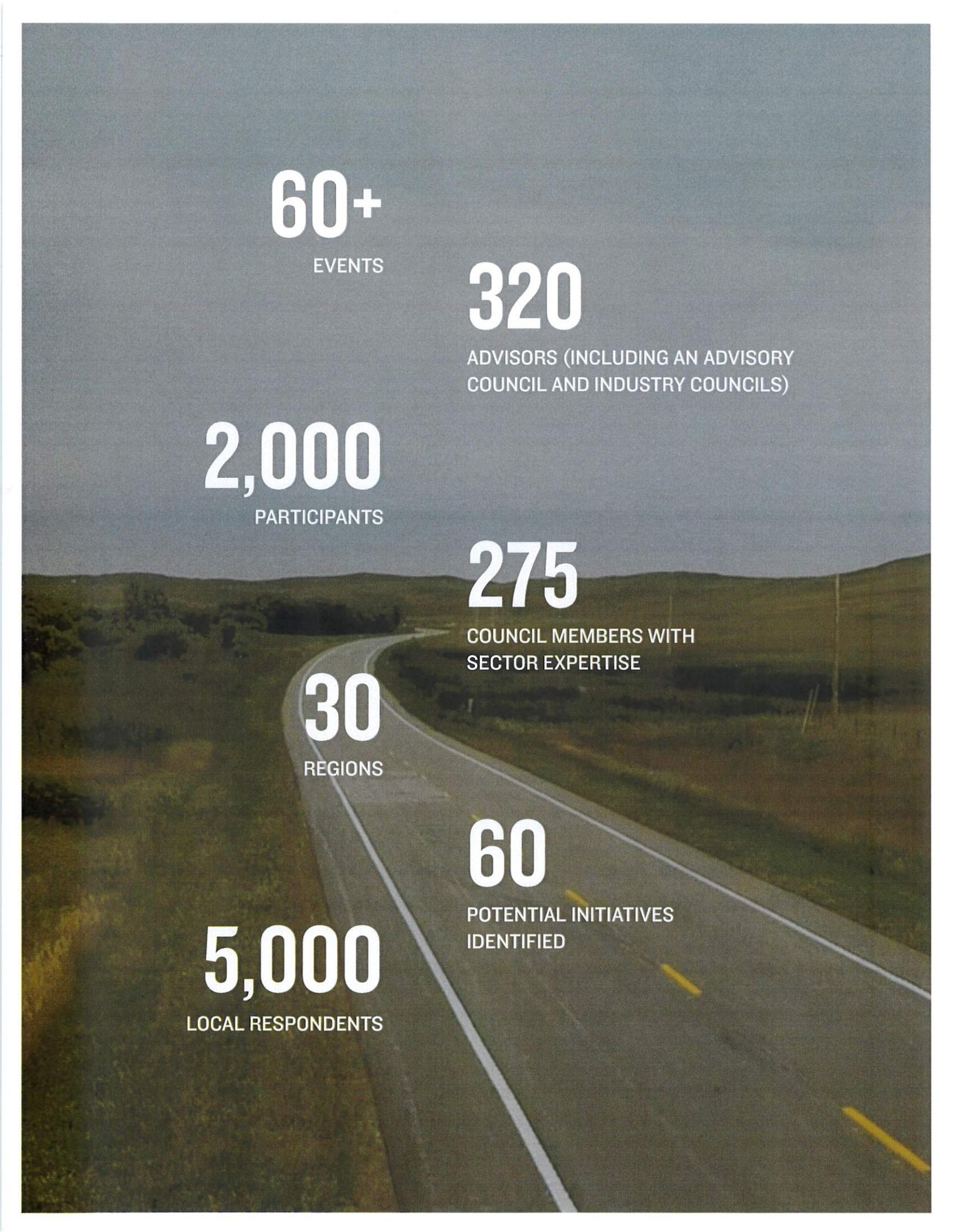
Furthermore, Nebraska's venture capital funding remains low compared with the rest of the nation. Ranking #29 for venture capital deployed as a percent of GDP, Nebraska has one of the lowest startup densities in the nation.¹⁴ To remain a vibrant place for business, the state must create an environment that better enables entrepreneurs and their companies to succeed.

Nebraska also has difficulty retaining and attracting young talent. Ranked #39 among all states, Nebraska recorded one of the lowest growth rates (0.5%) for the population 25-29-years old, 2013-2018.¹⁵ Nebraska is losing people in the war for talent to other states. In 2018, the state lost about 3,300 residents to other states.³

We believe we have the assets and strengths to overcome these challenges. As anyone who has made Nebraska their home knows, our state offers outstanding quality of life at an affordable cost of living, with ample jobs for everyone across multiple sectors.¹⁶



**DESPITE ALL OF THESE STRENGTHS, NEBRASKA FACES
SEVERAL CHALLENGES, PARTICULARLY AROUND
INNOVATION AND TALENT, THAT NEED TO BE ADDRESSED.**



60+

EVENTS

320

ADVISORS (INCLUDING AN ADVISORY
COUNCIL AND INDUSTRY COUNCILS)

2,000

PARTICIPANTS

275

COUNCIL MEMBERS WITH
SECTOR EXPERTISE

30

REGIONS

60

POTENTIAL INITIATIVES
IDENTIFIED

5,000

LOCAL RESPONDENTS

OUR VISION FOR THE FUTURE

To ensure that we harness our strengths to continue growing and address the challenges that threaten our growth, a group of business, industry, and civic leaders worked together to develop Blueprint Nebraska, a strategic plan aimed at creating a new standard of prosperity for all Nebraskans.

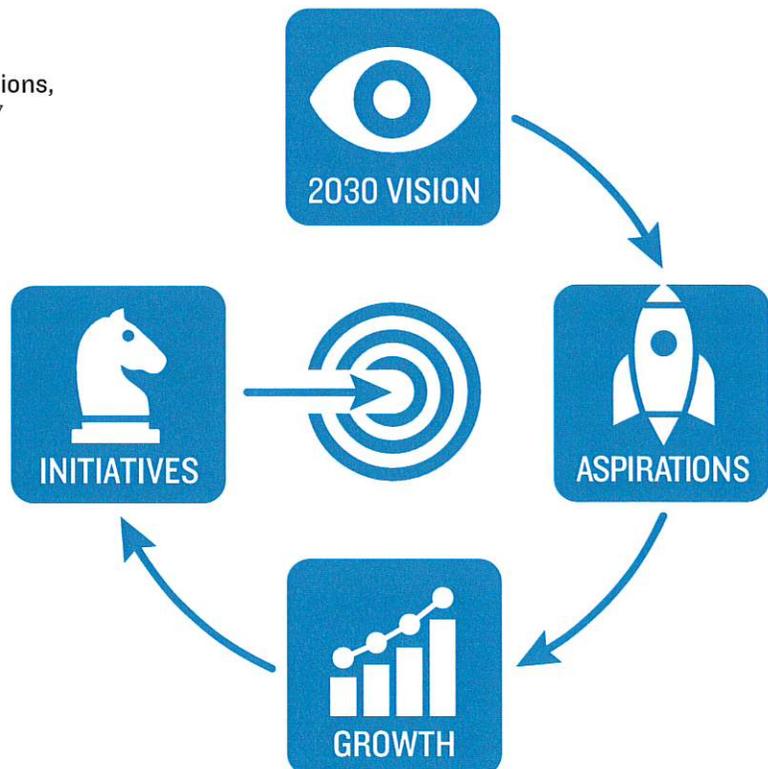
Since April 2018, Blueprint Nebraska has engaged local stakeholders in identifying the state's core challenges and charting a roadmap toward pragmatic, strategic initiatives that can shape our future. With the help of over 320 advisors — an advisory council, industry councils, and more than 275 council members with sector expertise — Blueprint Nebraska identified over 60 potential initiatives.

Based on community engagement and feedback, including more than 60 events with 2,000 participants across 30 regions of the state and a community survey of some 5,000 local respondents, we prioritized a portfolio of 15 initiatives that have the highest potential for broad and relatively quick impact. The remaining 45 initiatives easily fell into the category of supportive initiatives, extremely important in their own right, that will both gain from and contribute to the final 15.

All of this feedback generated a shared ambition for Nebraska's future that we translated into a vision for 2030, five aspirations, and four growth themes, all supported by the high-priority initiatives (Exhibit I). Later, as the project moves from planning to delivery, these high-priority initiatives and the resulting detailed tasks will be weighed according to individual business cases and overall prioritization, with an emphasis on remaining fiscally responsible, a trait that has served as both an asset and advantage to the Cornhusker State.

EXHIBIT I

2030 vision, aspirations, and growth themes¹⁷



OUR 2030 VISION

The blueprint defines our vision for 2030: **Growing the Good Life. Our people, land, and location will propel Nebraska to be the most welcoming Midwest state for youth, talent, investment, and commerce and a national model for continuous growth and prosperity.**

2 OUR ASPIRATIONS

Blueprint Nebraska translates this vision into five aspirations – goals we must meet to realize our vision.³

Jobs

Retain our workforce talent and prepare our workers for today's and tomorrow's jobs by **leading peer states in overall job growth.**

Quality of life

Provide high quality of life that makes Nebraska attractive to a qualified workforce by **leading peer states in the quality-of-life ranking.**

Young Population

Attract new residents to the state by **leading peer states in building the population of 18-34 year-olds.**

Income

Enable the creation of high-paying jobs for Nebraskans in high-growth sectors through productivity improvements by **leading peer states in net, or cost-of-living-adjusted, median income growth.**

R&D Investment

Accelerate the adoption of technology across industries and unlock innovation that creates growth by **leading peer states in research and development (R&D) investment.**

³Peer states include: Iowa, Kansas, Minnesota, Missouri, North Dakota, Oklahoma, South Dakota, Wisconsin



3 OUR GROWTH THEMES

To achieve these aspirations, the strategic plan defines four growth themes, all supported by initiatives that the blueprint recommends implementing:



People

Powering our economy with people by retaining residents, attracting new Nebraskans, and tapping our universities to equip people with high-demand skills.



Places

Reimagining and connecting our places with vibrant and livable rural communities and metropolitan areas.



Government

Building a simpler, more efficient and effective government that helps make Nebraska one of the simplest, most cost-effective places to live, work, raise a family and start or grow a business.



Sectors

Growing our most promising industry sectors by developing high-wage, high-growth industries and boosting innovation.



4 OUR HIGH-PRIORITY AND SUPPORTING INITIATIVES

Executed in concert, these growth themes and the 15 high-priority initiatives will grow the good life promise to have significant, mutually reinforcing impact across the state (Exhibit 2).

Together, these initiatives will transform our state by 2030. In just one decade, these initiatives will:

- Create the best odds in the country of landing a good job and enjoying a good life.
- Give Nebraska the best mid-sized metro area transit; the most arts, culture, and recreation per capita; and the most vibrant rural main streets in the country.
- Make Nebraska the easiest place to live, work, raise a family and start or grow a business, thanks to the most efficient state government in the country.
- Build the agricultural technology hub of the world and make Nebraska the best place in the country to bring automation and other tech innovation to diverse industries.

In more concrete terms, by 2030, these initiatives will create 25,000 jobs and add \$15,000 to the annual income of every Nebraskan. The initiatives will make Nebraska a top 3 state in which to live and bring 43,000 new 18-34 year-old residents to the state. The initiatives will secure additional annual investment in R&D of \$200 million.³

We are proud to have united around a commitment to transform our state by implementing these 15 initiatives. While we have much work ahead of us, we should celebrate the achievement represented by the blueprint. Our cross-sector, cross-industry, cross-party, and cross-community commitment to, and alignment around, our collective future is unprecedented. Our blueprint can realize the potential created by our people, land, and location and meet the challenges that threaten growth in our state. We can create a new standard of prosperity for all Nebraskans.



EXHIBIT 2: Overview of Blueprint Nebraska's initiatives and the aspirations they address.

Theme	Initiative	Jobs	Quality of life	Young population	Income	R&D
People	Scale public-private partnerships that deliver internships, apprenticeships, and customized workforce solutions	✓	✓	✓	✓	
	Revolutionize all educational segments from early childhood to career	✓	✓		✓	
	Promote diversity and inclusion to retain and attract talent, and connect communities across the state		✓	✓		
	Launch a "Choose Nebraska" campaign		✓	✓		
Places	Rejuvenate our communities, town centers, and meeting places through targeted investments	✓	✓	✓	✓	✓
	Increase rural broadband access and make our large and small cities national models for rapid 5G network scale-up	✓	✓	✓		✓
	Expand Nebraska's transportation connectivity	✓	✓			✓
	Build an additional 30,000 to 50,000 achievable, livable housing units		✓	✓		
Govt.	Realign Nebraska's tax strategy to promote statewide economic growth and prosperity	✓		✓	✓	✓
	Reimagine government services by improving business climate and citizen experience	✓	✓		✓	✓
	Optimize Nebraska's incentives strategy	✓			✓	✓
Sectors	Diversify, expand, and improve the productivity of Nebraska's agri-business cluster	✓			✓	✓
	Build a pipeline of tech founders in sectors linked to Nebraska's core industries by creating entrepreneurship zones and innovation hubs	✓			✓	✓
	Create a multi-partner manufacturing innovation center of excellence	✓			✓	✓
	Develop fintech, banking, and insure-tech partnerships	✓			✓	✓





POWERING OUR ECONOMY WITH PEOPLE

We propose to continue powering our economy with people by increasing the top talent in our state, keeping unemployment rates low, and leading the nation in PK-12 and higher education rankings, and continuing to make Nebraska a welcoming place for everyone.

This translates into four high-priority initiatives.

1. **Scale public-private partnerships that create more internships and apprenticeships per capita and customized workforce solutions than any state in the Midwest** to meet the needs of expanding and relocating companies.

This initiative will require increasing collaboration between business and education and building upon the work by our chambers of commerce, educational institutions and state agencies to develop public-private workforce partnerships. This initiative will unify and scale current efforts to create a model public-private partnership for the country.

When successful, this partnership will give our young people the best odds in the country of securing an internship or apprenticeship.

2. **Revolutionize all educational segments from early childhood to career, making Nebraska the nation's leader in lifelong learning and preparing people for the jobs of the future and prosperous careers in targeted growth sectors.** This initiative will require understanding the current situation (e.g., further developing the longitudinal data system), fostering collaboration between education providers and businesses, providing educational support and services (e.g., child care), and strengthening support for education (e.g., revising funding mechanisms and allocations).
3. **Expand our efforts to promote diversity and inclusion to retain and attract talent and connect communities across the state and make Nebraska the most welcoming state in the Midwest.** This initiative will require developing and delivering community exchange programs and diversity and inclusion leadership programs.
4. **Launch a "Choose Nebraska" campaign so that Nebraska leads the Midwest in attracting 18-34-year-olds.** The initiative will require conducting a survey to understand target audience preferences, identifying markets, increasing offerings (e.g., incentives and cultural opportunities), and conducting a recruitment campaign in the identified markets.







REIMAGINING AND CONNECTING OUR PLACES

We propose to reimagine and connect our places by maintaining a cost-of-living advantage, increasing social and civic engagement, and improving transportation and broadband connectivity within Nebraska and with the rest of the country and the world.

This translates into four high-priority initiatives.

- 1. Rejuvenate our communities, town centers, and meeting places through targeted investments (e.g., arts, entertainment, recreation, and community planning), creating the best places to live, work, raise a family and play in the Midwest.** This initiative will further empower community members to play an active role in revitalization and facilitating investment in communities' top priorities, which we know will include arts, entertainment, and recreation.
- 2. Increase rural broadband access, and make Nebraska's large and small communities national models for rapid 5G network scale-up to achieve a quantum leap in digital connectivity.** This initiative will require quantifying the opportunity to determine priority areas and appropriate technology, securing resources to finance the initiative, and expanding coverage, potentially by partnering with local ISPs, utility companies, and nonprofits to build out the network.
- 3. Develop one of the nation's leading inland logistics and industrial hubs, new East-West and international air services, and the nation's model for public transit in mid-sized metropolitan areas, making Nebraska the most connected state in the country.** This initiative will leverage our strengths in ingenuity, geographic location and transportation networks to help identify opportunities for developing partnerships in the public and private sectors.
- 4. Build an additional 30,000 to 50,000 achievable, livable housing units, making Nebraska the national housing model for coordinated public-private delivery of resources, community housing leadership, and housing affordability and sustainability.** This initiative will scale current state and regional initiatives and help local communities become more knowledgeable about public-private housing opportunities, housing incentives and innovative ways to improve housing affordability.



BUILDING A SIMPLER, MORE EFFICIENT AND EFFECTIVE GOVERNMENT

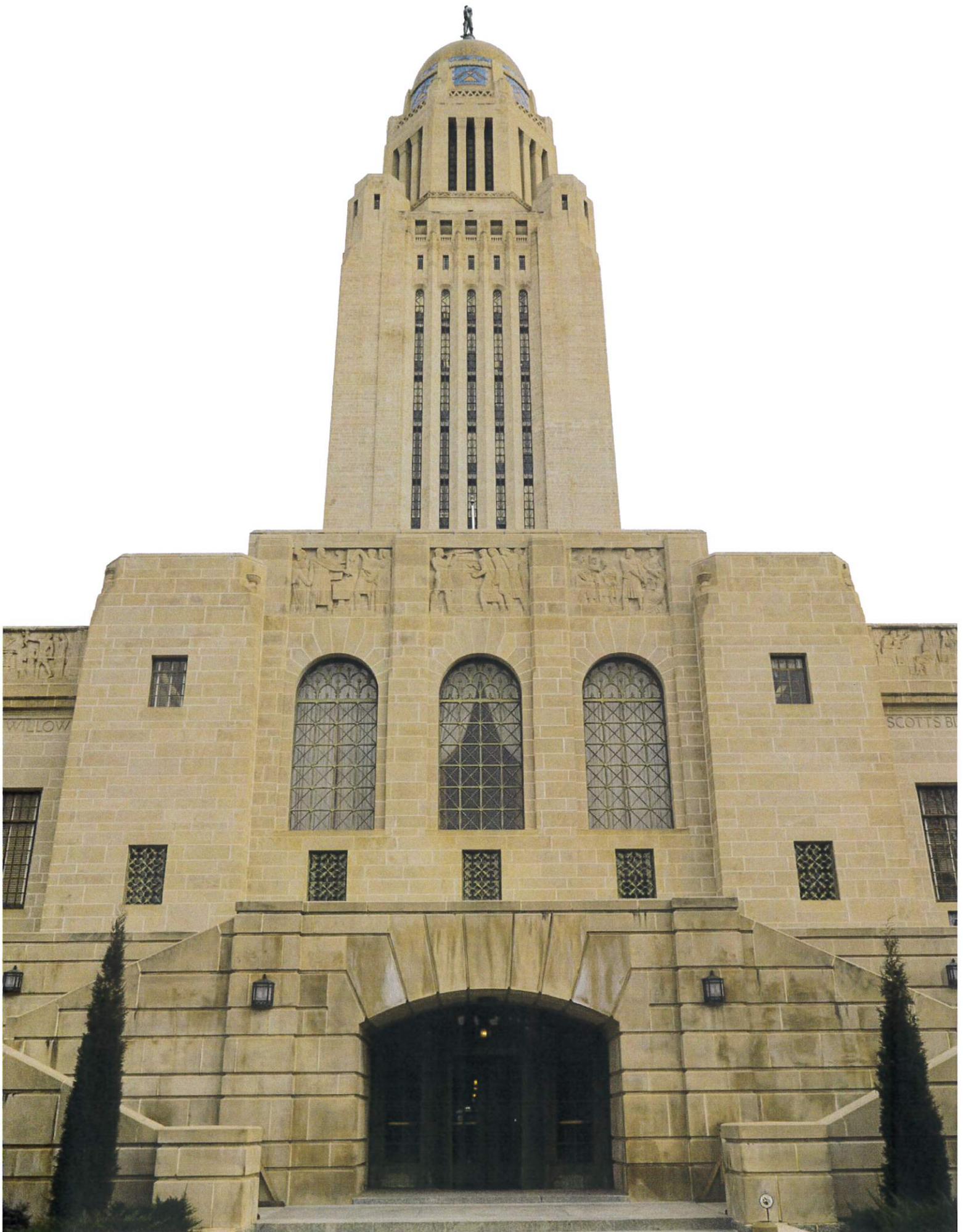
We propose to build a simpler, more efficient and effective government by continuing efforts to control government spending, expanding upon increases in government efficiencies, and realigning the state's tax structure and incentives strategy. This will make Nebraska a simpler, lower-cost place to live, work, raise a family and start or grow a business.

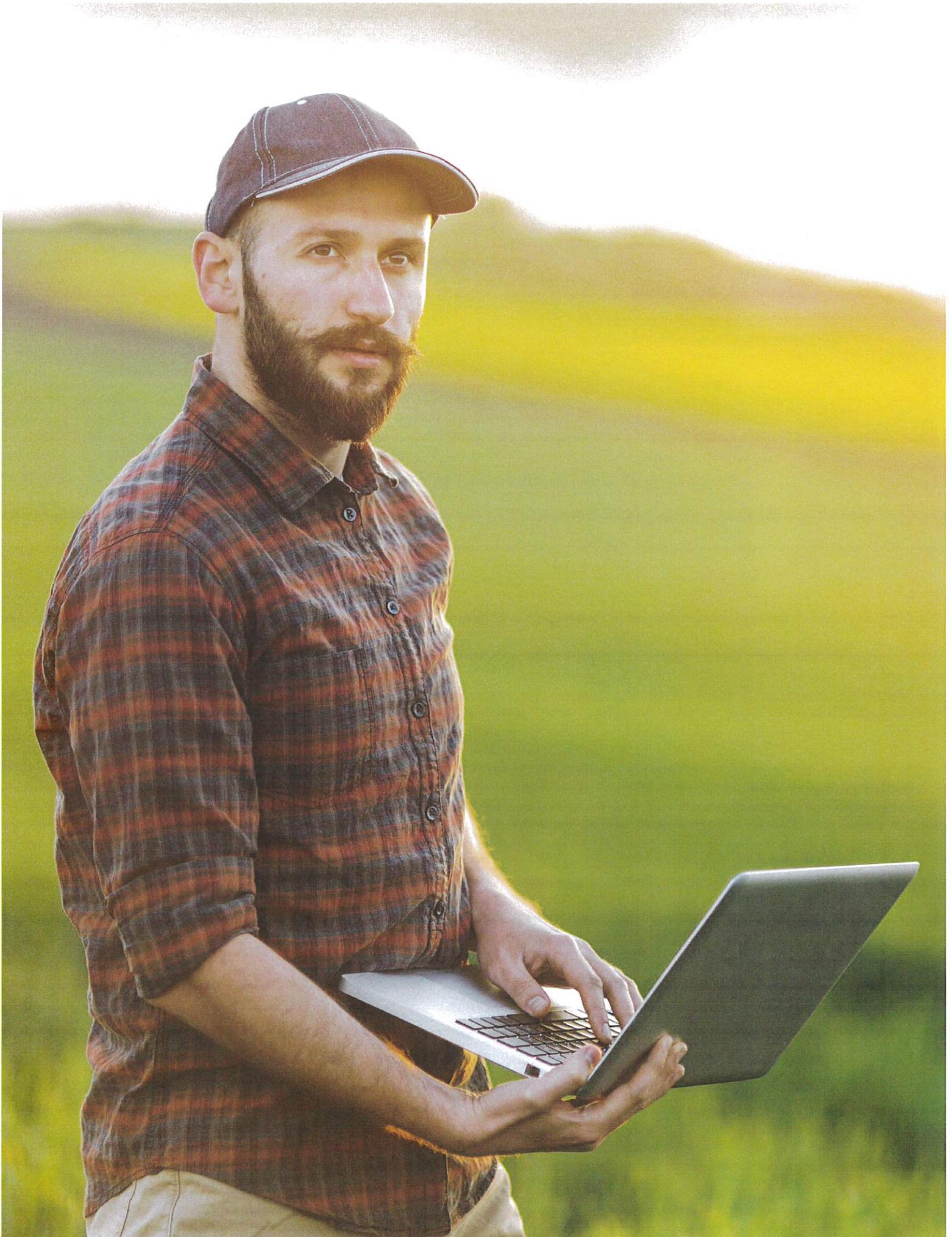
This translates into three high-priority initiatives.

1. **Realign Nebraska's tax structure to promote statewide economic growth and prosperity, making Nebraska the most competitive state in the Midwest.** This is a bold ambition, but a fiscally responsible and nimble Nebraska has great odds of revolutionizing tax burdens.

The initiative will require commissioning a nonpartisan study to reconsider tax policy with the goal of maximizing growth and opportunity for all and then introducing a "clean-sheet" tax program that will keep tax burdens as competitive, efficient, and equitable as possible.

2. **Reimagine government services through digitization, consolidation, and further elimination of red tape and waste, creating the most effective and cost-efficient state government in the Midwest.** This initiative will aim to build upon recent gains in state government efficiencies by identifying additional opportunities to transform, restructure, and digitize the provision of state and local government services. This will enable us to deliver more services with less and free up resources to fund our bold, high-priority initiatives (e.g., education and workforce, physical and virtual infrastructure, innovation and R&D).
3. **Optimize Nebraska's incentives strategy to motivate target growth sectors, making Nebraska's incentives program the most efficient in the Midwest.** This initiative will require developing a holistic incentives strategy that includes targets, priority sectors, and best practices to increase efficiency.







GROWING OUR MOST PROMISING INDUSTRY SECTORS

We propose to grow our most promising industry sectors by increasing productivity, the number of entrepreneurs, and R&D investment in the state's economy, especially in high-tech sectors and in the most innovative parts of traditional sectors.

This translates into four high-priority initiatives.

- 1. Diversify, expand, and improve the productivity of Nebraska's agri-business cluster (e.g., ag-tech, food manufacturing, and machinery industries) to increase demand for production and to create additional global leadership in value-added, 21st-century agriculture.** This initiative will require investing in bio-based manufacturing, promoting research partnerships, and providing support services to stimulate investment.
- 2. Build a pipeline of founders in tech sectors linked to Nebraska's core industries — med-tech, ed-tech, design-tech, fin-tech and insure-tech, ag-tech, and transportation and logistics technologies — creating the Midwest's leading tech cluster of R&D and innovation.** This initiative will require building entrepreneurship zones and innovation hubs to attract investment (e.g., R&D and venture capital) and a tech cluster that will promote local entrepreneurship.
- 3. Create a multi-partner manufacturing innovation center of excellence, focused on Industry 4.0/automation, to make Nebraska the Midwest leader in next-generation manufacturing.** This initiative will require launching a venture capital investment fund, creating productivity incentives, and providing resources and technical support (e.g., infrastructure and training) to boost the adoption of advanced manufacturing technology.
- 4. Develop fin-tech, banking, and insure-tech partnerships that will strengthen and diversify the financial services cluster, making Nebraska the Midwest leader in financial innovation.** This initiative will require identifying a focus within fin-tech (e.g., reg-tech), attracting emerging companies in the space and fin-tech talent, and creating the right environment for the partnerships to flourish (e.g., collaboration spaces).

OUR PATH FORWARD

This strategic plan lays the foundation for growing the good life in Nebraska. We have taken a bold path in committing to 15 high-priority initiatives that promise to transform our state by 2030. But Blueprint Nebraska was born in response to a widespread and spirited call-to-action: ensure a better tomorrow. Only with continued collective efforts by public- and private-sector leaders can the state capitalize on its strategic assets of people, land, and location to build a brighter future for Nebraskans and their families.

To make our 2030 vision, aspirations, growth themes, and initiatives a reality, we need dedicated teams and detailed implementation plans. We need Nebraska's government, educational, business and community leaders committed to, and enthusiastic about, implementing the initiatives outlined in this blueprint to provide the necessary governance and processes for successful execution.

We will adopt a modified organizational structure to facilitate the shift from planning to delivery based on breakthrough delivery best practices. This new delivery system will include a modified Blueprint Nebraska Steering Committee, the Blueprint Nebraska Executive Director and staff, growth theme steering committees, and initiative owners and initiative teams.

We see four critical next steps to move from blueprint to reality:

- Establish and empower a "delivery unit," a dedicated implementation team, to enable fast decision-making, foster collaboration across stakeholders, manage performance, resolve bottlenecks, and take corrective actions to get lagging performance back on track.
- Track and measure outcomes against detailed business cases, work plans and initiative-level key performance indicators (KPIs) to ensure the progress and success of our high-priority initiatives.
- Build the capabilities of key stakeholders and partners so they can assume key roles in implementation and lend their expertise to growing the good life in Nebraska.
- Communicate progress and impact to the business community and the broader public to create and sustain wide stakeholder engagement and enthusiasm.

We will sequence the rollout of our initiatives in three waves, beginning in Q4 2019, and will launch approximately five initiatives per quarter.

Everyone at Blueprint Nebraska is committed to achieving our vision and our aspirations. We recognize how lofty our goals are, and we know that dedication and collaboration will be critical. Together, we can build an even greater Nebraska.



FOOTNOTES

- ¹ U.S. Census Bureau, "Quick Facts," 2018
- ² U.S. Bureau of Labor Statistics, "Local Area Unemployment Statistics," 2019
- ³ Ibid
- ⁴ *U.S. News & World Report*, "Best States Rankings," 2019
- ⁵ Economic Modeling Specialists International (Emsi), "Industry Table," 2018
- ⁶ Nebraska Department of Agriculture, "Nebraska Agriculture Fact Card," 2019
- ⁷ Nebraska Department of Agriculture, "Nebraska Agriculture Fact Card," 2019; U.S. Energy Information Administration, "U.S. ethanol production capacity continues to increase," 2019
- ⁸ U.S. Bureau of Economic Analysis, "Gross domestic product (GDP) by state: Agriculture, forestry, fishing, and hunting," 2018
- ⁹ Google, "Google Maps," 2019
- ¹⁰ Nebraska Department of Economic Development, "Nebraska Transportation, Warehousing, Distribution, and Logistics Advantages," 2016
- ¹¹ Statista, "Number of U.S. companies listed in the Fortune 500 ranking in 2018, by state," 2018
- ¹² Economic Modeling Specialists International (Emsi), "Program Map," 2017
- ¹³ Kauffman Foundation, "Indicators of Entrepreneurship," 2017
- ¹⁴ National Science Foundation, "Science & Engineering Indicators 2018," 2018; Kauffman Foundation, "Indicators of Entrepreneurship," 2017
- ¹⁵ U.S. Census Bureau, "American Community Survey," 2018
- ¹⁶ Missouri Economic Research and Information Center, "Cost of Living Data Series First Quarter 2019," 2019
- ¹⁷ Moody's Analytics, "Data Buffet," 2018; Forbes, "Best States for Business," 2018; U.S., Census Bureau, "Historical Income Tables," 2017; Economic Modeling Specialists International (Emsi), "Industry Table," 2018; National Science Foundation, "Science & Engineering Indicators 2018," 2018

CLERK/POLICE

2019

Utility Deposits		
Electric	\$	150.00
Water	\$	75.00
Sewer	\$	75.00
Reconnect Fees	\$	75.00
Overtime Rate	\$	100.00
Bad Checks	\$	50.00
Vendor's Permit	\$	25.00
Route Vendor	\$	100.00
Copies	\$	0.50
Color	\$	1.00
CAD Maps (24" wide)	\$	15.00
CAD Maps (36" wide)	\$	20.00
CAD Maps (42" wide)	\$	25.00
Digital Scan per page	\$	10.00
Electronic Media (i.e. CD's)		\$25.00
Faxes (per page)	\$	2.00
International Faxes (per page)	\$	6.00
Clearing Snow and Ice (per hr w/ min. of 1 hr)	\$	75.00
Mowing (per hr w/ min. of 1 hr)	\$	300.00
Water/Sewer Hook-ups		
Residential	\$	250.00
Commercial	\$	500.00
Tapping Fee	\$	60.00
Well Permit Fee		
Non-Domestic - over 100 gpm		\$200 + Engineering Fee
Domestic - less than 100 gpm		
Meter Testing		
Residential	\$	30.00
Non-Residential	\$	50.00
Specially Req. Bldg Inspect.	\$	30.00
Garbage Haulers		
Class A Permit	\$	400.00
Class B Permit	\$	30.00

CLERK/POLICE

Plumber Permits		
New	\$	100.00
Renewal	\$	50.00
Electrician Permits		
New	\$	100.00
Renewal	\$	50.00
Pawnbroker Permit	\$	50.00
ATV & Utility Vehicle Permit - Annually	\$	75.00
ATV & Utility Vehicle Operator's Permit - Annually	\$	25.00
Vehicle Storage (Per Day Outside)	\$	10.00
(Per Day Inside)	\$	25.00
Impounded Vehicle	\$	150.00 or actual amount of tow bill if over
Parking Fines:		
Paid within first five days	\$	15.00
Paid between 6-15 days	\$	30.00
Paid after 15 days	\$	45.00
Police Reports		\$5.00 up to 6 pages \$0.50 per page over 6 pgs
Dog/Cat License	\$	6.00 Annual renewal or new issue \$21.00 Delinquent Registration after May 31st
Fingerprints	\$	20.00
Firearms Purchase Permit	\$	5.00 permit
Lamination (optional)	\$	2.00 In addition to permit fee
Campground Parking Fee (per day) w/ 10 day limitation		\$15 Effect 8/1/16
Animal Impound		\$25.00 Plus vet fees
Bike Registration		\$3.00 One-time fee

BUILDING/PLANNING

2019

Excavation Permit	\$	25.00
Annual Fee	\$	250.00

Moving Permit

Primary	\$	200.00
Accessory	\$	50.00

Razing Permits

Residential & Commercial	\$	75.00
Accessory Structures (includes garages)	\$	25.00

Plan Review Fee (non-refundable)

1. Inspections outside of normal business hours; \$35 plus \$25/hour after first hour and expenses at actual cost.
2. Reinspections fees assessed under the provisions of Sec. 305(g), \$35 plus \$25/hour after first hour and expenses at actual cost.
3. Inspections for which no fee is specifically indicated; \$35 plus \$25/hour after first hour and expenses at actual cost.
4. Additional plan review required by changes, additions, or revisions to approve plans; \$35 plus \$25/hour after first hour and expenses at actual cost.
5. Inspections for Property Maintenance Code - \$35 plus \$25/hour after first hour and expenses at actual cost.

Fence Permit	\$	25.00
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Right-of-Way Permit for:

Deposit

Grass/Yard	\$	35.00	\$500 / or Bond
Sidewalk	\$	35.00	None
Driveway/Parking	\$	35.00	\$500 / or Bond
Street/Alley Paving (includes curb grinding)	\$	50.00	\$1,000 / or Bond
Unpaved Alley	\$	135.00	\$1,000 / or Bond

Rock for Alleys	\$	210.00	Property owner's half/City pays the other half
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Property Maintenance Fees

Initial Code Complaint Inspection; \$35 plus \$25/ hour after first hour and expenses at actual cost		
Final Inspection to Verify Compliance	\$	-
Failure to Meet 1st Notice Compliance Deadline	\$	300.00
Failure to Meet 2nd Notice Compliance Deadline	\$	300.00

Zoning Regulation

Amendment Text	\$	100.00
Amendment District/Map	\$	200.00

Variance Application (Board of Adjustment)	\$	200.00
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Use by Exception Application	\$	200.00
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Subdivision

BUILDING/PLANNING

Preliminary Plat	\$	100.00
Final	\$	200.00
Variance	\$	150.00
Lot Split/Admin. Subdivision	\$	150.00
Building Permits		
\$0 - \$5,000	\$	40.00
\$5,001 - \$25,000	\$	125.00
\$25,001 - \$50,000	\$	200.00
\$50,001 - \$100,000	\$	325.00
\$100,001 - \$200,000	\$	575.00
\$200,001 - \$300,000	\$	850.00
\$300,001 - \$400,000	\$	1,100.00
\$400,001 - \$500,000	\$	1,400.00
\$500,001 - \$1,000,000	\$	1,750.00
\$1,000,001 - \$1,500,000	\$	2,500.00
\$1,500,001 and up	\$	3,500.00

RENTALS

2019

Auditorium

Rental	\$	250.00
State Registered	\$	100.00
Youth	\$	35.00

North Meeting Room	\$	75.00
State Registered	\$	45.00
Breakfast/Lunch Mtgs	\$	45.00

Damage Deposit	\$	150.00
With Sound System	\$	200.00

Library/Sr Center Mtg Rm	\$	25.00
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Senior Center Rental	\$	150.00
Damage Deposit	\$	150.00

Fire Hall Rental	\$	200.00
Damage Deposit	\$	200.00

OCCUPATION TAXES/FRANCHISE FEES

2019

Occupation Taxes:

Telephone & Telecommunication		5%
Hotel		5%
Cable		5%
Fireworks	\$	100.00
Natural Gas Companies		
Residential		\$4.00 per month
Commercial		\$7.00 per month
Industrial		\$50.00 per month
Utility Franchise Fees:		
Electric		10.50%
Water		8.00%
Sewer		7%
Alcoholic Liquors		2x License Fee Per Statute
Non-Profit Class C		\$150
Special Designated Liquor Permits w/o a Catering License	\$	40.00

POOL AND COMMUNITY ACTIVITY CENTER

Pool		
Family Ticket	\$	125.00
Family +1 Pass	\$	165.00
(+1=babysitter/grandma/grandpa who must be present with the family children to use the pass)		
Individual Ticket	\$	85.00
Daily Admissions - Ages 13 - over	\$	5.00
Ages 3 - 12	\$	4.00
Age 2 and under		Free with paying adult
Non-Swimmer	\$	1.00
(Grandma/grandpa clearly not dressed to get into the pool)		
Swimming Lessons	\$	35.00
Swimming Parties	\$	100.00 per hour
Activity Center		
Family	\$	330.00
(Includes children 18 or under or meeting college requirements)		
Adult Married Couple	\$	255.00
Single Adult	\$	185.00
(Includes adults 19 or older not meeting college requirements)		
Senior Citizen Married Couple	\$	120.00
Senior Citizen	\$	95.00
(55 or older)		
Military Discount (current or retired)		
Family - year	\$	285.00
Family - 6 month	\$	185.00
Couple - year	\$	230.00
Couple - 6 month	\$	120.00
Single - year	\$	165.00
Single - 6 month	\$	95.00
College		
Full Calendar Year	\$	130.00
School Year	\$	110.00
(Available only Aug-May. This membership will always expire on WSC graduation day.)		
Semester (5 month)	\$	75.00
(ONLY available for purchase between Aug-May. Will always expire 5 mos from purchase)		
Summer	\$	70.00
College Married Couple	\$	205.00
(Includes married couple currently enrolled in college courses during current academic year.)		
High School (Grades 9-12)	\$	110.00
(Students enrolled in grades 9-12 during the current year.)		
Middle School (Grades 5-8)	\$	90.00
(Students enrolled in grades 5-8 during the current year.)		
Elementary School (Grades K-4)	\$	70.00
(Students enrolled in grades K-4 during the current year.)		

POOL AND COMMUNITY ACTIVITY CENTER

Punch Card (10 visits)	\$	36.00
Punch Card (5 visits)	\$	24.00

CORPORATE RATES

Family

6 - 25 Members	\$	300.00
26+	\$	285.00

Adult Couple

6 - 25 Members	\$	235.00
26+	\$	230.00

Adult Single

6 - 25 Members	\$	175.00
26+	\$	165.00

Daily Admissions - 18 and Older

	\$	5.00
Under 18	\$	4.00
Family Day Pass	\$	10.65

POOL AND COMMUNITY ACTIVITY CENTER

6 - Month Billing

Family	\$	220.00
Adult Married Couple	\$	140.00
Adult Single	\$	110.00
Senior Married Couple	\$	75.00
Senior Single	\$	55.00
College	\$	17.44
College Married Couple	\$	27.69
High School	\$	65.00
Middle School	\$	55.00
Elementary	\$	50.00

6 - Month Corporate Rates

Family 6-25	\$	50.00
Family 26+	\$	47.50
Adult Married Couple 6-25	\$	39.17
Adult Married Couple 26+	\$	38.33
Adult Single 6-25	\$	29.17
Adult Single 26+	\$	27.50

Locker Rentals (Annual)

Large	\$	35.00
Medium	\$	25.00
Small	\$	15.00

Community Room (per hour)

Member	\$	20.00
Non-Member	\$	40.00

Youth Center (per hour)

Member	\$	20.00
Non-Member	\$	40.00

Gym Court Space

1/4 gym floor	\$25/Hr
1/2 gym floor	\$50/hr

Gym Rental Rate (per day)

Non-Profit	\$250.00
For Profit	\$ 350.00

Full Gym/Facility Rental

\$ 100.00 per hr/min 6 hrs

Weight Watchers (monthly)

\$117.36

Personal Training

Member/Non-Member Same Price

30 Minute Session	\$	10.00
45 Minute Session	\$	15.00

POOL AND COMMUNITY ACTIVITY CENTER

1 Hour Session \$ 20.00

Introduction to Yoga

Single Class

\$ 5.00 Member

10 punch card

\$ 6.00 Non-Member

\$ 35.00 Member

\$ 40.00 Non-Member

Summer Club

Individual Days

\$ 20.00 Member

10 - day punch card

\$ 25.00 Non-Member

\$ 180.00 Member

\$ 230.00 Non-Member

Kids After School Program

Individual Day

\$ 5.00 Member

10 - day punch card

\$ 7.00 Non-Member

\$ 45.00 Member

2:00 Dismissal

\$ 65.00 Non-Member

\$ 9.00 Member

All Day (7 a.m. to 6 p.m. - only offered when no school)

\$ 14.00 Non-Member

\$ 24.00 Member

\$ 34.00 Non-Member

Merchandise

Replacement ID Cards

Key FOB - New (one-time fee effective 5/1/17)

One-Time Renewal Fee (for those that already \$ 10.00

have a key FOB and would renew membership \$ 5.00
and renew key FOB)

Leagues

Co-Ed Dodgeball - per team

\$ 100.00

Co-Ed Volleyball - per team

\$ 100.00

Women's Volleyball - per team

\$ 100.00

Men's Slow Pitch - per team

Chicken Days Slow Pitch Tournament - per team

\$ 350.00

Chicken Days Slow Pitch Tournament - per team

\$ 125.00

Baseball/Softball Field Rental

\$50 per field/per game

Field Usage

Hank Overin

\$300.00 per game

Sports Complex

\$200.00 per game

EQUIPMENT RENTAL, MATERIALS AND LABOR

	2019
Service call after hours & holidays (includes man & vehicle)	1/2 hr min - \$45 1 hr - \$65
Service call regular hours (includes man & vehicle)	1/2 hr min - \$35 1 hr - \$50
Vehicles leaving town	\$1.25 per mile
*Street Sander	\$125 per hr (1 hr min)
*Air Compressor (in City limits)	\$100 first hr \$25 each add hr
Air Compressor Tools	\$135 per day
*Backhoe (minimum charge - \$60)	\$135 per hr
*Concrete Saw (minimum charge - \$50)	\$5 per ft
Dump Truck, with driver (minimum charge - \$60)	\$120 per hr
Dump Truck, with driver (minimum charge - \$90)	
*Street Sweeper	\$125 first hr \$75 each add hr
*Street Flusher	\$125 per 1500 gal load
*Two-yard Loader, with driver (minimum charge - \$130)	\$130 per hr
*Two-yard Loader and Snow Blower, with driver	\$150 per hr
*Tractor and Mower (minimum charge - \$300)	\$300 per hr
Push Mower, Weed Eater, or Hand Sprayer (minimum charge - \$300)	\$300 per hr
Genie Lift (plus city employee labor)	\$100 per hr
2" Water Pump	\$50 first hr \$15 each add hr
3" Water Pump	\$60 first hr \$25 each add hr
3" Hydraulic Pump (minimum charge - \$25)	\$60 first hr \$25 each add hr
4" Water Pump	\$90 first hr \$35 each add hr
Parts and Materials	Cost plus 50%

EQUIPMENT RENTAL, MATERIALS AND LABOR

*Sewer Jet (greater of minimum charge or footage charge)	
With City limits (minimum charge)	\$80 per hr
Outside City limits & mileage (minimum charge)	\$120 per hr
Footage charge	\$.60/ft (0-300')
	\$.50/ft (over 300')
*Jet/Vac Trailer	\$150 per hr
*Digger and Bucket Trucks	\$150 per hr
*Trenching	\$90 per hr
*Vibrator	\$50 per hr
*Skid Loader	\$100 per hr
Barricades	\$12 per day/per barricade
Cones	\$2 per day/per cone
Barrels	\$4 per day/per barrel
Signs	\$7 per day/per sign
*Plus Operator	

**CITY OF WAYNE HEALTH INSURANCE AND
GENERAL BENEFITS SUMMARY**

Adjusted Rates by United Health Care

No physical and tobacco users

20% & 30%		2019 MONTHLY PREMIUM	January 1st New Bi-Weekly Ded	2018 Old Bi-Weekly Ded	January 1st Difference
CATEGORY					
1	Employee	533.65	49.26	44.23	5.03
2	Employee/Spouse	1,067.30	123.15	110.57	12.58
3	Employee/Child	987.25	112.07	100.62	11.45
4	Family	1,520.90	185.96	166.96	19.00

**Employee or spouse get physical or non-tobacco use - 7.5% Discount
Single - 12.5% emp - 87.5% city; Family portion 22.5% emp -
77.5% city**

		2019 MONTHLY PREMIUM	January 1st New Bi-Weekly Ded	2018 Old Bi-Weekly Ded	January 1st Difference
CATEGORY					
1	Employee	533.65	30.79	27.64	3.15
2	Employee/Spouse	1,067.30	86.21	77.40	8.81
3	Employee/Child	987.25	77.89	69.93	7.96
4	Family	1,520.90	133.31	119.69	13.62

**Both employee and spouse get physical & non-tobacco use - 15%
Discount
Single - 5% emp - 95% city; Family portion 15% emp - 85% city**

		2019 MONTHLY PREMIUM	January 1st New Bi-Weekly Ded	2018 Old Bi-Weekly Ded	January 1st Difference
CATEGORY					
1	Employee	533.65	12.32	11.06	1.26
2	Employee/Spouse	1,067.30	49.27	44.23	5.04
3	Employee/Child	987.25	43.72	39.25	4.47
4	Family	1,520.90	80.67	72.43	8.24

**CITY OF WAYNE HEALTH INSURANCE AND
GENERAL BENEFITS SUMMARY**

Please see attached document for more in depth description of what this plan covers.

Health and Major Medical Insurance:

PPO program with no limit for maximum major medical expenses.

2019 Deductibles will be \$2,000 for single and \$4,000 for family coverage in the PPO. The employer is self-insuring (80/20) a \$6,550 deductible for single and a \$13,100 deductible for family after meeting either one or two deductibles. An eligible employee qualifies on the first day of the month following 30 days of continuous employment.

The City will pay 80% of the premium for single employee and 70% for family coverage. The employee will pay 20% of the premium for single coverage and 30% for family coverage.

As an incentive for the employee and family to reduce the deductible to \$1,500 for single and \$3,000 for family coverage paid for by the City, the following must be met:

- Employee and spouse 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.

Effective 5/1/17, as an additional incentive for the employee and family to reduce the portion of the premium they pay bi-weekly for single and family coverage, the following must be met:

- **Employee and spouse must be non-tobacco users. The City reserves the right to verify this by nicotine blood test (credit of 7.5% employee and 7.5% spouse – total 15%); and**
- **Employee and spouse must have annual physicals as provided in the plan (credit of 7.5% employee and 7.5% spouse – total 15%).**

The City will pay for any portion of a routine annual physical that is not covered 100% by the health insurance provider after 5/1/17.

Pre-op physicals will not count as having an annual physical after 5/1/17.

**CITY OF WAYNE HEALTH INSURANCE AND
GENERAL BENEFITS SUMMARY**

**The City of Wayne Medical Reimbursement Plan is a credible coverage plan according to the "Centers for Medicare and Medicaid Services" (CMS) guidelines.*

Gary Boehle, Agent
First National Agency
411 E. 7th Street
Wayne, NE 68787
(402) 375-2511

Betty A. McGuire
Plan Administrator

The Employer will self-insure vision as follows:

Vision: \$10 co-pay per exam
 50% discount for eyeglasses
 25% discount for contacts

 \$100 for Safety Glasses

Life Insurance:

The City pays for group life insurance. The amount of insurance equals one times (1x) the annual salary to the next highest \$1,000. This benefit is effective the first day of the month following 30 days of employment.

In addition, there is a \$15,000 life insurance policy associated with the health plan.

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.

Retirement:

The City of Wayne provides a deferred compensation retirement savings plan to eligible employees, 401(a) Money Purchase Plan, and a Roth IRA 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. The City will contribute 6% of their annual base salary to the 401(a) Money Purchase Plan.

**CITY OF WAYNE HEALTH INSURANCE AND
GENERAL BENEFITS SUMMARY**

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 7.0% employee, 7.0% 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.

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.

Holidays:

The following days and any other days designated by the Mayor and City Council shall be official holidays for the City government:

New Year's Day	Set by Federal Government
Martin Luther King Jr. Day	Set by Federal Government
Memorial Day	Set by Federal Government
Independence Day	Set by Federal Government
Labor Day	Set by Federal Government
Veterans' Day	Set by Federal Government
Thanksgiving	Set by Federal Government
Christmas	Set by Federal Government
Floating Holiday	Determined by the City Administrator

Personal Leave:

Each employee eligible for benefits will be allowed the equivalent of two work days per year. Personal leave shall not be accrued beyond two days during the calendar year.

Personal Leave shall accrue to the credit of each eligible employee on the first payroll in January. Eligible employees hired during the year shall be allowed a pro rata amount of Personal Leave to use on the first day of the month following their date of employment.

**CITY OF WAYNE HEALTH INSURANCE AND
GENERAL BENEFITS SUMMARY**

Any city employee who serves on the Wayne Volunteer Fire Department shall not be required to use vacation, holiday or personal leave to attend fire, rescue or EMT training.

Vacation:

Regular full-time employees and regular part-time employees normally working thirty (30) hours or more per week shall be provided with paid vacation leave to allow them periods of rest, relaxation, and freedom from the rigors of their jobs. Eligible employees, other than sworn police officers working a 28 day period, shall accrue vacation leave at the following rates, with the bi-weekly accrual for part-time employees prorated according to time worked:

<u>YEARS OF REGULAR CITY SERVICE</u>	<u>BIWEEKLY ACCRUAL</u>
Less than 10 years	3.08 hours
At least 10 but less than 20	4.62 hours
Twenty but less than 30	6.15 hours
Thirty or more years	7.68 hours

Sworn police officers working 28 day work cycles shall accrue vacation leave at the following rates:

<u>YEARS OF REGULAR CITY SERVICE</u>	<u>BIWEEKLY ACCRUAL</u>
Less than 10 years	3.27 hours
At least 10 but less than 20	4.90 hours
Twenty but less than 30	6.54 hours
Thirty or more years	8.16 hours

Vacation may be accumulated; however, the employee may not use more than the earned vacation time for a given year without special approval of the City Administrator. Vacation leave shall not be accrued beyond 280 hours for full-time employees; the proportionate lesser amount for eligible part-time employees.

Sick Leave:

Regular full-time employees shall be provided with paid sick leave for use if incapacitated by illness or injury, if exposed to contagious disease when presence at work would jeopardize the health of others, and for medical, dental, optical, or other health care appointments which cannot reasonably be scheduled for off-duty hours. Eligible employees shall accrue four (4) hours of sick leave per pay period. Sick leave shall be administered according to the following rules:

Sick leave may not be accumulated beyond 120 days for full-time employees, the proportionate lesser amount for eligible part-time employees.

**CITY OF WAYNE HEALTH INSURANCE AND
GENERAL BENEFITS SUMMARY**

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.

Golf Course Membership:

Employees may opt to have a golf course membership which can be paid through payroll deduction over one year.

Community Activity Center Membership:

Employees are provided a single membership (with the exception of the sales tax) to the Community Activity Center and may opt to have a family membership paid through payroll deduction over a three-month period.