

AGENDA
CITY COUNCIL MEETING
COUNCIL CHAMBERS – CITY HALL
513 MAIN STREET
December 15, 2025

1. Call the Meeting to Order – 5:30 p.m.
2. Pledge of Allegiance
3. Mayoral Announcements

Anyone desiring to view the Open Meetings Act may do so. The document is available for public inspection and is located on the table in Council Chambers as well as on the City of Wayne website.

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.

4. Presentation of the “Golden Manhole Society Award” by the Nebraska Water Environment Association to Doug Echtenkamp for his work in safety, leadership and innovation in operations of the treatment plant in his 42 years of service at the Wayne Water/Wastewater Treatment Facility
5. [Approval of Minutes – December 1, 2025](#)
6. [Approval of Claims](#)
7. [Action on the request of Wayne America to waive the auditorium rental fee for the “Christmas Holiday Meal” to be held on December 25th — Luke Virgil, Economic Development Director](#)

Background: Wayne America, Inc. is requesting a waiver of \$600 in rental fees at the City Auditorium. The organization has reserved the City Auditorium on Dec. 24 & Dec. 25, 2025, to help sponsor a Christmas Dinner with HIS Baking Co, Refind & Refresh, Sweet Peppers, and several other anonymous donors.

8. [Annual Report of Joel Hansen, Street and Planning Director](#)
9. [Ordinance 2025-18: Amending Wayne Municipal Code Title VII Traffic Code, Chapter 70 General Provisions - All Terrain and Utility Vehicles to add language pertaining to riding lawn mowers, garden tractors and skid loaders \(Third and Final Reading\)](#)
10. [Ordinance 2025-19: Amending Wayne Municipal Code Title VII Traffic Code, Chapter 70 General Provisions - All Terrain and Utility Vehicles to add a Section pertaining to golf cars \(Third and Final Reading\)](#)
11. [Resolution 2025-72: Amending Schedule of Fees](#)

Background: The Park and Rec Board met to review the suggestions made by staff to increase/change the CAC membership fees and rec sports fees. They also recommend that said fees be increased 20% each year for another two years.

12. **Resolution 2025-73: Amending Wage and Salary Schedule**

Background: The attached wage and salary schedule includes a 3% cost of living increase that was approved in the 25/26 FY Budget. This would be effective with the first payroll period in January, 2026. The changes are highlighted in red.

13. **Resolution 2025-74: Approving Finance/Audit Committee's recommendation regarding the proposal for the City of Wayne's Primary Checking Account**

Background: The City received three proposals from eligible financial institutions (BankFirst, Elkhorn Valley Bank, and State Nebraska Bank) for the solicitation for primary checking account services. The Finance/Audit Committee met on December 1st to review said proposals. The Committee looked at the Council-approved selection criteria to evaluate each: rates (both fixed and variable); fees; and, experience and qualifications. The Committee agreed that all proposing institutions had the needed experience and qualifications to provide checking account services to the City.

NOTE – the City is currently receiving a variable interest rate of 1.25% on its primary checking account. Each 1.00% of interest (or 100 basis points) for one year earns the City \$10,000.00 of interest income for every \$1,000,000.00 of account balance.

- **BankFirst** – proposed a fixed 1.15% rate for five years. Another account with a higher rate would be used to offset all fees.
- **State Nebraska Bank** – proposed a fixed 2.00% rate for five years; the variable rate would be 1.00% over the bank's Super NOW rate. As of November 3rd that variable rate would have been a combined 2.25%. Variable rates would be determined by the bank, but that rate changes as the Federal Reserve adjusts rates. No fees would be imposed.
- **Elkhorn Valley Bank** – proposed a fixed 3.00% rate for 5 years; the variable rate could be tied to two different indices (City choice) – 60 basis points under the effective federal funds rate (EFFR) OR 35 basis points under the 3-year US treasury rate; both of these rates with calculated discounts as of November 3, 2025, were approximately 3.26%. These rates would be adjusted the first of each month. The only fees charged that the City would incur would be wire fees (\$5 each incoming; \$20 each outgoing). *The City only receives incoming wires on bond proceeds and outgoing wires on bond payments (currently three per year).*

After discussion on the selection criteria, the Committee is recommending to the full Council that the City conducts business with Elkhorn Valley Bank for the next five years for primary checking account services, using the 3.00% fixed interest rate.

14. **Resolution 2025-75: Accepting bid and awarding contract on the "Furnishing Control Enclosure-Northeast Substation" for the City of Wayne, Nebraska**

Background: One bid was received on this furnishing control enclosure — Trachte, LLC for \$605,978.00. DGR, the engineer on this project, is recommending acceptance of the same.

15. Action to change the Council meeting date from Monday, January 19th (Martin Luther King day) to Tuesday, January 20th
16. Adjourn

**MINUTES
CITY COUNCIL MEETING
December 1, 2025**

The Wayne City Council met in regular session at City Hall on December 1, 2025, at 5:30 o'clock P.M.

Council President Matt Eischeid called the meeting to order, followed by the Pledge of Allegiance, with the following in attendance: Councilmembers Austyn Houser, Parker Bolte, Dwaine Spieker, Brittany Webber, Joe Whitt, Jason Karsky, and Dallas Dorey; City Administrator Wes Blecke; City Clerk Betty McGuire; and City Attorney Amy Miller. Absent: Mayor Jill Brodersen.

Notice of the convening meeting was given in advance thereof by publication in the Wayne Herald, Wayne, Nebraska, the designated method of giving notice, as shown by Affidavit of Publication. In addition, notice was given to the Mayor and all members of the City Council, and a copy of their acknowledgement of receipt of notice and agenda is on file with the City Clerk. Availability of the agenda was communicated in the advance notice and in the notice to the Mayor and Council of this meeting. All proceedings hereafter shown were taken while the Council convened in open session.

Council President Eischeid advised the public that a copy of the Open Meetings Act was located on the table in Council Chambers, as well as on the City of Wayne website 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 Spieker made a motion, which was seconded by Councilmember Houser, to approve the minutes of the meeting of November 17, 2025, and to waive the reading thereof. Council President Eischeid stated the motion, and the result of roll call being all Yeas, the Council President declared the motion carried and the Minutes approved.

The following claims were presented to Council for their approval:

VARIOUS FUNDS: ACES, SE, 1,161.39; AMERITAS, SE, 72.00; AMERITAS, SE, 35.00; AMERITAS, SE, 5,190.26; AMERITAS, SE, 240.27; AMGL, SE, 11,780.00; APPEARA, SE, 143.38; APPEARA, SE, 86.63; ARROWHEAD DEVELOPMENT, RE, 1,000.00; BAUE, COLTON, SE, 43.00; BOK FINANCIAL,

SE, 4,175.00; BOK FINANCIAL, SE, 7,002.50; BOMGAARS, SU, 2,806.15; BORDER STATES INDUSTRIES, SU, 674.74; BROWN, SANDY, RE, 60.29; BSN SPORTS, SU, 360.00; CARHART LUMBER COMPANY, SU, 714.43; CENGAGE LEARNING, SU, 131.25; CG TAYLOR, RE, 74,250.00; CHEMQUEST, SE, 695.00; CINTAS, SU, 486.10; CINTAS, SU, 76.63; CITY EMPLOYEE, RE, 117.37; CITY OF WAYNE, PY, 142,417.54; CITY OF WAYNE, RE, 773.27; COLONIAL RESEARCH, SU, 187.45; DAS STATE ACCTG-CENTRAL FINANCE, SE, 537.60; DEARBORN LIFE INSURANCE, SE, 75.68; DGR & ASSOCIATES, SE, 19,419.00; DOESCHER REPAIR, SE, 109.00; DWEE-FISCAL SERVICES-IWM., SE, 197,965.87; DWEE-FISCAL SERVICES-IWM, SE, 86,136.52; EAKES OFFICE PLUS, SE, 325.94; ED M. FELD EQUIPMENT. SU, 703.69; ENGEL, ERIN, SE, 105.00; ENGINEERED CONTROLS, SE, 2,760.00; FASTWYRE BROADBAND, SE, 856.65; FASTWYRE BROADBAND, SE, 930.02; GRACE LUTHERAN CHURCH, RE, 50.00; HILAND DAIRY, SE, 155.34; HILAND DAIRY, SE, 96.04; ICMA, SE, 11,244.12; ICMA, SE, 272.00; ICMA, SE, 214.81; ICMA, SE, 623.47; ICMA, SE, 43.40; ICMA, SE, 584.44; ICMA, SE, 1,324.36; ICMA, SE, 148.60; ICMA, SE, 158.98; ICMA, SE, 270.84; ICMA, SE, 369.23; IRS, TX, 24.46; IRS, TX, 23,543.76; IRS, TX, 5,506.26; IRS, TX, 16,618.75; IRS, TX, 104.62; JACK'S UNIFORMS, SU, 141.20; JACK'S UNIFORMS, SU, 1,401.35; JASON JORGENSEN CONCRETE & CONSTRUCTION, SE, 28,000.00; JEO CONSULTING GROUP, SE, 4,044.61; JEO CONSULTING GROUP, SE, 1,314.56; JEO CONSULTING GROUP, SE, 2,207.56; JOHNSON HEALTH TECH RETAIL, SU, 248.78; JUNCK, CARTER, SE, 43.00; KARSKY, RYAN, SE, 17.00; KEPCO ENGRAVING, SU, 11.70; KOLBECK, BRANDI, RE, 50.00; MACQUEEN EQUIPMENT, SU, 166.44; MARCO, SE, 198.02; MARCO TECHNOLOGIES, SE, 184.50; MCQUISTAN, SHARON, RE, 500.00; MIDWEST TAPE, SU, 125.78; MILLER LAW, SE, 165.28; NE DEPT OF REVENUE, TX, 6,788.78; NE DEPT OF REVENUE, TX, 15.66; NE PUBLIC HEALTH ENVIRONMENTAL LAB, SE, 835.00; NELSEN, MIA, SE, 300.00; NERC, SE, 1,274.33; NEXIC, SE, 1,379.57; NNEDD, SE, 257.50; NNEDD, SE, -257.50; NORTHEAST NE INS AGENCY, SE, 27.00; NORTHEAST NE INS AGENCY, SE, 257.50; NORTHEAST POWER, SE, 30,397.86; OLSSON, SE, 17,749.94; O'REILLY AUTOMOTIVE STORES, SU, 263.96; O'REILLY AUTOMOTIVE STORES, SU, 31.98; O'REILLY AUTOMOTIVE STORES, SU, 188.76; OVERDRIVE, SU, 1,161.75; PETERS, TRICIA, RE, 50.00; PLANET NEBRASKA, FE, 100.00; POSTMASTER, SU, 1,318.60; QUADIANT FINANCE USA, SU, 1,000.00; SANCHEZ, VICTOR, RE, 150.00; SIEVERS, MADY, SE, 315.00; SILVER SILO DESIGN, SE, 476.22; SKARSHAUG TESTING LAB, SE, 302.26; STADIUM SPORTING GOODS, SE, 72.00; STAN HOUSTON EQUIPMENT, SU, 12,162.48; STAPLES, SU, 362.61; STAPLES, SU, 62.09; STATE NEBRASKA BANK & TRUST, RE, 6,310.00; STATE NEBRASKA BANK-PETTY CASH, RE, 108.99; SUN RIDGE SYSTEMS, SE, 3,703.00; UTILITY EQUIPMENT, SU, 270.00; VERIZON, SE, 639.84; VOLKMAN PLUMBING & HEAT, SE, 553.34; WAYNE SENIOR CENTER, SU, 100.75; WESCO, SU, 722.25; WESCO, SU, 5,617.50; WEST POINT AUTO & TRUCK CENTER, SE, 7,904.74; WINNER'S CIRCLE, SU, 31.59; WISNER WEST, SU, 144.94

Councilmember Houser made a motion, which was seconded by Councilmember Bolte, to approve the claims. Council President Eischeid stated the motion, and the result of roll call being all Yeas, the Council President declared the motion carried.

Council President Eischeid stated the time was at hand for the public hearing regarding the application for a Retail Class C (on and off sale) Liquor License for The 4th Jug, LLC, d/b/a "The Max Again," located at 109 Main Street.

Hunter Jorgensen, the applicant, was present to answer questions.

City Clerk McGuire had not received any comments for or against this public hearing.

There being no further comments, Council President Eischeid closed the public hearing.

Councilmember Houser introduced Resolution No. 2025-69 and moved for its approval; Councilmember Bolte seconded.

RESOLUTION NO. 2025-69

A RESOLUTION APPROVING THE APPLICATION FOR A RETAIL CLASS C LIQUOR LICENSE — THE 4TH JUG, d/b/a “THE MAX AGAIN.”

Council President Eischeid stated the motion, and the result of roll call being all Yeas, the Council President declared the motion carried.

Luke Virgil, WAED Economic Development Director, advised the Council that the Public Art Committee is recommending the adoption of a “Wayne Public Art Policy.” This Policy is intended to provide a process and a framework for the display of public art in the City of Wayne. The policy provides language on the art program objectives and priorities, art committee makeup, artwork and artist selection, and asset management. The “Wayne Public Art Policy” was adapted from the City of Lincoln Public Art Master Plan with permission. Attorney Miller reviewed the Committee’s version of the Policy and provided revisions thereto. On November 17th, the Committee voted to recommend approval of the current version of the Policy and forward the same to Council for their consideration.

Councilmember Webber introduced Resolution No. 2025-70 and moved for its approval; Councilmember Houser seconded.

RESOLUTION NO. 2025-70

A RESOLUTION ADOPTING THE CITY OF WAYNE PUBLIC ART POLICY.

Council President Eischeid stated the motion, and the result of roll call being all Yeas, the Council President declared the motion carried

The following Resolution would approve a “Master Services Agreement” with Municipal Energy Agency of Nebraska (MEAN). MEAN has been providing assistance in preparing U.S. Department of Energy’s Energy Information Administration reports for the City over the past 5+ years (e.g. EIA-860 - Annual Electric Generator Report; Form EIA-861 - Annual Electric Power Industry Report; and EIA-923

- Annual Power Plant Operations Report). MEAN has also been providing assistance with applications and filings required by the Nebraska Department of Water, Environment and Energy (NDWEE), including permit applications/renewals, emissions reporting, records maintenance and more, including the following reports: Certification of Compliance (COC) Report; State and Local Emissions Inventory System (SLEIS) Report; and 750 Semi-Annual Report of Deviations. This Master Services Agreement was last approved and signed by Mayor Giese in 2020. The cost of preparing and submitting the reports is \$750-\$1,000 per report.

Councilmember Karsky introduced Resolution No. 2025-71 and moved for its approval; Councilmember Webber seconded.

RESOLUTION NO. 2025-71

A RESOLUTION APPROVING MASTER SERVICES AGREEMENT WITH MUNICIPAL ENERGY AGENCY OF NEBRASKA (MEAN) FOR PROFESSIONAL SERVICES RELATING TO PREPARING AND SUBMITTING VARIOUS UTILITY-RELATED FORMS ON BEHALF OF THE CITY OF WAYNE.

Council President Eischeid stated the motion, and the result of roll call being all Yeas, the Council President declared the motion carried.

Clayton Dredge, Electric Distribution Superintendent, stated he had received two bids for the purchase of a 2026 4WD Reg Cab Work Truck. Both the Ford and the Chevrolet are comparable. This truck will replace a 2010 Chevy that the Parks and Rec Department has been using the last couple of years. The purchase of this truck has been budgeted for the past couple of years (\$70,000). Those bids were as follows:

- Davis Ford - \$66,381
- Sid Dillon Chevrolet - \$68,480

Staff recommendation was to accept the low bid from Davis Ford for \$66,381. In addition, staff had no objection if the vehicle was a 2025 or 2026 truck.

Ryan Davis, owner of Davis Ford, was present to answer questions.

Councilmember Houser introduced Resolution No. 2025-65 and moved for its approval; Councilmember Webber seconded.

RESOLUTION NO. 2025-65

A RESOLUTION APPROVING THE SPECIFICATIONS AND AUTHORIZING THE PURCHASE OF A 2026 FORD F-350 REG CAB XL WORK TRUCK RECEIVED FROM DAVIS FORD FOR UP TO \$66,381 — ELECTRIC DISTRIBUTION DEPARTMENT.

Council President Eischeid stated the motion, and the result of roll call being all Yeas, the Council President declared the motion carried.

Discussion took place on both Ordinance No. 2025-18 and 2025-19. Council received an email from a Wayne citizen noting concerns with the passage of the golf car ordinance (e.g. speed limit on sidewalks, the lack of seatbelts, when they can be driven on city streets).

City Attorney Miller noted while not every issue can be addressed in the ordinance, the ordinance can be amended at any time if changes are needed to be made.

Councilmember Webber introduced Ordinance No. 2025-18, and moved for approval of the second reading thereof; Councilmember Houser seconded.

ORDINANCE NO. 2025-18

AN ORDINANCE AMENDING WAYNE MUNICIPAL CODE TITLE VII TRAFFIC CODE, CHAPTER 70 GENERAL PROVISIONS – ALL-TERRAIN AND UTILITY-TYPE VEHICLES TO REPEAL CONFLICTING ORDINANCES AND SECTIONS; AND TO PROVIDE AN EFFECTIVE DATE.

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

Councilmember Bolte introduced Ordinance No. 2025-19, and moved for approval of the second reading thereof; Councilmember Webber seconded.

ORDINANCE NO. 2025-19

AN ORDINANCE AMENDING WAYNE MUNICIPAL CODE TITLE VII TRAFFIC CODE, CHAPTER 70 GENERAL PROVISIONS – ALL-TERRAIN AND UTILITY-TYPE VEHICLES TO ADD A SECTION PERTAINING TO GOLF CARS; TO REPEAL CONFLICTING ORDINANCES AND SECTIONS; AND TO PROVIDE AN EFFECTIVE DATE.

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

Administrator Blecke, on behalf of Roger Protzman with JEO Consulting Group, Inc., presented Contractor's Application for Payment No. 5 in the amount of \$78,069.14 to Gehring Construction and Ready Mix Co., Inc., for the "Wayne 7th Street Trail Project." In addition, he updated the Council on the project.

Councilmember Bolte made a motion, which was seconded by Councilmember Houser, approving Contractor's Application for Payment No. 5 in the amount of \$78,069.14 to Gehring Construction and Ready Mix Co., Inc., for the "Wayne 7th Street Trail Project." Council President Eischeid stated the motion, and the result of roll call being all Yeas, the Council President declared the motion carried.

Jordan Utesch, on behalf of Olsson, presented Change Order No. 1 from T.R. Harris Construction, Inc., in the amount of \$10,490.33 for the "Wayne Prairie Park Phase 4 – Parks & Rec/Roundabout Paving Project." The Change Order represents quantity adjustments.

Councilmember Houser made a motion, which was seconded by Councilmember Bolte, approving Change Order No. 1 in the amount of \$10,490.33 to T.R. Harris Construction, Inc., for the "Wayne Prairie Park Phase 4 – Parks & Rec/Roundabout Paving Project." Council President Eischeid stated the motion, and the result of roll call being all Yeas, the Council President declared the motion carried.

Jordan Utesch, on behalf of Olsson, presented Pay Application No. 2 (Final) from T.R. Harris Construction, Inc., in the amount of \$296,843.08 for the "Wayne Prairie Park Phase 4 – Parks & Rec/Roundabout Paving Project." In addition, he updated the Council on the project.

Councilmember Bolte made a motion, which was seconded by Councilmember Houser, approving Pay Application No. 2 (Final) in the amount of \$296,843.08 to T.R. Harris Construction, Inc., for the "Wayne Prairie Park Phase 4 – Parks & Rec/Roundabout Paving Project." Council President Eischeid stated the motion, and the result of roll call being all Yeas, the Council President declared the motion carried.

The City has received the Annual Renewal Maintenance Agreement from the State of Nebraska Department of Transportation (NDOT). This is their standard form of renewal agreement. The City will

pay the NDOT \$2,090.00 per lane mile or \$5,977.40 in 2026 for the surface maintenance on 2.86 lane miles of highway through Wayne.

However, due to an increase in cost of materials and equipment, NDOT will begin using a 3-year state average (per lane mile) to create a fair rate for snow removal, system preservation and right-of-way maintenance. Each supplement year after 2026 will show a 3% increase. Following the third supplement, the Department will calculate a new 3-year average for a new base rate set to begin in 2030.

Councilmember Houser made a motion, which was seconded by Councilmember Bolte, approving the Annual Renewal Maintenance Agreement (2026) with the State of Nebraska Department of Transportation. Council President Eischeid stated the motion, and the result of roll call being all Yeas, the Council President declared the motion carried.

Discussion took place on the 306 Pearl Street building (former City Hall).

Administrator Blecke suggested using the building as a “business incubator.” You would help a business get started in this “incubator space,” and then they would get out on their own in the free market in a permanent location.

Joel Hansen, Street and Planning Director, had concerns regarding ADA issues with this building and explained what would need to be done to make it ADA compliant. This would vary, depending on the use of the building (e.g. additional bathrooms, functioning elevator).

Attorney Miller noted there are liability issues that need to be addressed before anyone moves into this building. She suggested that she, the interested party, Joel Hansen and Administrator Blecke all meet so that the issues and concerns can be addressed.

There being no further business to come before the meeting, Council President Eischeid declared the meeting adjourned at 6:49 p.m.



City of Wayne, NE

Council Approval Listing

Payment Date Range: 12/02/2025 - 12/10/2025

Vendor	Payable Description	Payment Total
ACE HARDWARE & HOME	HEAT SHRINK/BATTERIES/ANTIFREEZE/TAPE MEASURE	355.99
ALERT 360	MONITORING	84.24
APPEARA	LINEN & MAT SERVICE	130.79
ARROWHEAD DEVELOPMENT LLC	BUILDING PERMIT DEPOSIT REFUND	2,000.00
BAUE, COLTON	BASKETBALL REF	34.00
BENSCOTER CONSTRUCTION	DEMO -121 W 11TH ST	9,650.00
BERNAL, GEORGINA	INTERPRETER SERVICES	65.00
BLUE CROSS BLUE SHIELD	HEALTH PREMIUMS	57,807.97
CERTIFIED TESTING SERVICES INC	7TH ST TRAIL	550.50
CERTIFIED TESTING SERVICES INC	PARKS & REC BUILDING/WELL HOUSE	1,432.50
CHASE PAYMENTECH	CREDIT CARD TRANSACTION FEES	4,759.34
CHASE PAYMENTECH	CREDIT CARD TRANSACTION FEES	492.22
CHESTERMAN CO	CAC POP	209.59
CINTAS	FIRST AID SUPPLIES	252.95
CITY EMPLOYEE	VISION REIMBURSEMENT	584.25
CITY EMPLOYEE	MEDICAL REIMBURSEMENT	3,798.23
CITY EMPLOYEE	MEDICAL REIMBURSEMENT	406.62
CITY EMPLOYEE	VISION REIMBURSEMENT	484.90
CITY EMPLOYEE	VISION REIMBURSEMENT	100.00
CITY EMPLOYEE	MEDICAL REIMBURSEMENT	2,453.80
CITY EMPLOYEE	SAFETY BOOTS/COVERALLS	275.00
CITY OF WAYNE	UTILITY REFUNDS	386.77
CONNELL, BRIDGETT	AUDITORIUM DEPOSIT REFUND	200.00
COTTONWOOD WIND PROJECT, LLC	WIND ENERGY	13,574.64
CROWNE PLAZA-KEARNEY	LODGING NWEA CONFERENCE	1,439.55
DEAN, JACE	BASKETBALL COACH	180.00
DEARBORN LIFE INSURANCE COMPANY	LIFE/DISABILITY INSURANCE	3,403.40
DORING, BRENT	BUILDING PERMIT DEPOSIT REFUND	500.00
DUTTON-LAINSON COMPANY	LED FIXTURES	6,084.00
FAST PIK	GASOLINE	4,634.69
FASTENAL CO	STAINLESS STEEL HARDWARE	549.72
FLOOR MAINTENANCE	JANITORIAL SUPPLIES	456.22
GEHRING CONSTRUCTION & READY MIX CO INC	7TH ST TRAIL CDBG 22-PW-008	78,069.14
GLOBAL PAYMENTS INTEGRATED	CAC CREDIT CARD TRANSACTION FEES	1,152.57
GROSSENBURG IMPLEMENT INC	HOSE/FITTINGS/O'RING	394.36
GUARDIAN	GUARDIAN LIFE INSURANCE PREMIUMS	798.80
HANSEN, DAWSON	BASKETBALL COACH	167.00
HARMS OIL	GENERATOR OIL	1,111.57
HILAND DAIRY	SENIOR CENTER FOOD SERVICE	113.49
HILAND DAIRY	SENIOR CENTER FOOD SERVICE	198.72
HOMETOWN LEASING	COPIER LEASES	375.26

Vendor	Payable Description	Payment Total
HORIZON CONSTRUCTION	BUILDING PERMIT DEPOSIT REFUND	1,000.00
INGRAM LIBRARY SERVICES	BOOKS	1,970.80
JOHN'S WELDING AND TOOL LLC	ACETYLENE FILL	87.75
JOHNSON HARDWARE	DOOR LOCKS	533.50
KAI, MARK	ENERGY INCENTIVE	75.00
KARSKY, RYAN	BASKETBALL REF	34.00
KTCH AM/FM RADIO	CAC RADIO ADS	175.00
LINDSAY, JEANNE	FREEDOM PARK DEPOSIT REFUND	150.00
MACQUEEN EQUIPMENT	SENSORS	973.44
MAIN STREET GARAGE, LLC	TOWING CHARGES	1,215.00
MERCHANT JOB TRAINING	JOB TRAINING BOOK 2	650.00
MIDWEST LABORATORIES, INC	WASTEWATER ANALYSIS	192.57
MIDWEST TAPE LLC	DVD	52.48
MILLER LAW	ATTORNEY FEE	6,343.75
MOTOROLA SOLUTIONS, INC	MILESTONE 5-UPGRADE DISPATCH CONSOLES	48,448.00
NEBRASKA PUBLIC POWER DIST	METER REPORTS	184.00
NEBRASKA PUBLIC POWER DIST	TRANSMISSION SUBSTATION CHARGES	7,984.08
NORTHEAST NE ECONOMIC DEV DIST	23-RCRP-034 JULY-SEPT 2025 SERVICES	570.00
NORTHEAST NE ECONOMIC DEV DIST	22-PW-008 OCT 2025 SERVICES	332.50
NORTHEAST POWER	ELECTRICITY	6,525.00
NORTHWEST ELECTRIC LLC	REBUILD VERTICAL SCREEN GEARBOX	2,319.62
ONE CALL CONCEPTS, INC	DIGGERS HOTLINE	56.65
OPTK NETWORKS	POLICE ETHERNET SERVICES	531.54
O'REILLY AUTOMOTIVE STORES, INC.	BATTERIES/FILTERS/RADIATOR	967.80
OVERDRIVE, INC.	AUDIO/E BOOKS	2,441.50
PAC N SAVE	SENIOR CENTER NOON MEAL SUPPLIES	1,059.43
PLUNKETT'S PEST CONTROL	PEST CONTROL	41.02
PLUNKETT'S PEST CONTROL	PEST CONTROL	52.56
PLUNKETT'S PEST CONTROL	PEST CONTROL	60.00
QUALITY 1 GRAPHIC	DECALS FOR ELECTRICAL BOXES	50.00
QUALITY FOOD CENTER	COFFEE	19.98
RIDENOUR, BRELAND	BASKETBALL COACH	150.00
SILVER SILO DESIGN LLC	LIBRARY ENVELOPES	75.00
STADIUM SPORTING GOODS	EMBROIDERY	-204.00
STADIUM SPORTING GOODS	EMBROIDERY	72.00
STAPLES, INC	OFFICE SUPPLIES	59.39
STATE NEBRASKA BANK & TRUST	GENERAL OBLIGATION REFUNDING BONDS 2019	2,950.00
STATE NEBRASKA BANK & TRUST	MONTHLY ACH FEE	69.84
STEFFEN TRUCK EQUIPMENT INC	SNOW PLOW PARTS	1,057.64
TNT SALES AND SERVICE, LLC	NATURAL GAS WATER PRESSURE WASHER	14,793.00
TOTAL GRAPHICS	CHEER SHIRTS/SKIRTS	472.80
TR HARRIS CONSTRUCTION INC	PHASE 4 PARK & REC/ROUNDAABOUT PAVING	296,843.08
US FOODSERVICE, INC.	SENIOR CENTER NOON MEAL SUPPLIES	2,773.61
WALLING, TANNER	BASKETBALL REF	17.00
WASTE CONNECTIONS	SANITATION BILLING	46.50
WAYNE AUTO PARTS	BELT/HEADLIGHT/PLUG TAPS/PUNCH/ADHESIVE	1,021.29

Vendor	Payable Description	Payment Total
WAYNE COUNTY TREASURER	PROPERTY TAX	3,911.80
WAYNE HERALD	GREEN TEAM ADS	190.00
WAYNE HERALD	CAC ADS	1,608.00
WAYNE HERALD	ADS AND NOTICES	760.20
WAYNE VETERINARY CLINIC	DOG/CAT IMPOUND	112.00
WESCO DISTRIBUTION INC	LIGHT POLE ARMS	593.85
WESCO DISTRIBUTION INC	SPLICES/LAMP BULBS	2,272.68
WESTERN AREA POWER ADMIN	ELECTRICITY	25,118.95
WISNER WEST	FD GASOLINE	81.57
	Grand Total:	639,660.96

REQUEST FOR FUTURE AGENDA ITEM

If you have a specific topic that you would like the City Council to discuss at a future meeting, please list your name, address, telephone number, and the specific topic. If you have additional documentation which would be beneficial to the topic, please attach to this form. The item will be reviewed and possibly scheduled for a future meeting, or forwarded to City staff for appropriate action. Please return this form and any additional information to the City Clerk's office at 306 Pearl Street.

Event insurance is required for anyone wishing to use city right-of-way (e.g. block off streets for block parties, block off sidewalks and/or alleys).

Name: Luke Virgil on behalf of Wayne America, Inc. 

Address: 108 W 3rd, Wayne, NE 68787

Telephone No: 402.375.2240 or 402.480.0269

Date of Request: Dec. 11, 2025

Description of Requested Topic: Wayne America, Inc. is requesting a waiver of \$600 in rental fees at the City Auditorium. The organization has reserved the City Auditorium on Dec. 24 & Dec. 25, 2025, to help sponsor a Christmas Dinner with HIS Baking Co, Refind & Refresh, Sweet Peppers, and several other anonymous donors. The rental on Dec. 24 (\$300) would be used for event setup, and the rental on Dec. 25 (\$300) would be used for hosting the event and cleanup. Wayne America, Inc. will provide the required \$200 security deposit. The rental receipt that Wayne America, Inc. received from the CAC reservation system is attached, as well as graphics with additional event details.



Wayne Community Activity Center
 901 West 7th St.
 Wayne, NE 68787
 402-375-1733
 recreate@cityofwayne.org
<https://www.cityofwayne.org/84/Parks-Recreation>

Registration/Payment Receipt 98541641

12/10/2025 10:44 AM

Account Information

Wayne America, Inc.
 108 W 3rd Street
 Wayne, NE 68787

Received By

Zac Braun at Admin

Item	Balance Due	Amount Paid
(N/A) City Auditorium Gym Floor Dec 24, 2025 7:00 AM-8:00 PM - Full Day Rate: \$300/Block	\$300.00	\$0.00
(N/A) Deposit	\$200.00	\$0.00
(N/A) City Auditorium Gym Floor Dec 25, 2025 7:00 AM-8:00 PM - Full Day Rate: \$300/Block	\$300.00	\$0.00
Change in Balance		\$800.00
Account Balance <i>(As of 12/10/2025 10:44 AM)</i>		\$800.00

Prompt(s)

- Will you be serving alcohol at this event?** No
- Will you be using the sound system?** No
- What will this reservation be used for?** Other
- Will you be using the walk-in cooler?** No
- Will you be using the walk-in cooler?** No

Facility Notes

City Auditorium Gym Floor

You will receive notification of approval of availability shortly.

Please direct any questions to recreate@cityofwayne.org

Thank you for registering with Wayne Community Activity Center.



HIS Baking Co.

December 7 at 2:13 PM · ⚙️



🌲 Free Christmas Meal! 🌲 Christmas Day - Dec. 25th, from 12pm till 3pm. WAYNE AUDITORIUM - (Not the Bakery...we are making it a liiittttlleee more spacious thanks to some amazing donors.)

We are beyond blessed this year. So many incredible businesses and community members in the Wayne area are coming together to help feed those who are alone, have nowhere to go, or cannot afford a meal this Christmas Day.

We thank Jesus Christ for making this opportunity possible and for moving the hearts of so many to give, love, and serve. Our community truly is amazing. ❤️

On the menu:

🍲 Chili

🍲 Baked Potato Soup

🍲 Beef Stew

🍲 Oyster Stew

🍲 Chicken Noodle

🍞 Sourdough, rolls, and plenty of desserts (Including Cheesecake, Cinnamon Rolls, Pies, and dessert salads)!

This menu will be updated to add in all the other amazing businesses that are joining this amazing day!

Come join us for warm food, cookie decorating, Christmas songs, games, and the gift of togetherness. No one should be alone on Christmas. You're family here. ✨

We will be adding an updated list of sponsors as we update. So grateful for so many already! Some have chosen to remain anonymous.

[Refind & Refresh](#)

[Sweet Peppers](#)

[HIS Baking Co.](#)

[Wayne America](#)



Christmas Dinner

Free Christmas Meal — Sponsored by Jesus Christ and loving businesses & community members of Wayne and surrounding areas.

Christmas Dinner

Free Christmas Meal – Sponsored by Jesus Christ and loving businesses & community members of Wayne and surrounding areas.

Join us on **Christmas Day** for a hearty Soup Dinner for anyone without a place to go or unable to afford a meal.

Enjoy homemade Chili, Baked Potato Soup, Beef Stew, Oyster Stew, and Chicken Noodle, along with plenty of sourdough, rolls, and desserts. Among other amazing goodies!

Come decorate cookies, sing Christmas songs, and be part of our family this Christmas!

“For unto you is born this day in the city of David a Savior, who is Christ the Lord.” – Luke 2:11

25
December

12pm till 3pm

Wayne Auditorium
220 N. Pearl Street
Wayne, NE 68787

**CITY OF WAYNE
STREET DEPARTMENT
A Public Service Department

2025 ANNUAL REPORT**

- * The Street Department employs 5 full-time employees and one part-time worker. The full-time employees, their titles, and years of service are:

Joel Hansen, Street & Planning Director	31 years
Todd Hoeman, City Inspector	31 years
Jason Jorgensen, Street Supervisor	19 years
Ryan Hensche, Street Maintenance Worker II	10 years
Steven Sherman, Mechanic	6 years
Cristhian Chinchilla, Street Maintenance Worker I	1 year

- * The Street Department maintains 34 miles of streets or 85 lane miles.
- * The Street Department's shop provides maintenance on 35 vehicles, 48 pieces of heavy equipment, plus small engines. These units serve many departments including Street, Parks & Recreation, Police, Fire, Sewer, Electric Distribution, Power Plant, and Senior Citizens Center.
- * The Street Department provides building maintenance on all City owned buildings.

- * Major Activities in 2025 included:

1. Replaced paving on Providence Road by E. 7th Street.
2. Replaced paving on Centennial Road near E. 14th Street.
3. Replaced paving on Grainland Road west of S. Maple Street.
4. Replaced paving at 1st Avenue & Maple Street.
5. Replaced paving on E. 14th Street on both sides of Linden Street.
6. Replaced paving on E. 14th Street west of Vintage Hill Drive.
7. Replaced trail at Roosevelt Park.
8. Installed 4 radar speed signs at highway entrances.
9. Replaced Welcome to Wayne signs on east and south entrances into Wayne.
10. Helped haul dirt from Parks & Rec Building to east storm sewer ditch at Prairie Park.
11. Helped build pad, pour footings/slab, and move shed by soccer fields at Prairie Park.
12. Removed and replaced landscaping in island at E. 14th Street & Vintage Hill Drive.
13. Helped build office space at Parks & Rec Building.
14. Helped plant 90 trees in Prairie Park.
15. Helped sort files and move City Hall items to new building.

- * Training/Schooling

- NCOA - 2021 ICC Building Codes
- APWA Lunch & Learn Seminars
- Local Roads Conference
- Heavy Equipment Operations Safety Summit

* General operation information: (Fiscal Year ending September 30th)

	<u>2025</u>	<u>2024</u>	<u>2023</u>	<u>2021</u>	<u>2021</u>
Street Sweeper (hours)	127	83	112	64	130
Trucks w/ Plows (miles)	2,706	5,035	2,838	4,577	6,668
Loaders & Motor Grader (hours)	679	931	333	461	915
Ice Control/Street Sander (miles)	467	390	590	0	484
Snow Record Requiring Plowing (inches)	10	25	24.5	3.5	32

* Routine seasonal work consists of the following:

1. Clear snow and sand streets.
2. Spring street sweeping and fall leaf clean up.
3. Clean storm sewer catch basins.
4. Help with pool preparation (3 weeks).
5. Fill pot holes in streets.
6. Fill and blade alleys.
7. Remove and replace concrete; street repairs.
8. Street sign maintenance.
9. Maintain brush pile/log site.
10. Maintain City tree farm (est. 200 trees).
11. Maintain Bone Yard (storage area).
12. Paint parking lines, arrows, and crosswalks.
13. Routine building maintenance as needed.
14. Street crack filling (3-4 days).
15. Mow highway ROW.
16. Terrace tree trimming.
17. Place barricades for 3+ parades.
18. Preparation for Chicken Days and County Fair.
19. Many other odd jobs (Library, Fire Hall, City Hall, Auditorium, etc.).

*Future Planning:

1. Update and Replacement of Public Works High Priority Street Department Equipment as Necessary:

<u>Year</u>	<u>Equipment</u>
1976	GMC Street Flusher Truck
1992	GMC 4x4 Pickup w/ Plow
1998	International Truck Sander
1999	Chevy Flatbed Pickup
2000	Freightliner 4x4 Dump Truck w/ Plow
2002	Chevy Dump Truck w/ Plow
2005	Ford 4x4 F550 Dump Truck w/ Plow
2007	Fair Snowblower
2011	Cimline Magma Joint Sealer
2011	Ford 4x4 Pickup w/ Plow
2012	Freightliner 4x4 Dump Truck w/ Plow
2015	Case 621F Loader
2016	Ford 4x4 F550 Flatbed w/ Plow
2017	Bobcat Mini Excavator w/ Jack Hammer
2019	Freightliner 4x4 Dump Truck w/ Plow
2019	Ford F350 4x4 Pickup
2020	Sullivan Palatek Air Compressor
2020	Chevy 4x4 Pickup
2022	Bobcat S66 Skidloader with concrete breaker
2023	JD 544P Wheel Loader
2023	Bobcat T66 T4 Track Loader with grader attachment
2025	JD 1580 4WD Mower
2025	TYMCO 435 Truck Sweeper

Much of the departments equipment is available to the public on an hourly rental rate schedule including and an operator. The next piece of equipment we are working on to replace is the 1999 International sander truck. We would purchase a new stainless steel sander to put on the 2000 Freightliner as it is a 4 wheel drive and the dump box currently on that truck is from 1982 and is falling apart underneath from rust. The 2000 Freightliner would be replaced as a snow plow truck with a new dump truck with snow box and plow.

2. Anticipated Projects for 2026

- Replace paving on E. 14th by Little Roots.
- Replace paving on Providence Road.
- Replace paving on Tomar Drive by Fire Hall.
- Replace paving on Thorman Street by the Vet Clinic.
- Replace paving on S. Nebraska.
- Replace paving at Lawndale & Fairacres Road.
- Replace paving on Walnut between 9th & 10th around manhole.
- Build inlet in detention cell at 4th & Dearborn.
- Remove trees at golf course and cemetery.
- Replace sidewalk along north side of East Park with 6' width.
- Inspect catch basins to create replacement list.
- Replace sunken brick areas (W. 5th Street).

ORDINANCE NO. 2025-18

AN ORDINANCE AMENDING WAYNE MUNICIPAL CODE TITLE VII TRAFFIC CODE, CHAPTER 70 GENERAL PROVISIONS – ALL-TERRAIN AND UTILITY-TYPE VEHICLES; TO REPEAL CONFLICTING ORDINANCES AND SECTIONS; AND TO PROVIDE AN EFFECTIVE DATE.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF WAYNE, NEBRASKA:

Section 1. That Wayne Municipal Code Title VII Traffic Code, Chapter 70 General Provisions – All-Terrain and Utility-Type Vehicles, is hereby amended as follows:

§ 78-290 DEFINITIONS.

For the purpose of this subchapter, the following definitions shall apply unless the context clearly indicates or requires a different meaning. **The definitions contained in this section shall mimic the definitions set out in Neb.Rev.Stat. §60-6,355, as said statute may be amended from time to time.**

ALL-TERRAIN VEHICLE. Any motorized off-highway vehicle which:

- (1) Is 50 inches or less in width;
- (2) Has a dry weight of ~~900 pounds or less~~ **1,200 pounds or less;**
- (3) Travels on four or more ~~low-pressure~~ **non-highway** tires;

(4) Is designed for operator use only with no passengers or is specifically designed by the original manufacturer for the operator and one passenger.

~~(5) Has a seat or saddle designed to be straddled by the operator; and~~

~~(6) Has handlebars or any other steering assembly for steering control.~~

(Neb.Rev.Stat. §60-6,355)

STREET or HIGHWAY. The entire width between the boundary limits of any street, road, avenue, boulevard or way which is publicly maintained when any part thereof is open to the use of the public for purposes of vehicular travel.

(Neb.Rev.Stat. §60-624)

UTILITY-TYPE VEHICLE.

(1) Any motorized off-highway vehicle which:

(a) ~~Is not less than 48 inches, nor more than 74 inches in width;~~ **Is 74 inches in width or less;**

(b) Is not more than ~~135~~ **180** inches, including bumper, in length;

(c) Has a dry weight of ~~not 900 pounds nor more than~~ 2,000 pounds **or less;**

(d) Travels on four or more ~~low-pressure~~ **non-highway** tires; and

~~(e) Is equipped with a steering wheel and bench or bucket type seating designed for at least two people to sit side-by-side.~~

(2) **UTILITY-TYPE VEHICLE** does not include **all-terrain vehicles**, golf ~~cars~~ **car vehicles**, lawn mowers, garden tractors, or low-speed vehicles.

(Neb.Rev.Stat. §60-6,355)

(2002 Code, §78-290) (Ord. 2011-32, passed 1-17-2012; Ord. 2012-62, passed 1-2-2013)

§ 78-291 OPERATION ON STREETS.

An all-terrain vehicle and a utility-type vehicle may be operated on streets within the corporate limits of the city only if the operator and the vehicle comply with the provisions of this subchapter.

(2002 Code, § 78-291) (Ord. 2011-32, passed 1-17-2012; Ord. 2012-62, passed 1-2-2013)

§ 78-292 HOURS OF OPERATION.

An all-terrain vehicle or a utility-type vehicle may be operated only between the hours of sunrise and sunset, or between the hours of sunset and sunrise if for purposes of snow removal within the corporate limits of the city. An all-terrain vehicle or a utility-type vehicle shall not be operated at a speed in excess of 30 mph **or the posted speed limit, whichever is less**. When operating an all-terrain vehicle or utility-type vehicle as authorized in this subchapter, the headlight and taillight of the vehicle shall be on and the vehicle shall be equipped with a bicycle safety flag which extends not less than five feet above the ground attached to the rear of such vehicle. The bicycle safety flag shall be triangular in shape with an area of not less than 30 square inches and shall be day-glow in color.

(2002 Code, § 78-292) (Ord. 2011-32, passed 1-17-2012; Ord. 2012-62, passed 1-2-2013)

§ 78-293 REQUIREMENTS.

(1) EQUIPMENT REQUIRED FOR ALL-TERRAIN AND UTILITY-TYPE VEHICLES.

- (a) A brake system maintained in good operating condition;**
- (b) An adequate muffler system in good working condition; and**
- (c) A United States Forest Service qualified spark arrester.**

(2) MODIFICATIONS AND/OR RETROFITTINGS. All-terrain vehicles and utility-type vehicles which have been modified or retrofitted with after-market parts to include additional equipment not required by Neb. RS 60-6,357 and 60-6,358 shall not be registered under the Motor Vehicle Registration Act, nor shall such modified or retrofitted vehicles be eligible for registration in any other category of vehicle defined in the act.

(a) No person shall:

- (1) Equip the exhaust system of an all-terrain vehicle or a utility-type vehicle with a cutout, bypass, or similar device;**

(2) Operate an all-terrain vehicle or a utility-type vehicle with an exhaust system so modified; or

(3) Operate an all-terrain vehicle or a utility-type vehicle with the spark arrester removed or modified except for use in closed-course competition events.

(3) Any person operating an all-terrain vehicle or utility-type vehicle as authorized in this subchapter shall have:

(A) A valid Class O operator's license ~~or a farm permit as provided in Neb. RS 60-4,126;~~ and

(B) Liability insurance coverage for the all-terrain vehicle or a utility-type vehicle while operating the all-terrain vehicle or a utility-type vehicle on a street or highway. The person operating the all-terrain vehicle or a utility-type vehicle shall provide proof of such insurance coverage to any peace officer requesting such proof within five days of such a request.

(2002 Code, § 78-293) (Ord. 2011-32, passed 1-17-2012; Ord. 2012-62, passed 1-2-2013)
(Neb.Rev.Stat. 60-6,357; 60-6,358, 60-6,359)

§ 78-294 EXCEPTIONS.

(A) All-terrain vehicles and utility-type vehicles may be operated without complying with § 78-292 and §78-293 of this subchapter on streets and highways in parades which have been authorized by the state or any department, board, commission or political subdivision of the state.

(B) An all-terrain vehicle or a utility-type vehicle shall not be operated on any state highway within the city limits, except as provided in § 78-295 of this subchapter.

(C) All ATVs and UTVs are to abide by the state statutes pertaining to the operation of vehicles on roadways within the state.

(2002 Code, § 78-294) (Ord. 2011-32, passed 1-17-2012; Ord. 2012-62, passed 1-2-2013)

§ 78-295 CROSSING STATE HIGHWAYS.

1) Subject to § 78-294, the crossing of a state highway other than a controlled-access highway with more than two marked traffic lanes shall be permitted by an all-terrain vehicle or a utility-type vehicle only if:

(A) The crossing is made at an angle of approximately 90 degrees to the direction of the highway and at a place where no obstruction prevents a quick and safe crossing;

(B) The vehicle is brought to a complete stop before crossing the shoulder or roadway of the state highway;

(C) The operator yields the right-of-way to all on-coming traffic that constitutes an immediate potential hazard; and

(D) Both the headlight and taillight of the vehicle are on when the crossing is made.

2) Subject to § 78-294, the crossing of a controlled-access highway with more than two marked traffic lanes shall be permitted by a utility-type vehicle if the operation is in accordance with the operation requirements of 78-292 and 78-293 and the crossing is made at an intersection that is controlled by a traffic control signal, and the crossing at such intersection is made in compliance with the traffic control signal.

(2002 Code, § 78-295) (Ord. 2011-32, passed 1-17-2012; Ord. 2012-62, passed 1-2-2013)

§ 78-296 ADDITIONAL REQUIREMENTS.

(A) The vehicle must be licensed with the city and display a city approved, reflective license plate with numbers and/or letters four inches high, prominently and clearly displayed on the rear of the vehicle.

(B) The vehicle license shall be renewed no later than April 1 of each year.

(C) Each and every operator of an ATV or utility vehicle shall possess an ATV operator's permit and shall carry said permit on his or her person while in operation of the ATV or utility vehicle.

(D) Operator's permits shall be renewed within 30 days prior to the operator's license's date of expiration.

(E) Any operator operating an ATV or utility vehicle must stop immediately when signaled to do so by a law enforcement officer.

(F) The operator must sign a written acknowledgment of the terms of this subchapter **at initial yearly registration and every renewal and complete a safety program approved by the city.**

(G) The operator **of any ATV, or any UTV without a factory-installed roll cage,** must wear a protective helmet that meets the motorcycle helmet standards of the state.

(H) **All drivers and passengers of UTV's must wear safety belts if installed.**

(I) The operator must be at least **17 19** years of age.

(J) No operator shall permit any passengers to ride on ATVs which are not specifically designed by the manufacturer to carry passengers.

(2002 Code, § 78-296) (Ord. 2011-32, passed 1-17-2012; Ord. 2012-62, passed 1-2-2013)

§ 78-297 EXEMPTION.

This section shall not apply to employees of the City of Wayne, County of Wayne, or State of Nebraska Department of Roads, who operate an all-terrain vehicle or utility-type vehicle in their normal course of business with their government employer.

§ 78-999 PENALTY.

Violation of any of the foregoing provisions shall be an infraction punishable by a \$100.00 fine for the first offense, a \$200.00 fine for the second offense, and a \$300.00 fine for any third or subsequent offense.

Section 2. Any other ordinance or section passed and approved prior to passage, approval, and publication of this ordinance, and in conflict with its provisions, is repealed.

Section 3. This ordinance shall take effect and be in full force after its passage, approval, and publication as required by law.

PASSED AND APPROVED this 15th day of December, 2025.

THE CITY OF WAYNE, NEBRASKA,

By _____
Mayor

ATTEST:

City Clerk

ORDINANCE NO. 2025-19

AN ORDINANCE AMENDING WAYNE MUNICIPAL CODE TITLE VII TRAFFIC CODE, CHAPTER 70 GENERAL PROVISIONS – BY ADDING A SECTION PERTAINING TO GOLF CAR VEHICLES; OPERATION AUTHORIZED; RESTRICTIONS; LIABILITY INSURANCE; TO REPEAL CONFLICTING ORDINANCES AND SECTIONS; AND TO PROVIDE AN EFFECTIVE DATE.

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF WAYNE, NEBRASKA:

Section 1. That Wayne Municipal Code Title VII Traffic Code, Chapter 70 General Provisions – Golf Car Vehicles, is hereby added as follows:

§78-400 DEFINITION; OPERATION AUTHORIZED; RESTRICTIONS; LIABILITY INSURANCE

- 1) Golf car vehicle means a vehicle that has at least four wheels, has a maximum level ground speed of less than twenty miles per hour, has a maximum payload capacity of one thousand two hundred pounds, has a maximum gross vehicle weight of two thousand five hundred pounds, has a maximum passenger capacity of not more than four persons, and is designed and manufactured for operation on a golf course for sporting and recreational purposes.
- 2) It shall be unlawful for any person to operate a golf car vehicle upon any street or highway within the corporate limits, or upon any public land owned by the municipality, except as follows and under the following terms:
 - (a) The operation of golf car vehicles on streets within the corporate limits of the city shall be (i) between sunrise and sunset and (ii) on streets with a posted speed limit of thirty-five miles per hour or less. When operating a golf car vehicle as authorized under this subsection, the operator shall not operate such vehicle at a speed in excess of twenty miles per hour. A golf car vehicle shall not be operated at any time on any state or federal highway but may be operated upon such a highway in order to cross a portion of the highway system which intersects a street as directed in subsection (3) of this section.
 - (b) Any person operating a golf car vehicle as authorized under this subsection shall **be at least 17 years of age**, have a valid Class O operator's license, and the owner of the golf car vehicle shall have liability insurance coverage for the golf car vehicle. The person operating the golf car vehicle shall provide proof of such insurance coverage to any peace officer requesting such proof within five days after such a request. The liability insurance coverage shall be subject to limits, exclusive of interest and costs, as follows: Twenty-five thousand dollars because of bodily injury to or death of one person in any one accident and, subject to such limit for one person, fifty thousand dollars because of bodily injury to or death of two or more persons in any one accident, and twenty-five thousand dollars because of injury to or destruction of property of others in any one accident.
- 3) The crossing of a highway shall be permitted by a golf car vehicle only if:
 - (a) The crossing is made at an angle of approximately ninety degrees to the direction of the highway and at a place where no obstruction prevents a quick and safe crossing;

- (b) The golf car vehicle is brought to a complete stop before crossing the shoulder or roadway of the highway;
 - (c) The operator yields the right-of-way to all oncoming traffic that constitutes an immediate potential hazard; and
 - (d) In crossing a divided highway, the crossing is made only at an intersection of such highway with a street or road, as applicable.
- 4) For purposes of this section:
- (a) Road means a public way for the purposes of vehicular travel, including the entire area within the right-of-way; and
 - (b) Street means a public way for the purposes of vehicular travel in a city or village and includes the entire area within the right-of-way.
- 5) Golf car vehicles shall not be permitted on any city sidewalk or trail, except to travel to the nearest city street to allow the operator to cross a state or federal highway pursuant to Section (2)(a) of this ordinance.
- 6) The penalty for violating Section (2)(b) of this ordinance shall be a class III Misdemeanor, punishable by a waivable fine of \$300.00 for the first offense, and \$500.00 for any subsequent offense. The penalty for violating any other section of this ordinance shall be a class III Misdemeanor, punishable by a waivable fine of \$100.00 for the first offense, \$200.00 for a second offense, and \$300.00 for a third or subsequent offense.

Source: *Neb.Rev.Stat.* §60-6,381

Section 2. Any other ordinance or section passed and approved prior to passage, approval, and publication of this ordinance, and in conflict with its provisions, is repealed.

Section 3. This ordinance shall take effect and be in full force after its passage, approval, and publication as required by law.

PASSED AND APPROVED this 15th day of December, 2025.

THE CITY OF WAYNE, NEBRASKA,

By _____
Mayor

ATTEST:

City Clerk

RESOLUTION NO. 2025-72

A RESOLUTION AMENDING SCHEDULE OF FEES AND CHARGES.

WHEREAS, the City Council, by and through the City Code and as a matter of general policy, establishes certain rates, fees and charges for purposes of raising operating revenue and covering costs.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and the Council of the City of Wayne, Nebraska, that the attached schedule of rates, fees and charges are hereby amended and the same shall, if not already in effect, become effective upon the passage and approval of this Resolution.

PASSED AND APPROVED this 15th day of December, 2025.

THE CITY OF WAYNE, NEBRASKA

By _____
Mayor

ATTEST:

City Clerk

POOL AND COMMUNITY ACTIVITY CENTER

Pool	2025
Family Ticket	\$ 125.00
Family +1 Pass (+1=babysitter/grandma/grandpa who must be present with the family children to use the pass)	\$ 165.00
Individual Ticket	\$ 85.00
Senior Citizen (age 55 and up)	\$ 70.00
Daily Admissions - Ages 13 - over	\$ 5.00
Ages 3 - 12	\$ 4.00
Age 2 and under	Free with Paying Adult
Non-Swimmer (Grandma/grandpa clearly not dressed to get into the pool)	\$ 1.00
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 (55 or older)	\$ 95.00
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 (Available only Aug-May. This membership will always expire on WSC graduation day.)	\$ 110.00
Semester (5 month) (ONLY available for purchase between Aug-May. Will always expire 5 mos from purchase)	\$ 75.00
Summer	\$ 70.00
College Married Couple (Includes married couple currently enrolled in college courses during current academic year.)	\$ 205.00
High School (Grades 9-12) (Students enrolled in grades 9-12 during the current year.)	\$ 110.00
Middle School (Grades 5-8)	\$ 90.00

POOL AND COMMUNITY ACTIVITY CENTER

(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.)	
Punch Card (10 visits)	\$ 36.00
Punch Card (5 visits)	\$ 24.00
CORPORATE RATES	
Family	
6-25 Members	\$ 313.50
26+	\$ 297.00
Adult Couple	
6-25 Members	\$ 242.25
26+	\$ 229.50
Adult Single	
6-25 Members	\$ 175.75
26+	\$ 166.50
Daily Admissions—18 and Older	
Under 18	\$ 5.00
Family Day Pass	\$ 4.00
Family Day Pass	\$ 10.65
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

POOL AND COMMUNITY ACTIVITY CENTER

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/mi
----	--------	-----------

Weight Watchers (monthly)

\$117.36

Personal Training

~~Member/Non-Member Same Price~~

30 Minute Session	\$	15.00
45 Minute Session	\$	20.00
1 Hour Session	\$	25.00

Summer Club

Individual Days	\$	20.00	Member
	\$	25.00	Non-Mem
10 - day punch card	\$	180.00	Member
	\$	230.00	Non-Mem

Kids After School Program

Individual Day	\$	5.00	Member
	\$	7.00	Non-Mem
10 - day punch card	\$	45.00	Member
	\$	65.00	Non-Mem
2:00 Dismissal	\$	9.00	Member
	\$	14.00	Non-Mem
All Day (7 a.m. to 6 p.m. - only offered when no school)	\$	24.00	Member
	\$	34.00	Non-Mem

Merchandise

Replacement ID Cards	\$	10.00
Key FOB - New (one-time fee effective 5/1/17)	\$	5.00
One-Time Renewal Fee (for those that already have a key FOB and would renew membership and renew key FOB)		

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

POOL AND COMMUNITY ACTIVITY CENTER

Field Usage

Hank Overin	\$300.00 per game
Sports Complex	\$150.00 per game

Membership Type	Price	Price per month	Membership Type	Proposed price	Price per month	Membership Type	Proposed price
CAC Memberships			CAC Memberships 35% Increase			CAC Memberships 20% Increase for 3 years	
						2026	
Family Year	\$330	\$27.50	Family Year	\$445	\$37.08	Family Year	\$395.00
Married Couple Year	\$255	\$21.25	Married Couple Year	\$345	\$28.75	Married Couple Year	\$300.00
Adult Single Year	\$185	\$15.42	Adult Single Year (25-54)	\$250	\$20.83	Adult Single Year (25-54)	\$225
High School Year	\$110	\$9.17	Youth (6-18)	\$150	\$12.50	Young adult (18-24)	\$150
Middle School Year	\$90	\$7.50				Youth (6-18)	\$130
Elementary Year	\$70	\$5.83				Senior Single Year (55+)	\$125
Military Family Year	\$285	\$23.75	Military Family Year	\$385	\$32.08	Senior Couple Year (55+)	\$150
Military Couple Year	\$230	\$19.17	Military Couple Year	\$310	\$25.83	6 month Senior (55+)	\$75
Military Single Year	\$165	\$13.75	Military Single Year	\$225	\$18.75	6 month Married Senior (55+)	\$90
Military 6 month family	\$185	\$30.83	Military 6 month family	\$250	\$41.67		
Military 6 month couple	\$120	\$20	Military 6 month couple	\$160	\$26.67		
Military 6 month single	\$95	\$15.83	Military 6 month single	\$130	\$21.67	Personal training hour	\$40
College Year	\$130	\$10.83	Young adult (18-24)	\$175	\$14.58	Personal training 12 hour package	\$325
College 9 month	\$110	\$12.22				Personal training 6 hour package	\$200
College Semester	\$75	\$12.50	Young adult 6 month (18-24)	\$100	\$16.67	Summer Club drop in day rate member	\$27
College married couple year	\$205	\$17.08				Summer Club drop in day rate non-member	\$37
Senior Single Year	\$95	\$7.92	Senior Single Year (55+)	\$130	\$10.83	SC Punch card member (10 punches)	\$250
Senior Couple Year	\$120	\$10	Senior Couple Year (55+)	\$160	\$13.33	SC Punch card non-member (10 punches)	\$310
6 month Senior	\$55	\$9.17	6 month Senior (55+)	\$75	\$12.50	Day pass adult	\$10
6 month Married Senior	\$75	\$12.50	6 month Married Senior (55+)	\$100	\$16.67	Max Family Day Pass	\$25
6 Month Family Membership	\$220	\$36.67	6 Month Family Membership	\$300	\$50	Day pass adult	
6 Month Adult Married Couple	\$140	\$23.33	6 Month Adult Married Couple	\$200	\$33.33	**Military 15% discount on memberships**	
6 Month Adult Single	\$110	\$18.33	6 Month Adult Single (25-54)	\$150	\$25		
6 Month High School	\$65	\$10.83	6 Month Youth	\$90	\$15		
6 Month Middle School	\$55	\$9.17					
6 Month Elementary School	\$50	\$8.33					
Day pass adult	\$5		Day pass adult	\$10		**Military 15% discount on memberships**	
Day pass 17 & under	\$4		Day pass 17 & under	\$8			
Family Day pass	\$11		Max Family Day Pass	\$25			
Personal Training 45 minutes	\$25		Personal Training 45 minutes	\$35			
Personal training hour	\$30		Personal training hour	\$40			
Personal training 12 hour package	\$270		Personal training 12 hour package	\$350			
Personal training 6 hour package	\$150		Personal training 6 hour package	\$150			
Summer Club drop in day rate membe	\$20		Summer Club drop in day rate membe	\$27			
Summer Club drop in day rate non-m	\$25		Summer Club drop in day rate non-m	\$37			
SC Punch card member (10 punches)	\$180		SC Punch card member (10 punches)	\$250			
SC Punch card non-member (10 punch	\$230		SC Punch card non-member (10 punch	\$310			

Per month	Proposed price	Per month	Proposed price	Per month
2026	2027	2027	2028	2028
\$32.92	\$475	\$39.58	\$575	\$47.92
\$25	\$375	\$31.25	\$450	\$37.50
\$18.75	\$275	\$22.92	\$330	\$27.50
\$12.50	\$185	\$15.42	\$225	\$18.75
\$10.83	\$155	\$12.92	\$185	\$15.42
\$10.42	\$150	\$12.50	\$180	\$15.00
\$12.50	\$185	\$15.42	\$225	\$18.75
\$6.25	\$90	\$7.50	\$110	\$9.17
\$7.50	\$110	\$9.17	\$135	\$11.25
	\$50		\$60	
	\$395		\$475	
	\$250		\$300	
	\$35		\$45	
	\$45		\$55	
	\$300		\$350	
	\$375		\$450	

Rec Football	Member Price	NM Price	Member Price	NM Price
Kindergarten	\$30	\$35	\$40	\$55
1st-4th	\$30	\$35	\$40	\$55
5th & 6th	\$70	\$75	\$85	\$100
Rec Volleyball				
3rd & 4th	\$30	\$35	\$40	\$55
5th & 6th	\$40	\$45	\$60	\$75
Rec Basketball				
Kindergarten	\$20	\$25	\$30	\$45
1st & 2nd	\$20	\$25	\$30	\$45
3rd-6th	\$30	\$35	\$40	\$55
Rec Cheer				
3rd-6th	\$60 for fall	\$60	\$60	\$75
	\$30 for winter if did fall session	\$30 for winter if did fall session	\$30	\$30
Rec Soccer				
K-6th Grade	\$25	\$30	\$30	\$45
Rec Baseball/Softball				
Ages 5-9	\$30	\$35	\$40	\$55
Rec Run Club				
3rd-6th Grade	\$30	\$30	\$40	\$55
Misc. Summer Activities				
Art Camp	\$25	\$30	\$30	\$45
Intro to weight tr:	\$25	\$30	\$30	\$45
Park Rec	\$25	\$30	\$30	\$45
Chess Camp	\$25	\$30	\$30	\$45
Calibraska Art Car	\$30	\$30	\$30	\$45
Adult Leagues				
Co-Ed Slowpitch	\$200	\$200	\$250	
Women's Volleyb	\$100	\$100	\$150	
Co-ed volleyball	\$100	\$100	\$150	
Men's basketball	\$300	\$300	\$350	
Co-ed basketball		\$300	\$150	

RESOLUTION NO. 2025-73

WHEREAS, the City of Wayne desires to amend Resolution No. 2024-78, a standard wage and salary schedule, which was effective December 23, 2024;

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council of the City of Wayne, Nebraska, that the City of Wayne Wage & Salary Schedule shall amended be as follows:

CITY OF WAYNE
NON-EXEMPT WAGE AND EXEMPT SALARY SCHEDULES
Effective December 22, 2025

NON-EXEMPT WAGE SCHEDULE

<u>JOB CLASSIFICATION</u>	<u>HOURLY RANGE</u>		
Part-Time Employees	15.00	-	20.16
Senior Center Activities/Kitchen Aide	15.00	-	20.16
Library Aide	15.00	-	20.16
Lifeguards	15.00	-	20.16
Senior Center Operations Assistant	15.00	-	20.16
Recreation – Leisure Services Assistant	15.00	-	20.16
Assistant Pool Manager	15.52	-	20.86
Assistant Librarian I	15.69	-	21.08
Custodian	15.99	-	21.48
Transit Driver/Sr. Center Dispatch	16.23	-	21.82
Custodian	17.48	-	23.49
Pool Manager	17.48	-	23.49
Park & Recreation Laborer	18.98	-	25.51
Senior Center Cook	19.17	-	25.76
Librarian 1 – Youth Services	19.58	-	26.31
Librarian 1 – Public Relations/Adult Programming	19.58	-	26.31
Park & Recreation Laborer I	19.76	-	26.56
Water/Sewer Operator I	20.01	-	26.90

Street Maintenance Worker I	20.71	-	27.84
Park & Recreation Laborer II	21.50	-	28.89
Street Maintenance Worker II	22.19	-	29.82
Water/Wastewater Operator II	22.65	-	30.44
Accountant/Assistant Treasurer	23.40	-	31.45
Accounting Clerk II	23.40	-	31.45
Administrative Assistant	23.40	-	31.45
Dispatcher	23.70	-	31.85
Apprentice Lineman	24.58	-	33.03
Street Maintenance Worker III	24.87	-	33.43
Water/Wastewater Operator III	25.39	-	34.12
Power Plant Mechanic/Operator I	25.56	-	34.36
Recreation Services Coordinator	26.02	-	34.97
Dispatch Supervisor	26.28	-	35.31
Patrolman	26.60	-	35.75
Park Supervisor	27.24	-	36.61
Mechanic	27.37	-	36.78
City Inspector	27.85	-	37.43
WAED Asst. Director of Marketing & Tourism	28.13	-	37.80
WAED Asst. Director of Housing Development & Wayne Community Housing Development Corporation	28.13	-	37.80
WAED Asst. Director of Membership Services & Events	28.13	-	37.80
Street Supervisor	28.47	-	38.26
Water/Wastewater Foreman	29.37	-	39.46

Power Plant Mechanic/Operator II	29.85	-	40.12
Police Sergeant	30.09	-	40.43
Lineman 2 nd Class	30.26	-	40.67
Technology Support Specialist	30.39	-	40.83
Lineman 1 st Class	33.21	-	44.63
Line Foreman	36.24	-	48.70

EXEMPT SALARY SCHEDULE

JOB CLASSIFICATION

City Administrator	66.77	-	73.18
City Clerk	37.60	-	49.06
Electric Superintendent – Production	41.12	-	51.54
Electric Superintendent - Distribution	39.86	-	51.77
Finance Director	38.72	-	50.51
Library Director	31.02	-	38.32
Parks & Recreation Director	35.40	-	45.00
Police Chief	42.22	-	53.79
Sr. Citizens Center Coordinator	23.95	-	35.09
Street and Planning Director	36.70	-	48.20
Water/Wastewater Superintendent	33.48	-	44.48
Economic Development Director	39.89	-	45.88
Ex-Officio Treasurer for Airport	500.00/mo		
Third Party Administrator MRP	400.00/mo		

BE IT FURTHER RESOLVED that upon satisfactory evaluation, the progression through the exempt salary schedule and the labor grade steps shall be at least twelve (12) months, unless otherwise deemed warranted and appropriate by the City Administrator.

BE IT FURTHER RESOLVED that employees receiving wage rates less than rates scheduled herein above shall have their wage rates adjusted only upon satisfactory evaluation.

PASSED AND APPROVED this 15th day of December, 2025.

THE CITY OF WAYNE, NEBRASKA

By _____
Mayor

ATTEST:

City Clerk

	P	A	B	C	D	E	F	G	H	I	J
	0/6 mo	6 mo/1 yr	1 - 2 yr	2 - 3 yr	3 - 4 yr	4 - 5 yr	5 - 6 yr	6 - 7 yr	7 - 8 yr	8 - 9 yr	9 yr & beyond
Part-Time Employees	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57	\$ 20.16
Senior Center Activities/Kitchen	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57	\$ 20.16
Library Aide	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57	\$ 20.16
Life Guards	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57	\$ 20.16
Senior Center Operations Asst.	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57	\$ 20.16
Recreation/Leisure Services Assistant	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57	\$ 20.16
Assistant Pool Manager	\$ 15.52	\$ 15.99	\$ 16.47	\$ 16.96	\$ 17.47	\$ 17.99	\$ 18.53	\$ 19.09	\$ 19.66	\$ 20.25	\$ 20.86
Assistant Librarian 1	\$ 15.69	\$ 16.16	\$ 16.64	\$ 17.14	\$ 17.66	\$ 18.19	\$ 18.73	\$ 19.29	\$ 19.87	\$ 20.47	\$ 21.08
Transit Driver/Sr. Center Dispatch	\$ 16.23	\$ 16.72	\$ 17.22	\$ 17.74	\$ 18.27	\$ 18.82	\$ 19.38	\$ 19.96	\$ 20.56	\$ 21.18	\$ 21.82
Custodian	\$ 17.48	\$ 18.00	\$ 18.54	\$ 19.10	\$ 19.67	\$ 20.26	\$ 20.87	\$ 21.50	\$ 22.14	\$ 22.81	\$ 23.49
Pool Manager	\$ 17.48	\$ 18.00	\$ 18.54	\$ 19.10	\$ 19.67	\$ 20.26	\$ 20.87	\$ 21.50	\$ 22.14	\$ 22.81	\$ 23.49
Senior Center Cook	\$ 19.17	\$ 19.74	\$ 20.34	\$ 20.95	\$ 21.57	\$ 22.22	\$ 22.89	\$ 23.57	\$ 24.28	\$ 25.01	\$ 25.76
Librarian 1 - Youth Services	\$ 19.58	\$ 20.17	\$ 20.77	\$ 21.40	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55	\$ 26.31
Librarian 1 - Public Relations/Adult Programming	\$ 19.58	\$ 20.17	\$ 20.77	\$ 21.40	\$ 22.04	\$ 22.70	\$ 23.38	\$ 24.08	\$ 24.80	\$ 25.55	\$ 26.31
Park & Recreation Laborer I	\$ 19.76	\$ 20.35	\$ 20.96	\$ 21.59	\$ 22.24	\$ 22.91	\$ 23.59	\$ 24.30	\$ 25.03	\$ 25.78	\$ 26.56
Water/Sewer Operator I	\$ 20.01	\$ 20.61	\$ 21.23	\$ 21.87	\$ 22.52	\$ 23.20	\$ 23.90	\$ 24.61	\$ 25.35	\$ 26.11	\$ 26.90
Street Maintenance Worker I	\$ 20.71	\$ 21.33	\$ 21.97	\$ 22.63	\$ 23.31	\$ 24.01	\$ 24.73	\$ 25.47	\$ 26.24	\$ 27.03	\$ 27.84
Park & Recreation Laborer II	\$ 21.50	\$ 22.15	\$ 22.81	\$ 23.49	\$ 24.20	\$ 24.92	\$ 25.67	\$ 26.44	\$ 27.24	\$ 28.05	\$ 28.89
Street Maintenance Worker II	\$ 22.19	\$ 22.85	\$ 23.54	\$ 24.24	\$ 24.97	\$ 25.72	\$ 26.49	\$ 27.29	\$ 28.10	\$ 28.95	\$ 29.82
Water/Wastewater Operator II	\$ 22.65	\$ 23.33	\$ 24.03	\$ 24.75	\$ 25.49	\$ 26.26	\$ 27.04	\$ 27.86	\$ 28.69	\$ 29.55	\$ 30.44
Accounting Clerk II	\$ 23.40	\$ 24.10	\$ 24.83	\$ 25.57	\$ 26.34	\$ 27.13	\$ 27.94	\$ 28.78	\$ 29.64	\$ 30.53	\$ 31.45
Accountant/Assistant Treasurer	\$ 23.40	\$ 24.10	\$ 24.83	\$ 25.57	\$ 26.34	\$ 27.13	\$ 27.94	\$ 28.78	\$ 29.64	\$ 30.53	\$ 31.45
Administrative Assistant	\$ 23.40	\$ 24.10	\$ 24.83	\$ 25.57	\$ 26.34	\$ 27.13	\$ 27.94	\$ 28.78	\$ 29.64	\$ 30.53	\$ 31.45
Dispatcher	\$ 23.70	\$ 24.41	\$ 25.14	\$ 25.90	\$ 26.67	\$ 27.48	\$ 28.30	\$ 29.15	\$ 30.02	\$ 30.92	\$ 31.85
Apprentice Lineman	\$ 24.58	\$ 25.31	\$ 26.07	\$ 26.85	\$ 27.66	\$ 28.49	\$ 29.34	\$ 30.23	\$ 31.13	\$ 32.07	\$ 33.03
Street Maintenance Worker III	\$ 24.87	\$ 25.62	\$ 26.39	\$ 27.18	\$ 28.00	\$ 28.84	\$ 29.70	\$ 30.59	\$ 31.51	\$ 32.46	\$ 33.43
Water/Wastewater Operator III	\$ 25.39	\$ 26.15	\$ 26.94	\$ 27.74	\$ 28.58	\$ 29.43	\$ 30.32	\$ 31.23	\$ 32.16	\$ 33.13	\$ 34.12
Power Plant Mechanic/Operator I	\$ 25.56	\$ 26.33	\$ 27.12	\$ 27.94	\$ 28.77	\$ 29.64	\$ 30.53	\$ 31.44	\$ 32.38	\$ 33.36	\$ 34.36
Recreation Services Coordinator	\$ 26.02	\$ 26.80	\$ 27.60	\$ 28.43	\$ 29.28	\$ 30.16	\$ 31.07	\$ 32.00	\$ 32.96	\$ 33.95	\$ 34.97
Dispatch Supervisor	\$ 26.28	\$ 27.06	\$ 27.88	\$ 28.71	\$ 29.57	\$ 30.46	\$ 31.37	\$ 32.32	\$ 33.28	\$ 34.28	\$ 35.31
Patrolman	\$ 26.60	\$ 27.40	\$ 28.23	\$ 29.07	\$ 29.94	\$ 30.84	\$ 31.77	\$ 32.72	\$ 33.70	\$ 34.71	\$ 35.75
Park Supervisor	\$ 27.24	\$ 28.06	\$ 28.90	\$ 29.77	\$ 30.66	\$ 31.58	\$ 32.53	\$ 33.51	\$ 34.51	\$ 35.55	\$ 36.61
Mechanic	\$ 27.37	\$ 28.19	\$ 29.03	\$ 29.90	\$ 30.80	\$ 31.73	\$ 32.68	\$ 33.66	\$ 34.67	\$ 35.71	\$ 36.78
City Inspector	\$ 27.85	\$ 28.69	\$ 29.55	\$ 30.43	\$ 31.35	\$ 32.29	\$ 33.26	\$ 34.25	\$ 35.28	\$ 36.34	\$ 37.43
WAED Asst. Director of Marketing & Tourism	\$ 28.13	\$ 28.97	\$ 29.84	\$ 30.74	\$ 31.66	\$ 32.61	\$ 33.59	\$ 34.60	\$ 35.63	\$ 36.70	\$ 37.80

WAED Asst. Director of Housing	\$ 28.13	\$ 28.97	\$ 29.84	\$ 30.74	\$ 31.66	\$ 32.61	\$ 33.59	\$ 34.60	\$ 35.63	\$ 36.70	\$ 37.80
WAED Asst. Director of Membership & Chamber Services	\$ 28.13	\$ 28.97	\$ 29.84	\$ 30.74	\$ 31.66	\$ 32.61	\$ 33.59	\$ 34.60	\$ 35.63	\$ 36.70	\$ 37.80
Street Supervisor	\$ 28.47	\$ 29.32	\$ 30.20	\$ 31.11	\$ 32.04	\$ 33.00	\$ 33.99	\$ 35.01	\$ 36.06	\$ 37.15	\$ 38.26
Water/Wastewater Foreman	\$ 29.37	\$ 30.25	\$ 31.15	\$ 32.09	\$ 33.05	\$ 34.04	\$ 35.06	\$ 36.12	\$ 37.20	\$ 38.32	\$ 39.46
Power Plant Mechanic/Operator II	\$ 29.85	\$ 30.74	\$ 31.67	\$ 32.62	\$ 33.60	\$ 34.60	\$ 35.64	\$ 36.71	\$ 37.81	\$ 38.95	\$ 40.12
Police Sergeant	\$ 30.09	\$ 30.99	\$ 31.92	\$ 32.88	\$ 33.86	\$ 34.88	\$ 35.92	\$ 37.00	\$ 38.11	\$ 39.26	\$ 40.43
Lineman 2nd Class	\$ 30.26	\$ 31.17	\$ 32.10	\$ 33.07	\$ 34.06	\$ 35.08	\$ 36.13	\$ 37.22	\$ 38.33	\$ 39.48	\$ 40.67
Technology Support Specialist	\$ 30.39	\$ 31.30	\$ 32.24	\$ 33.20	\$ 34.20	\$ 35.22	\$ 36.28	\$ 37.37	\$ 38.49	\$ 39.65	\$ 40.83
Lineman 1st Class	\$ 33.21	\$ 34.20	\$ 35.23	\$ 36.29	\$ 37.37	\$ 38.50	\$ 39.65	\$ 40.84	\$ 42.07	\$ 43.33	\$ 44.63
Line Foreman	\$ 36.24	\$ 37.32	\$ 38.44	\$ 39.60	\$ 40.78	\$ 42.01	\$ 43.27	\$ 44.56	\$ 45.90	\$ 47.28	\$ 48.70

	Minimum	Maximum
City Administrator	\$ 66.77	\$ 73.18
City Clerk	\$ 37.60	\$ 49.06
Electric Superintendent - Production	\$ 41.12	\$ 51.54
Electric Superintendent - Distribution	\$ 39.86	\$ 51.77
Finance Director	\$ 38.72	\$ 50.51
Library Director	\$ 31.02	\$ 38.32
Parks and Recreation Director	\$ 35.40	\$ 45.00
Police Chief	\$ 42.22	\$ 53.79
Senior Citizens Center Coordinator	\$ 23.95	\$ 35.09
Street and Planning Director	\$ 36.70	\$ 48.20
Water/Wastewater Superintendent	\$ 33.48	\$ 44.48
Economic Development Director	\$ 39.89	\$ 45.88

RESOLUTION NO. 2025-74

A RESOLUTION ACCEPTING THE PROPOSAL OF ELKHORN VALLEY BANK AND TRUST FOR THE CITY OF WAYNE'S PRIMARY CHECKING ACCOUNT'S DEPOSITORY.

WHEREAS, three proposals were received for the City of Wayne's primary checking account's depository; and

WHEREAS, the proposals have been reviewed by the City's Finance/Audit Committee; and

WHEREAS, the City's Finance/Audit Committee is recommending that the proposal outlined below be accepted as recommended.

BE IT RESOLVED, by the Mayor and Council of the City of Wayne, Nebraska, that they find and declare that the proposal for the City of Wayne's primary checking account's depository, as submitted by the following banking institution, is the best proposal received.

<u>Proposal</u>	<u>Interest Rate</u>
Elkhorn Valley Bank and Trust 411 E 7 th Street Wayne NE 68787	Five-Year Fixed - 3%

BE IT FURTHER RESOLVED, that the proposal, as set forth, filed with the City Clerk in accordance with the terms calling for the proposals for the furnishing of said services by the City of Wayne, Nebraska, be and the same is hereby accepted.

BE IT FURTHER RESOLVED, that the Mayor be, and she is hereby instructed and authorized to enter into a contract on behalf of the City of Wayne, Nebraska, with said Elkhorn Valley Bank and Trust for said services, as is necessary.

PASSED AND APPROVED this 15th day of December, 2025.

CITY OF WAYNE, NEBRASKA

By _____
Mayor

ATTEST:

City Clerk

Betty McGuire - Letter of Support - Finance & Audit Committee

From: Brittany Webber
To: Wes Blecke; Betty McGuire;
Date: 12/8/2025 11:59 AM
Subject: Letter of Support - Finance & Audit Committee

Wes and Betty,

I would like to formally express my support for the decision presented and recommended by the Finance and Audit Committee. Unfortunately, I am unable to attend the 12/15 meeting due to a prior work commitment that cannot be rescheduled. Based on our discussion earlier this month, I believe the committee reached full consensus on how to proceed with the RFPs in the best interest of the city's finances. While I understand that my absence means I will not have a vote, I wanted to ensure that my support for the committee's recommendation is clearly noted.

Sincerely,
Brittany Webber



CITY OF WAYNE: CHECKING ACCOUNT REQUEST FOR PROPOSALS

Submitted by Elkhorn Valley Bank & Trust | November 2025

QUALIFICATIONS:

- Depository institution for 29 unique municipal entities
- Average age of municipal account relationships exceeds two decades

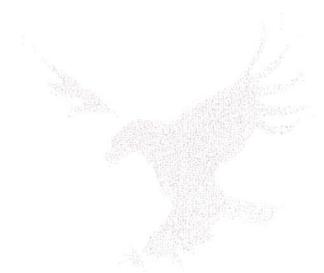
RATE OPTIONS:

- 5 Year Fixed Rate: 3.00%
- Monthly Variable: 3.26%
- The City of Wayne may select from the following Base Rates options:
 - .60% under the Effective Federal Funds Rate
 - The base rate will be the Effective Federal Funds Rate, updated on the first business day of the month and fixed for that month.
 - The margin of -.60 basis points (.60%) will remain.
 - .35% under the 3 Year US Treasury Index
 - The base rate will be the U.S. 3 Year Treasury Constant Maturity, updated on the first business day of the month and will be fixed for that month.
 - The margin of -.35 basis points (.35%) will remain.
- Public index information for both the Effective Federal Funds Rate and U.S. 3 Year Treasury Constant Maturity can be referenced on the Federal Reserve website: <https://www.federalreserve.gov/releases/h15/>
- All EVB checking account rates will be compounded daily on the available balance in the account, resulting in the Annual Percentage Yield (APY) being higher than the quoted rate above.

FEES & SERVICES:

Elkhorn Valley Bank & Trust is committed to transparency and fairness in our fee structure.

- **No Monthly Account Fees:** There will be no direct monthly fees associated with your account.
- **No Online Banking Fees:** EVB Business Online Banking and ACH services will be provided at no charge.
- **Business Banking Services:** EVB Business Banking offers a wide range of additional services, including Business Bill Pay, Positive Pay, Remote Deposit Capture (RDC), and Wire Transfers. Refer to the attached fee schedules for additional, transaction-based fees.





BACKGROUND & COMMUNITY COMMITMENT:

Since 1943, Elkhorn Valley Bank & Trust has been a committed and trusted financial partner in Northeast Nebraska. Our commitment to the Wayne community began formally in 2015 with the acquisition of First Nebraska Bank of Wayne. At the time of acquisition, the Wayne branch consisted of:

LOCAL DEPOSITS	LOCAL LOANS	TOTAL ASSETS
\$38 million	\$21 million	\$42 million

Today, the Wayne Branch has grown to:

LOCAL DEPOSITS	LOCAL LOANS	TOTAL ASSETS
\$114 million	\$150 million	\$155 million

This growth reflects the strength of the Wayne community. Strong and sustained loan demand has supported new development, local business expansion, and community improvements in Wayne. To meet the continued loan demands in the Wayne market, Elkhorn Valley Bank supplements \$36 million from our deposit base in other markets to continue funding local loans, demonstrating our ongoing commitment to invest in and serve Wayne.

SUPPORT FOR THE CITY OF WAYNE:

In 2024, Elkhorn Valley Bank & Trust was able to support the City of Wayne through the purchase of \$2,565,000 of the Tax Supported Municipal Improvement Bonds-Series 2024, representing more than half of the \$4,995,000 total issuance. We held these bonds at a 3.75% pretax yield from issuance on February 15, 2024, until the bonds were called on October 16, 2025. The proceeds from this issuance supported City of Wayne park and recreational improvements, infrastructure improvements, and other capital expenditures.

LOCAL CONTRIBUTIONS & IMPACT:

Since 2015, our Wayne Branch has paid \$238,466 in property taxes to the Wayne Community Schools, Wayne County, and includes \$50,060 paid to the City of Wayne.

Elkhorn Valley Bank & Trust is committed to being a true community partner. Since 2015, we have contributed more than \$250,000 to community projects and programs. EVB employees also volunteer countless hours for local organizations and events. We believe these contributions of time, talent, and resources are the responsibility of all local institutions, made with altruistic intentions and simply for the betterment of Wayne.

Thank you for your consideration and the opportunity to continue serving the City of Wayne.

Corby A. Schweers, Chief Lending Officer

Jamie A. Dunn, Branch Operations Manager





BUSINESS BANKING SERVICES & FEES

Effective 5/15/2025

The following fees and charges may be assessed against your account:

<p>EVB Business Online Banking</p>	<ul style="list-style-type: none"> • Customizable sub-user access controls • Consolidated account access (personal & business) • eStatements • Online account transfers • Online loan payments and advances • Online stop payments (stop payment fee still applies) • Quickbooks Direct Connect or Web Connect compatibility 	<p>\$11.00/month - Single User</p> <p>\$16.00/month - Multiple Users</p>
------------------------------------	---	--

ACH Services	\$16.00/month	plus \$0.22/transaction after first 30 transactions a month
ACH Same Day	\$5.00/month	plus \$0.22/transaction
Business Bill Pay	\$11.00/month	plus \$0.12/payment after first 10 payments a month
eWire Integrated Domestic Wire Processing	\$5.00/wire (incoming)	
	\$15.00/wire (outgoing)	
Mobile Remote Deposit	\$0.12/item processed	
Outgoing External Transfers	\$6.00/outgoing transfer	
Positive Pay - ACH	\$22.00/month	
Positive Pay - Checks	\$22.00/month	
Positive Pay - ACH & Checks	\$37.00/month	
<p>Remote Deposit Capture</p> <ul style="list-style-type: none"> • Scanners provided, no purchase or rental fees • No contract • Additional fees for extra scanners/locations • Shipping costs apply for replacement scanners 	\$75.00/month/single feed scanner	
	\$85.00/month/multi feed scanner	
	\$0.12/item after first 300 items a month/scanner	
Stop Payment Fee	\$25.00	All Items



FEE SCHEDULE

Effective 5/15/2025 | *APY=Annual Percentage Yield

The following fees and charges may be assessed against your account:

ATM Card/Visa Debit Card Replacement	\$7.00	
Bank Initiated ACH Transfer Fee	\$10.00	
Cashier's Check	\$6.00/check	
Check Printing	Varies by style of check ordered	
Checkbook Balancing Assistance	\$25.00/hour	\$10.00 minimum
Commercial Continuous Overdraft Fee	\$5.00/business day beginning on the sixth (6th) business day.	
Consumer Continuous Overdraft Fee	\$5.00/business day beginning on the sixth (6th) business day.	
Domestic Wire Transfers	\$5.00 (Incoming)	\$20.00 (Outgoing)
Dormant Account Fee	\$5.00/statement cycle	An account is dormant after twelve (12) months if no deposit or withdrawal has been made.
Foreign (Non-EVB ATM) ATM Service Charge	\$2.00/transaction	This will be charged for each foreign transaction in excess of four (4) per statement cycle.
Foreign Currency	\$30.00 (Purchase)	\$30.00 (Return)
Foreign Item Processing Fee	\$5.00	Customer will be responsible for all correspondent bank charges, handling and processing fees, and foreign bank fees.
Health Savings Account	\$2.00/month	
Health Savings Account Opening Fee	\$22.00	
International Wire Transfers	\$20.00 (Incoming)	\$40.00 (Outgoing)
Letters of Credit	\$55 plus 1% of amount requested	
Levi/Garnishment Processing Fee	\$75.00	
Money Orders	\$4.00/check	
Notary Service	\$3.00/external document	
Overdraft Fee	\$33.00	Per item for covering overdrafts created by check or draft, in person withdrawal, or other electronic means.
Overdraft Interest Rate (Commercial)	10% APY* of the overdrawn amount, beginning on the first day the account is overdrawn, compounding daily until balance is positive. The accrued amount will be debited at the end of the statement cycle.	
Record Search/Statement Reconstruction	\$25.00/hour	\$10.00 minimum
Return Item Chargeback	\$10.00	
Return Fee	\$33.00	Per item for overdrafts created by check or other electronic means. A single item may result in multiple return fees if represented more than one time.
Return Mail Fee	\$5.00/returned item	
Safe Deposit Box Drilling	Current Locksmith Rates	
Safe Deposit Box Key Replacement	Current Locksmith Rates	
Safe Deposit Box Rent (3x5)	\$11.00/year	
Safe Deposit Box Rent (3x10)	\$17.00/year	
Safe Deposit Box Rent (5x5)	\$17.00/year	
Safe Deposit Box Rent (5x10)	\$28.00/year	
Safe Deposit Box Rent (10x10)	\$55.00/year	
Safe Deposit Box Rent (10x15)	\$66.00/year	
Stop Payment Fee	\$25.00	All Items
Temporary Visa Debit Card	\$7.00	



STATE NEBRASKA BANK & TRUST

122 Main Street Wayne, NE 68787 (402) 375-1130 www.statenebank.com



MEMORANDUM

TO: Wayne City Council

FROM: Matthew Ley, CEO, State Nebraska Bank & Trust, Wayne

DATE: 11/21/2025

SUBJECT: City of Wayne Checking Account RFP



Council Members, attached you will find:

- Request for Proposal Bid
- Community Support Flyer

It was a surprise to have this bid process move forward. At the Bank we feel unheard and underappreciated for all we do in the community, as we try to live as local as possible.

It is our opinion, and many of your neighbors, that the Council is rewarding the purchase and hollowing out of your own community's businesses. All other local banks have been bought or merged, 75%+ of their staff let go, a large percentage of their giving and loans moved to other communities. There is a reason no other CEO attended the initial meeting. Yet, these branches are then given the same chance to bid on local deposits as your only locally owned Bank, all without specific consideration to the very things that improve your community on a daily basis.

Know that even if this RFP is a 'win' for us at SNB, it is still a loss for the community. We will move substantial (to us) additional funds to the City each year in extra interest expense, that would instead have gone to our local lending, donations, expansion, hiring and/or raises, or to local shareholders to invest in your town. This RFP process will hang over our heads every five years if we continue to stay a locally owned bank, rather than a local branch.

I do hope that the City has plans for these additional funds above and beyond our plans to improve our community, for the benefit of your constituents. We have been so appreciative of the outpouring of support in the last few weeks.



STATE NEBRASKA BANK & TRUST

MAIN BRANCH
(402) 375-1130
122 Main Street
Wayne, NE 68787

CAMPUS BRANCH
(402) 375-1131
1010 Main Street, Ste 100
Wayne, NE 68787

EQUAL HOUSING LENDER
MEMBER FDIC

November 21, 2025

City of Wayne/Wayne City Council
Wes Blecke, City Administrator
Beth Porter, Finance Director
513 Main Street
Wayne, NE 68787

RE: Request For Proposal – General Checking Account

Thank you for the opportunity to bid on your local banking services. We have appreciated the business over the many decades of our partnership and hope we can continue in the future.

I will try to answer your questions in the order given. If you have any questions, please do not hesitate to ask either our CFO, Kirby Hall, or myself at 402.375.1130.

1. Institution Information:

State Nebraska Bank & Trust (SNB&T)
122 Main Street (Headquarters, Main Branch)
1010 Main Street (SNBuilding, Campus Branch)
Wayne, NE 68787

Contacts:

Matthew Ley, CEO	mley@statenebank.com
Kirby Hall, CFO	khall@statenebank.com
Brandon Foote, Chief Deposit Officer	bfoote@statenebank.com
Amber Schwarte, Operations Officer	aschwarte@statenebank.com

2. Experience and Qualifications:

State Nebraska Bank & Trust has been the primary bank for almost every public entity in Wayne over our existence and continues to work with the following: City of Wayne, Wayne Community Schools (WCS), Wayne County, Northeast Nebraska Public Power, Educational Service Unit 1 (ESU 1), among others. We have been the City's primary depository partner for at least the last 50 years and for much of our 130+ years of shared history.

HISTORY | PEOPLE | COMMUNITY SINCE 1892

statenebank.com

3. Interest Rate:

Interest Income Options (2):

1. A floating rate based on the Bank's SUPER NOW checking account, plus 1.00%. Currently this rate is 2.25% and in the past five years it would have been as high as 2.50% and as low as 1.25%. The low of 1.25% **was approximately 25 times higher** than the lowest rate given in 2021 on a bid City-associated account with no floor (it is important to consider all rate environments). This rate is set by the Bank but normally changes as the Federal Reserve changes the U.S. Prime rate.
2. A fixed and guaranteed rate of 2.00% for the term of the contract (five years).

Historically, the Bank paid the City of Wayne an average of \$131,773/year in 2023/24, and total exceeding \$1,225,000 since 2020.

4. Service Fees:

As with the past 50+ years, the Bank will continue to not charge any 'normal recurring' fees to the City account. With this bid, we would also waive all non-recurring fees such as ACH fees, wire fees, and stop payment fees. **In short...no fees!**

5. Other Highlights:

Lastly, it would be remiss not to remind the Council of our impact on the community. A flyer is attached for more information, with the highlights listed below.

- State Nebraska Bank and Trust is the **last locally-owned bank** in Wayne, with all management, decision making, and business concentrated in the Wayne area.
- We are the **2nd largest taxpayer** in the City of Wayne (2023/24), and in the top 20 for the entire County. 2024 real estate taxes alone were \$88,000.
- We employ **34 total employees**, representing 27 full-time equivalent employees. No other bank branch in Wayne has more than 8. If combined, our employees would represent another 'top 3 taxpayer' in our city as well.
- **Total salaries of \$1,448,000 (2024) and \$1,508,000 (expected 2025)**. Benefits total \$647,000 (2024) and \$658,000 (expected 2025).
- In the last five years, we have **lent out \$233MM (million) in the 68787 zip code**, with a current balance of \$56MM. An additional \$142MM was lent in the 10 ZIPS surrounding the Wayne ZIP to area farmers and citizens. During the COVID pandemic we lent out \$13MM locally to help save our local businesses. Your deposits are invested right back here in Wayne, unlike other 'local' branches headquartered in Norfolk or West Point.
- **Local spending** was \$267,246 in 2024 and is estimated at \$286,780 in 2025.
- Our **ownership is 76% based in the City of Wayne, 89% in Northeast Nebraska and 100% with family ties to Wayne**. Unlike out-of-town owners of the other branches, these owners of SNB&T invest back in Wayne in multiple areas.

- Total local donations were **\$143,000 (2024) and \$150,000 (estimated 2025)**. This is before public relations spending such as chamber buck giveaways, fireworks, WAED events, etc.).
- **Our employees volunteer with 62 Wayne community groups, providing over 2,000 hours/year of volunteer time.** Wayne-area community involvement both during and outside bank hours is not only encouraged, but part of each employee's annual review. Organizations served include WAED/Wayne America, Rotary, Kiwanis, WEB, Legacy Fund, WSC/WCS/PMC Foundations, Meal on Wheels, Wayne County Fair, TeamMates (proud to be the business with the most local TeamMates!), and others that directly affect your constituents' lives. Giving back to where we live will always be one of our Bank's priorities.
- We have **four Wayne Citizens of the Year** currently associated with the Bank, and six all-time. No other bank has even one currently associated with their branch.

If the City of Wayne, or our City Council has any further questions, please do not hesitate to ask. The Bank would also be free to explain this bid in person at any meeting, if that helps with your decision-making process. As always, we thank you for your past business, and your partnership in helping each other strengthen our community!

Sincerely,
State Nebraska Bank & Trust



Matthew Ley
CEO

REASONS TO KEEP CITY MONEY INVESTED IN STATE NEBRASKA BANK & TRUST



LOCAL OWNERSHIP

State Nebraska Bank & Trust (SNB&T) is the last locally-owned bank in Wayne, with all management, decision making, and concentration in the Wayne area.



TAXES

SNB&T is the 2nd largest taxpayer in the City of Wayne per the most recent bond report, and is in the top 20 for Wayne County. In aggregate, our employees would also be in the top 3 of taxpayers, which doesn't even include contributions from sales tax, utility bills, licensing tags, etc.



SALARIES & BENEFITS

SNB&T's 2025 salaries to our 30 FTEs will be over \$1,500,000. Our total compensation, including benefits, will be over \$2,500,000. These dollars recirculate throughout our city, businesses, hospital, and more.



BONDS

In the last 5 years, SNB&T has purchased over 20 bonds from the City of Wayne and Wayne County.



LOANS

SNB&T has over \$165,000,000 in loans to our neighbors for homes, businesses, farms, cars, personal expenses and more.



BUSINESS SUPPORT

SNB will spend over \$250,000 with our local vendors this year.



CHARITABLE DONATIONS

SNB&T donated over \$150,000 to local charitable causes in 2024, including large donations to Wayne State College, PMC, Wayne Area Legacy Fund, Wayne County Fair, Greenwood Cemetery, and the Majestic Theatre.



COMMUNITY SERVICE

SNB&T employees give back over 2,000 hours per year across 60 different community organizations, including Wayne America Inc. (WAED), PMC Board, WSC Foundation, Wayne Airport Authority, Wayne Chicken Show, CHODO, Wayne Public Library Foundation, Wayne Green Team, and more.

Sending Wayne dollars outside of Wayne hurts our community's bottom line. That's why we **give where we live** by investing our dollars locally whenever possible. Looking at the big picture, our community-based approach offers far greater returns to the citizens of Wayne compared to any other option.

STATE NEBRASKA BANK & TRUST
HISTORY • PEOPLE • COMMUNITY SINCE 1892

122 Main Street 1010 Main Street Wayne, NE (402) 375-1130 statenebank.com





Proposal to Provide Banking Services

For

City of Wayne

Submitted November 20, 2025

City of Wayne
Wes Blecke
513 Main Street
Wayne, NE 68767

Dear Wes,

Thank you for the opportunity to introduce ourselves to you and present a banking proposal that fits your financial needs.

Throughout our 55+ years, BankFirst has been the leader in helping the people and businesses of our community meet and exceed their financial goals. Our cornerstone is superior customer service and it's something we take very seriously. BankFirst has proudly served public entities, providing tailored financial solutions that support their unique needs. Our experience in public sector banking ensures a deep understanding of regulatory requirements, budget cycles, and fiduciary responsibilities. With a proven track record of trust and reliability, we remain committed to delivering exceptional service.

We offer a convenient location in Wayne to serve the community. We also offer a full range of cash management services that are designed to effectively manage your funds.

We are committed to partnering with you to provide efficient and cost-effective products and services that will benefit you.

We look forward to the opportunity to work with you. Thank you for your consideration.

Sincerely,

Evan Rose
Assistant Vice President
Wayne, NE 68767

Jordan Suehl
Chief Operations Officer
Norfolk, NE 68701

BankFirst Proposal of Banking Services

1. Deposit Products

- Business Checking Account with Analysis allows the following
 - Receive electronic deposits
 - Ability to provide credit/debit card services
 - All statements will be cut off on the last business day of the month
 - Competitive Interest Rates: Our Business Analysis with Interest account offers earnings credit, which offsets transaction fees and maximizes WCS's deposits.

2. Convenient Branch Locations

- 220 West 7th Street
-

3. Information Reporting

- Business Online Banking provides designated users with access to account information 24 hours a day, 7 days a week. Multi-factor authentication ensures your online banking session is secure, and you can determine each user's level of access by account, transaction type, access time and function.
 - Informational Reports of account balances and daily activity
 - Ability to transfer funds between internal accounts
 - Option to place stop payments

4. Security Measures

- Multi-Factor Authentication (MFA): Secure login process with multiple verification steps.
- Token-Based Access Control: Required for ACH and wire transactions to prevent unauthorized transfers.
- End-to-End Encryption: Protects all financial data exchanged via online banking.
- Regulatory Compliance: Adherence to FDIC guidelines, state and federal financial regulations, and cybersecurity best practices

5. Remote Deposit Capture

- Save money and eliminate trips to the bank by making deposits directly from your desktop computer. Reduce the risk of check fraud, employee time and expense. Our Remote Deposit Capture product simplifies research and reporting options with check image availability.

6. ACH Origination Services

- Create one-time and recurring payments for a variety of applications: directly deposit payroll or expense reimbursements; collect monthly dues; even consolidate funds from multiple financial institutions.

7. Corporate Credit Cards

- One of today's most accepted forms of credit, our corporate credit card allows you to manage your company's spending in an efficient manner. Additional benefits include:
 - Variable user credit limits
 - Convenient online account access

BankFirst
Proposed Business Fee Schedule

Business Analysis Checking

Checks/Other Debits each \$.15

Deposits/Other Credits FREE

 On us each \$.05

 Local each \$.10

 Transit each \$.15

Overdraft or NSF Item \$35.00

Currency/Coin

Deposited per thousand \$2.50

Coin Rolled Coin Purchased (per roll) \$0.50

Currency Purchased (per Strap) \$1.00

Returned Deposit Item fee \$10.00

Incoming Wire Fee \$15.00

Outgoing Wire Fee \$30.00

Cash Management Services (Monthly)

Business Online Banking \$24.95

ACH Origination Fees included in \$24.95

Remote Deposit Capture Fees \$40.00

Stop Payment Fee \$35.00

Outgoing Wire Fee \$20.00

*Business Analysis Checking suits businesses with higher balances and more transaction activity. Your account balance will gain earnings credit which will be applied to your monthly service charge total to help offset fees, giving you the opportunity to have this account free of charge.

BankFirst Proposed Accounts

1. City of Wayne's Primary Operating Account

- a. Business Analysis with Interest- For businesses with higher balances or more transaction activity, we recommend an account analysis to allow an earnings credit to offset transaction fees. City of Wayne would earn an ECR and Interest.
 - i. Earning Credit Rate would be 1.78%
 - ii. Interest Rate would be 1.15%.

2. Account option with lower activity

- a. Business Checking with Interest- Free processing for up to 250 items. Monthly service fee of \$15 waived. Tiered interest rate structure based on balances.
- b.
 - i. See Deposit Rate sheet – Will provide a 1% adjuster on rate tiers.
 - ii. See Deposit Rate sheet – Will provide a 1% adjuster on rate tiers.

Based on the City's expected balances and transaction volumes, we anticipate that the earnings will fully offset all monthly service charges, effectively making this account fee free. This means the City can enjoy full access to premium banking services including ACH, wire, online banking, and remote deposit capture without incurring out of pocket costs.

BankFirst
Other Banking Services

1. Bank Statements

- a. BankFirst provides monthly statements that will be provided through Business Online Banking the first business day after month end.

2. Canceled Checks

- a. Canceled checks will be available on the monthly statement through Business Online Banking.

3. Deposit Slips

- a. We propose using our Remote Deposit Capture product that does not require deposit slips.

4. Electronic Payments

- a. BankFirst allows electronic payments with daily reports that can be viewed through Business Online Banking.

5. Internet Banking Services

- a. BankFirst offers Business Online Banking which conveniently allows you to manage your cash flow 24/7. \$24.95 monthly service charge that can be added to analysis.
- b. Automated Clearing House (ACH) Origination allows business customers to transfer funds in a cost-effective manner with electronic payments and deposits for payroll, vendors, and more. (Included in the \$24.95 price)
- c. Wires- Business Online Banking allows you to safely transfer domestic and international payments. \$10 fee per wire if initiated through Business Online Banking that can be added to analysis.
- d. Remote Deposit Capture- Streamline the check deposit process and manage receivables in a secure manner directly from your desktop while also reducing trips to the bank. \$40 monthly service fee that can be added to analysis.
- e. Stop Pays can be done through Business Online for \$35 per stop pay. This fee can be added to analysis.
- f. BankFirst does require all users with ACH or Wire capabilities use a token that generates a one-time password for login.

6. Investment Opportunities

- a. In addition to our competitive checking accounts, we are pleased to offer the City of Wayne a 6-month CD with an exceptional rate of 3.76% APY. This short-term investment option provides a secure way to earn higher interest on idle funds while maintaining flexibility.

BankFirst
Collateralization of Deposits

1. Pledged Securities

- a. BankFirst provides pledging services to all public, non-profit funds up to 105% of the amount of deposits in excess of FDIC insurance.

2. Safekeeping

- a. Pledged securities are held in safekeeping by independent third party banks including Federal Home Loan Bank and Union Bank and Trust.

3. Pledging Records

- a. Records and listings of collateral pledged against a public entity's accounts are distributed on a monthly basis showing fair market value of all collateral.
- b. Internal monitoring of accounts requiring collateralization is performed on a daily basis to ensure full insurance needs are met.

4. Pledging Receipts

- a. When new securities are pledged as collateral, the entity is notified and sent a scanned receipt for safekeeping records the same day the pledge is initiated.
- b. Original pledge receipts will be e-mailed 2-3 business days after the pledge is initiated.

5. Pledge Releases

- a. In the event of a call or maturity of a security, the entity is notified within 24 hours of said event.
- b. Releases may be scanned and original receipts are not required for proper release.
- c. If a release causes collateral value to drop below the deposit insurance requirement, a new pledge will be issued the same day as the release to comply with full insurance needs of the institution.

RESOLUTION NO. 2025-75

A RESOLUTION ACCEPTING BID AND AWARDING CONTRACT FOR THE FURNISHING AND INSTALLING OF A NEW CONTROL ENCLOSURE FOR THE “NORTHEAST SUBSTATION PROJECT.”

WHEREAS, one bid was received on December 4, 2025, for a new control enclosure for the “Northeast Substation Project;” and

WHEREAS, the bid has been reviewed by the City’s Engineer on the project, DGR Engineering; and

WHEREAS, DGR Engineering is recommending that the bid outlined below be accepted as recommended.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Council of the City of Wayne, Nebraska, that they find and declare that the bid for the new control enclosure for the “Northeast Substation Project,” as submitted by the following contractor:

<u>Bidder</u>	<u>Amount</u>
Trachte, LLC 422 N Burr Oak Ave Oregon WI 53575	\$605,978.00

and filed with the City Clerk in accordance with the general terms calling for the proposals for the furnishing of labor, tools, materials, and equipment required for said project in the City of Wayne, Nebraska, be and the same are hereby accepted.

PASSED AND APPROVED this 15th day of December, 2025.

THE CITY OF WAYNE, NEBRASKA,

By _____
Mayor

ATTEST:

City Clerk



December 10, 2025

City of Wayne
Attn: Wes Blecke, City Administrator
306 Pearl Street
Wayne, NE 68787

RE: **Recommendation of Award of Contract
Furnishing Control Enclosure – Northeast Substation**
DGR Project No. 412307

Dear Wes:

We have reviewed the bid received on December 4, 2025 for the above-referenced project. A bid summary form of the bid results is enclosed. We have checked the bid for mathematical accuracy and compliance with the bid specifications. We are hereby prepared to offer the following recommendation.

There was one (1) responsive bid received from Trachte, LLC of Oregon, Wisconsin for the price of \$605,978.00 for a Trachte manufactured control enclosure. Trachte has successfully completed similar projects for us in the past, and we know of no reasons why they would not perform well on this project. Subject to final agreement on contract terms by City staff, we recommend awarding the contract to Trachte, LLC at a total price of \$605,978.00.

Please review our recommendation and feel free to contact us with any questions you or the Council may have. Please let us know when an award has been made, and we will proceed with preparing the Contract Documents for signatures.

Best Regards,

DGR Engineering

A handwritten signature in black ink that reads 'Paul A. Davis'.

Paul Davis, P.E.
Enclosure: Bid Summary
PAD:ste

BID SUMMARY

**Furnishing Control Enclosure - Northeast Substation
City of Wayne
Wayne, Nebraska**



**DGR Project No. 412307
Bid Letting: December 4, 2025 - 2:00 PM
City Office
Page 1 of 1**

Bidder and Address	Bid Security	Bid Price	Manufacturer	Manufacturing Location	Guaranteed Delivery Date	Comments
Trachte, LLC 422 N Burr Oak Avenue Oregon, WI 53575	5% Bid Bond	\$605,978.00	Trachte	Oregon, WI	Est. 10/19/2026	Delivery Date estimated based on Contract Document executed by first week of January 2026