

**WAHOO CITY COUNCIL AGENDA**  
**Tuesday, August 26, 2025 - 7:00 PM**  
**Wahoo Public Library, 637 N Maple St, Wahoo, NE 68066**

NOTICE IS HEREBY GIVEN that the Mayor and Council of the City of Wahoo meet on the second and fourth Tuesdays of each month at the Wahoo Public Library, 637 N Maple Street Wahoo, Nebraska, at 7:00 p.m. Notice of special meetings shall be given by posting a notice thereof on the bulletin board in City Hall, U.S. Post Office, and FirstBank of Nebraska, at least 24 hours before the special meeting. All Council meetings are open to the public and the agenda, which is kept continually current, is available for public inspection at the office of the City Clerk at City Hall during normal business hours.

Individuals requiring physical or sensory accommodations, individual interpreter service, Braille, large print or recorded material, please contact the ADA Coordinator at City Hall, 605 North Broadway, Wahoo, Nebraska, 68066, telephone 402-443-3222 as far in advance as possible, but no later than 48 hours before the scheduled event.

{{Name: Agenda Item Name}}

**Pledge of Allegiance**

**Announcement of the Open Meetings Act**

**Call to order and roll call**

**Proclamation**

**Audience comments on items not listed on the agenda**

**Department head reports**

**Consent Agenda**

1. Acceptance of excused absence of Mayor or Council member(s)
2. Approval of the Aug 12, 2025 minutes of the City Council
3. Membership dues for League of Nebraska Municipalities - 9/1/2025 to 8/31/2026
4. Approval of claims

**Public hearing and associated action items**

1. Public Hearing on an application to the Nebraska Dept of Economic Development for a Community Development Block Grant, for a public planning grant for the development of a Downtown Revitalization Master Plan, for \$60,000; Resolution to authorize submittal of grant application.
2. A Public Hearing on the approval of a final plat for the replats of Lots 7-10 and Part of Lot 11 Block 126 County Addition - North side of N Orange and E 8th Street.

3. A Public Hearing on the Final Plat for a Replat of lot 4, Robert's 3rd Addition and Lot 3, Robert's 3rd Addition 2nd Replat. - North of N Elm and E 16th.

**Action items not requiring a public hearing**

1. Proposal to complete Blight and Substandard Determination Study by Ray Consulting Services, LLC for the City of Wahoo
2. Proposal from FHU Consulting to complete updated traffic study and option analysis for roads/access points to Highway 77/92 Expressway near 15th Street intersection
3. Approval of the new proposed pay scale for City of Wahoo and Wahoo Utilities Employees following 2025 Salary Survey.

**Mayor's comments on items not listed on the agenda**

**Council Comments on items not listed on the agenda**

**Adjourn**

**Upcoming planned meeting dates and agenda deadlines**

The Council met in Regular session in the Wahoo Public Library, in compliance with the agenda posted at City Hall, Post Office, and First Bank of Nebraska, and the City of Wahoo website, with each Council member being notified of the agenda prior to the meeting. The meeting was called to order by Mayor Gerald D. Johnson at 7:00 PM and opened with the Pledge of Allegiance. The public was informed of the location of posting of the Open Meetings Law. Roll call was taken with the following Council members: Ryan Ideus: Present, Stuart Krejci: Present, Patrick Nagle: Present, Chris Rappl: Present, Shane Sweet: Present, Carl Warford: Absent.

Council Member Krejci motioned, and Council Member Sweet seconded to approve the consent agenda which included acceptance of excused absence of Warford, approval of July 22, 2025, City Council minutes, and approval of the following claims:

- BEN – Benefits \$57,296.53,
- BLD – Baltz, Susan \$600.00, Heartland Office Cleaners \$1,040.00, Jackson \$560.17, Voss \$248.20,
- COM – Bizco \$7,691.50, Reditech \$2,310.24,
- EDU – CPR Associates \$120.00, SE Library Systems \$60.00,
- EQU – John Deere \$1,013.07,
- FIR – Witmer \$282.78,
- LIB – Baker & Taylor \$754.97, Center Point \$32.21, Demco \$232.82, Midwest Tape \$458.71, WT.cox \$380.41,
- MED – Bound Tree \$2,160.26, One Billing Solutions \$3,998.84, Stryker \$284.84,
- MISC – Wahoo Area Economic Development \$7,500.00, Wahoo Parks and Rec \$75,000.00,
- PAY – Payroll \$127,813.38,
- POS – Revolving Fund \$139.00,
- PUB – Column \$409.73,
- STR – Barco \$383.96, One Call Concepts \$54.49, Stright-line Striping \$9,859.85, Wahoo Concrete \$1,402.88,
- SUB – Eakes \$454.18, ESO \$2,619.75,
- SUP – Amazon \$417.34, Simons \$688.35,
- UTL – Butler Power \$42.82, Charter \$150.00, First Wireless \$955.39, Paper Tiger \$70.00, US Cellular \$38.66, Verizon \$1,721.94, Wahoo Utilities \$8,963.92, Waste Connections \$266.13,
- VEH – Breuning Supply \$9,083.60, O'Reilly \$19.47, Sid Dillion \$96.80.

Roll call vote Krejci, yes; Sweet, yes; Warford, yes; Ideus, yes; Rappl, yes; Nagle, yes. Motion carried.

Council Member Ideus motioned, and Council Member Rappl seconded to move the November 11 City Council Meeting to November 13. Roll call vote Ideus, yes; Rappl, yes; Nagle, yes; Warford, yes; Sweet, yes; Krejci, yes. Motion carried.

Council Member Krejci motioned, and Council Member Ideus seconded table approval of City of Wahoo Pay Scale changes. Roll call vote Krejci, yes; Ideus, yes; Sweet, yes; Warford, yes; Rappl, yes; Nagle, yes. Motion carried

The meeting was adjourned at 7:42pm.

Approved: August 12, 2025

\_\_\_\_\_  
Christina Fasel, City Clerk

\_\_\_\_\_  
Gerald D. Johnson, Mayor

League of Nebraska Municipalities  
 402-476-2829  
 1335 L Street  
 Lincoln, NE 68508

# Invoice

Date	Invoice #
8/8/2025	195243

<b>Bill To</b>
Wahoo 605 North Broadway Wahoo, NE 68066-1697

		P.O. No.	Terms
			Net 30
Quantity	Description	Rate	Amount
	League of Nebraska Municipalities Membership Dues for September 1, 2025 through August 31, 2026	20,091.00	20,091.00
			0.00
		<b>Total</b>	\$20,091.00

Please send a copy of this invoice with your payment.

Vendor Inquiry - Invoices  
Vendor: 2345 League of Nebraska Municipalit

Date	Invoice/Check	Sequence	Type	GL Period	GL Account	Invoice/Check Amount	Balance	Description
07/23/2012	8204		1 Invoice	08/12	101-01-550.390	7,560.00	7,560.00	membership dues 9/1/12-8/31/13
08/07/2013	9213		1 Invoice	08/13	101-01-550.390	7,950.00	15,510.00	membership dues 9/1/13-8/31/14
08/01/2014	10070		1 Invoice	08/14	101-01-550.390	7,911.00	23,421.00	membership dues 9/1/14-8/31/15
08/12/2015	10915		1 Invoice	10/15	101-01-550.390	8,470.00	31,891.00	membership dues 9/1/15-8/31/16
07/28/2016	11726		1 Invoice	08/16	101-01-550.390	8,995.00	40,886.00	membership dues 9/1/16-8/31/17
07/28/2017	112687		1 Invoice	09/17	101-01-550.390	9,281.00	50,167.00	membership dues 9/1/17-8/31/18
07/23/2018	16027		1 Invoice	08/18	101-01-550.390	10,573.00	60,740.00	membership dues 9/1/18-8/31/19
08/26/2019	16905		1 Invoice	09/19	101-01-550.390	10,585.00	71,325.00	membership dues 9/1/19-8/31/20
08/03/2020	17660		1 Invoice	08/20	101-01-550.390	11,274.00	82,599.00	membership dues 9/1/20-8/31/21
07/22/2021	18390		1 Invoice	09/21	101-01-550.390	12,430.00	95,029.00	membership dues 9/1/21-8/31/22
08/25/2022	19243		1 Invoice	08/22	101-01-550.390	13,654.00	108,683.00	membership dues 09/01/22-08/31/2023
08/04/2023	193562		1 Invoice	10/23	101-01-550.390	16,994.00	125,677.00	membership dues 09/01/23-08/31/2024
08/01/2024	194383		1 Invoice	10/24	101-01-550.390	19,039.00	144,716.00	membership dues 09/01/24-08/31/2025

GL Account and Title	Vendor Name	Description	Invoice Number	Invoice Date	Net Invoice Amount	Amount Paid
<b>GENERAL FUND</b>						
<b>101-01-550.330 PRINTING &amp; PUBLICATION</b>						
101-01-550.330 PRINTING & PUBLICATION	The Enterprise Publishing	City 1/2 of 25-26 Chamber Directory	287797	04/25/2025	372.50	372.50
Total 101-01-550.330 PRINTING & PUBLICATION:					372.50	372.50
<b>101-01-554.630 BUILDING MAINTENANCE</b>						
101-01-554.630 BUILDING MAINTENANCE	Baltz, Susan	2 weeks office cleaning	2AUG25	08/17/2025	400.00	.00
101-01-554.630 BUILDING MAINTENANCE	Getzschman Heating LLC	Diagnostic service fee for City Hall HVAC	419990	08/01/2025	129.00	.00
101-01-554.630 BUILDING MAINTENANCE	Jackson Services, Inc.	City Hall Mop and Towels	5625406	08/19/2025	39.49	.00
Total 101-01-554.630 BUILDING MAINTENANCE:					568.49	.00
<b>101-01-554.660 COMPUTER/SOFTWARE MAINTENANCE</b>						
101-01-554.660 COMPUTER/SOFTWARE MAINTENANCE	Caselle, Inc.	Contract Support and maintenance charges 9/1/25-4/30/25	INV-09764	08/01/2025	1,152.65	.00
Total 101-01-554.660 COMPUTER/SOFTWARE MAINTENANCE:					1,152.65	.00
<b>101-01-923.010 CONSULTANTS-ATTORNEYS</b>						
101-01-923.010 CONSULTANTS-ATTORNEYS	Bromm, Lindahl, Freeman-	6 months retainer fee April-Sept 2025	8125	08/01/2025	4,200.00	.00
Total 101-01-923.010 CONSULTANTS-ATTORNEYS:					4,200.00	.00
Total GENERAL FUND:					6,293.64	372.50
<b>POLICE FUND</b>						
<b>102-01-550.310 MATERIALS &amp; SUPPLIES</b>						
102-01-550.310 MATERIALS & SUPPLIES	Bomgaars	car cleaning supplies	27319700	08/03/2025	20.67	.00
102-01-550.310 MATERIALS & SUPPLIES	Bomgaars	surge strip	27321273	08/07/2025	19.99	.00
Total 102-01-550.310 MATERIALS & SUPPLIES:					40.66	.00
<b>102-01-554.640 CAR/TRUCK MAINTENANCE</b>						
102-01-554.640 CAR/TRUCK MAINTENANCE	Ozzy's Auto Clinic	flat repair	1003671	08/06/2025	20.00	.00
Total 102-01-554.640 CAR/TRUCK MAINTENANCE:					20.00	.00
Total POLICE FUND:					60.66	.00
<b>STREET FUND</b>						
<b>103-01-550.310 MATERIALS &amp; SUPPLIES</b>						
103-01-550.310 MATERIALS & SUPPLIES	Bomgaars	spreader	27304612	06/06/2025	5.69	.00
103-01-550.310 MATERIALS & SUPPLIES	Bomgaars	spray paint	27316109	07/25/2025	15.98	.00
103-01-550.310 MATERIALS & SUPPLIES	Fastenal Company	Hardware for Sign Maint	NEFRE207005	07/18/2025	414.30	.00
Total 103-01-550.310 MATERIALS & SUPPLIES:					435.97	.00
<b>103-01-550.510 ASPHALT/GRAVEL/CONCRETE</b>						
103-01-550.510 ASPHALT/GRAVEL/CONCRETE	National Concrete Cutting I	asphalt grindings for unimproved road repairs	26771	07/31/2025	790.85	.00

GL Account and Title	Vendor Name	Description	Invoice Number	Invoice Date	Net Invoice Amount	Amount Paid
Total 103-01-550.510 ASPHALT/GRAVEL/CONCRETE:					790.85	.00
<b>103-01-550.530 PAVEMENT MARKING</b>						
103-01-550.530 PAVEMENT MARKING	Diamond Vogel Paint	Pavement marking paint	501541874	08/07/2025	388.50	.00
Total 103-01-550.530 PAVEMENT MARKING:					388.50	.00
<b>103-01-554.630 BUILDING MAINTENANCE</b>						
103-01-554.630 BUILDING MAINTENANCE	Jackson Services, Inc.	Street Dept Mats	5625404	08/19/2025	31.36	.00
Total 103-01-554.630 BUILDING MAINTENANCE:					31.36	.00
<b>103-01-554.650 EQUIPMENT MAINTENANCE</b>						
103-01-554.650 EQUIPMENT MAINTENANCE	Bomgaars	mosquito sprayer repair	27315470	07/24/2025	19.97	.00
Total 103-01-554.650 EQUIPMENT MAINTENANCE:					19.97	.00
<b>103-01-554.680 RESURFACING &amp; STREET MAINT.</b>						
103-01-554.680 RESURFACING & STREET MAINT.	K2 CONSTRUCTION	Vurb and Gutter replacement split cost with Methodist Church	17072	08/14/2025	1,000.00	.00
Total 103-01-554.680 RESURFACING & STREET MAINT.:					1,000.00	.00
<b>103-09-550.310 MATERIALS &amp; SUPPLIES</b>						
103-09-550.310 MATERIALS & SUPPLIES	Bomgaars	fuse for downtown street lights	27318787	08/01/2025	42.99	.00
Total 103-09-550.310 MATERIALS & SUPPLIES:					42.99	.00
Total STREET FUND:					2,709.64	.00
<b>CEMETERY FUND</b>						
<b>104-01-550.360 UTILITIES-ELEC./TELE./GARBAGE</b>						
104-01-550.360 UTILITIES-ELEC./TELE./GARBAGE	Omaha Public Power Distri	Cemetery electrical service charge	AUG25	08/11/2025	41.53	.00
Total 104-01-550.360 UTILITIES-ELEC./TELE./GARBAGE:					41.53	.00
Total CEMETERY FUND:					41.53	.00
<b>FIRE FUND</b>						
<b>106-01-550.310 MATERIALS &amp; SUPPLIES</b>						
106-01-550.310 MATERIALS & SUPPLIES	Bomgaars	hose clamp and Flag set	27317676	07/29/2025	94.94	.00
Total 106-01-550.310 MATERIALS & SUPPLIES:					94.94	.00
<b>106-01-554.630 BUILDING MAINTENANCE</b>						
106-01-554.630 BUILDING MAINTENANCE	Jackson Services, Inc.	Fire Hall Mats and mops	5625389	08/19/2025	97.47	.00
Total 106-01-554.630 BUILDING MAINTENANCE:					97.47	.00
<b>106-01-554.650 EQUIPMENT MAINTENANCE</b>						
106-01-554.650 EQUIPMENT MAINTENANCE	Bomgaars	sprayer	27303312	06/23/2025	9.88	.00

GL Account and Title	Vendor Name	Description	Invoice Number	Invoice Date	Net Invoice Amount	Amount Paid
Total 106-01-554.650 EQUIPMENT MAINTENANCE:					9.88	.00
Total FIRE FUND:					202.29	.00
<b>LIBRARY FUND</b>						
<b>108-01-550.390 MEMBERSHIP &amp; CERTIF. DUES</b>						
108-01-550.390 MEMBERSHIP & CERTIF. DUES	Assn for Rural and Small Li	ARSL membership through 10/03/2026	77228	08/04/2025	175.00	.00
108-01-550.390 MEMBERSHIP & CERTIF. DUES	NE Library Association	3 Staff Membership @ \$75 2 Trustee membership \$40	5809	08/01/2025	305.00	.00
Total 108-01-550.390 MEMBERSHIP & CERTIF. DUES:					480.00	.00
<b>108-01-550.560 BOOKS</b>						
108-01-550.560 BOOKS	Baker & Taylor Entertainme	Books	2039217605	08/04/2025	119.45	.00
108-01-550.560 BOOKS	Baker & Taylor Entertainme	Books	2039220445	08/05/2025	206.74	.00
108-01-550.560 BOOKS	Center Point Publishing	Book	168066175494	08/11/2025	136.92	.00
Total 108-01-550.560 BOOKS:					463.11	.00
<b>108-01-554.630 BUILDING MAINTENANCE</b>						
108-01-554.630 BUILDING MAINTENANCE	Continental Fire Sprinkler	service call for tripped dry system	327768	08/11/2025	360.75	.00
108-01-554.630 BUILDING MAINTENANCE	Jackson Services, Inc.	Library Mats	5621044	08/12/2025	26.83	.00
Total 108-01-554.630 BUILDING MAINTENANCE:					387.58	.00
<b>108-01-554.660 COMPUTER/SOFTWARE MAINTENANCE</b>						
108-01-554.660 COMPUTER/SOFTWARE MAINTENANCE	FES LLC	Web hosting 8/25-7/26	INV004001	08/01/2025	2,000.00	.00
Total 108-01-554.660 COMPUTER/SOFTWARE MAINTENANCE:					2,000.00	.00
Total LIBRARY FUND:					3,330.69	.00
<b>DEBT SERVICE FUND</b>						
<b>110-01-554.660 COMPUTER/SOFTWARE MAINTENANCE</b>						
110-01-554.660 COMPUTER/SOFTWARE MAINTENANCE	Caselle, Inc.	Contract Support and maintenance charges 9/1/25-9/30/25	INV-09764	08/01/2025	207.80	.00
Total 110-01-554.660 COMPUTER/SOFTWARE MAINTENANCE:					207.80	.00
Total DEBT SERVICE FUND:					207.80	.00
<b>AQUATICS CENTER FUND</b>						
<b>118-01-550.970 AQUATIC CTR OPERATING EXPENSE</b>						
118-01-550.970 AQUATIC CTR OPERATING EXPENSE	Wahoo Parks & Recreation	Transfer of final amount in aquatics center fund to cover operating deficit for WAC	82225	08/22/2025	583.55	.00
Total 118-01-550.970 AQUATIC CTR OPERATING EXPENSE:					583.55	.00
Total AQUATICS CENTER FUND:					583.55	.00
<b>EMS</b>						
<b>121-01-554.630 BUILDING MAINTENANCE</b>						
121-01-554.630 BUILDING MAINTENANCE	Jackson Services, Inc.	Fire Hall Mats and mops	5625389	08/19/2025	97.47	.00

GL Account and Title	Vendor Name	Description	Invoice Number	Invoice Date	Net Invoice Amount	Amount Paid
Total 121-01-554.630 BUILDING MAINTENANCE:					97.47	.00
Total EMS:					97.47	.00
Grand Totals:					13,527.27	372.50

Dated: \_\_\_\_\_

Mayor: \_\_\_\_\_

City Council: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

City Recorder: \_\_\_\_\_

Draft

# Wahoo Newspaper

564 N. Broadway,  
Wahoo, Nebraska 68066  
AFFIDAVIT OF PUBLICATION

Account Number: COL-NE-401806  
Date: August 15, 2025

City of Wahoo, Nebraska  
Melissa Harrell  
605 N. Broadway,  
Wahoo, NE 68066

Date:	Category:	Description:	Ad Size:	Total Cost:
08/15/25	General	CDBG Application	1 X	\$50.92
	Legal	Public Hearing	78 L	
	Notice	Notice		

Published by  
the Wahoo News

State of New Jersey, County of Camden, ss:

Laquansay Nickson Watkins, being first duly sworn, deposes and says: That (s)he is a duly authorized signatory of Column Software, PBC, duly authorized agent of **Wahoo Newspaper**, a newspaper published in Saunders County, Nebraska, do certify that the annexed notice CDBG APPLICATION PUBLIC HEARING NOTICE was published in said newspapers on the following

**Aug. 15, 2025**

The first insertion being given Aug. 15, 2025

Newspaper reference: COL-NE-401806

(Signed) *Laquansay Nickson Watkins*

SHARONN E THOMAS-POPE  
NOTARY PUBLIC  
STATE OF NEW JERSEY  
My Commission Expires January 23, 2027

### VERIFICATION

State of New Jersey  
County of Camden *Sharon E. Thomas-Pope*

Subscribed in my presence and sworn to before me on this: 08/15/2025

Notarized remotely online using communication technology via Proof.

### NOTICE OF PUBLIC HEARING ON AN APPLICATION FOR THE COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM

**NOTICE IS HEREBY GIVEN** that on Tuesday, August 26th, 2025, at or soon after 7:00 PM in the Wahoo Public Library, 637 N Maple Street, the City of Wahoo, NE 68066 will hold a public hearing concerning an application to the Nebraska Department of Economic Development for a Community Development Block Grant (CDBG). This grant is available to local governments for community/ economic development activities. The City of Wahoo is requesting \$53,000 for a Public Planning Grant. This grant will be used to implement a citizen participation process to identify, evaluate, and prioritize downtown revitalization projects, and will result in a Downtown Revitalization Master Plan for the City. This activity will address the National CDBG objective of eliminating substandard and blighted conditions. CDBG funded activities will include: \$50,000 for Public Planning, and \$3,000 for General Administration. The CDBG funds will be matched with \$10,000 from the City, for a project total of \$63,000. The project activities include:

- Project Activity 20A - Public Planning - \$50,000 CDBG + \$10,000 Match
- Project Activity 21A - General Administration - \$3,000 CDBG

All funds will be utilized for the National Objective of SBA within a designated Slum & Blighted area and the proposed project will aid in the prevention or elimination of slums or blight. There will be no persons displaced as a result of CDBG activities. The grant application will be available for public inspection at the City of Wahoo Clerk's Office. All interested parties are invited to attend this public hearing at which time you will have an opportunity to be heard regarding the grant application. Written and oral testimony will also be accepted at the public hearing scheduled for 7:00 PM, Tuesday, August 26th, 2025, Wahoo Public Library, 637 N Maple Street, Wahoo, NE 68066. Written comments addressed to Melissa Harrell at 402-443-3222 will be accepted if received on or before Friday, August 22nd, 2025. Individuals requiring physical or sensory accommodations including interpreter service, Braille, large print, or recorded materials, please contact Melissa Harrell at 402-443-3222 no later than Friday, August 22nd, 2025. Accommodations will be made for persons with disabilities and non-English speaking individuals provided that a 1 day notice is received by the City of Wahoo.  
8/15/2025 COL-NE-401806 ZNEZ



**RESOLUTION AUTHORIZING CHIEF ELECTED OFFICIAL  
TO SIGN AN APPLICATION FOR CDBG FUNDS**

Whereas, the City of Wahoo, Nebraska, is an eligible unit of a general local government authorized to file an application under the Housing and Community Development Act of 1974 as amended for Small Cities Community Development Block Grant Program, and,

Whereas, the City of Wahoo, Nebraska, has obtained its citizens' comments on community development and housing needs; and has conducted public hearing(s) upon the proposed application and received favorable public comment respecting the application which for an amount of \$60,000 for the preparation of a Downtown Revitalization Plan; and,

NOW, THEREFORE, BE IT RESOLVED BY

City Council of the City of Wahoo, that the Mayor be authorized and directed to proceed with the formulation of any and all contracts, documents or other memoranda between Wahoo and the Nebraska Department of Economic Development so as to effect acceptance of the grant application.

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Chief Elected Official Signature

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Jerry Johnson, Mayor

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Date



*Serving Our Communities... Investing in You.*

Est. 1882

July 23, 2025

Department of Economic Development  
245 Fallbrook Blvd, Suite 002  
Lincoln, NE 68521

RE: City of Wahoo 2025 CDBG Planning Grant Application

To Whom It May Concern:

I am writing a letter of support for the City of Wahoo's application of a Planning grant. The City of Wahoo has focused on the downtown area to improve the infrastructure with a large water line upgrade that is just being completed. That project has lasted more than a year and involves running new water mains and new water hook-ups to each downtown building. Past years of multiple water main breaks should now be eliminated in the downtown area.

Resurfacing the downtown streets needs to be completed now that the water project is nearing completion, but the downtown needs an overall assessment to make sure the City's funds are spent wisely.

Now is the ideal time to objectively look at our downtown for accessibility and attractiveness. Your program fits our needs perfectly. Your expertise in downtown revitalization is needed and your cost share in the grant helps Wahoo conserve funds for the final project to get completed.

Sincerely,

A handwritten signature in black ink, appearing to read 'Stuart Krejci'.

Stuart Krejci  
President

[www.FirstBankNE.com](http://www.FirstBankNE.com)

Wahoo Branch | P: 402.443.4117 | T: 888.667.2865 | F: 402.443.5093  
201 E. 5th Street, P.O. Box 68, Wahoo, NE 68066



Member  
**FDIC**

Molly Nicola  
433 E. 3<sup>rd</sup> Street  
Wahoo, NE 68066  
[mollynicola@hotmail.com](mailto:mollynicola@hotmail.com)  
(402) 419-6565

July 28, 2025

Nebraska Department of Economic Development  
Community and Rural Development Division  
P.O. Box 94666  
Lincoln, NE 68509-4666

To Whom It May Concern,

I am writing as a proud resident of Wahoo, where my husband and I have lived for the past six years. We are raising our two children here, and my husband serves as an educator in the Wahoo Public School District. We are deeply invested in this community and its future, and I am writing in strong support of the City of Wahoo's application for Community Development Block Grant (CDBG) Planning Funds for Downtown Revitalization.

Our downtown has tremendous potential, but like many small towns, it is showing signs of aging. The charm is still there, but it needs strategic vision and investment to truly shine again. This grant would provide the opportunity for the City to work with experienced professionals to create a comprehensive revitalization plan that reflects the community's needs, goals, and values.

A vibrant and welcoming downtown would enhance quality of life for residents, attract new businesses, and give families even more reasons to be proud to call Wahoo home. It would also create a stronger sense of place for our children and students; a living example of what it looks like when a community invests in itself.

This planning grant isn't just a step in the right direction, it's a critical foundation for a stronger, more beautiful, and more economically resilient Wahoo. I wholeheartedly support this initiative and urge the Department of Economic Development to approve the City of Wahoo's grant application.

Thank you for your time and consideration.

Sincerely,



Molly Nicola

8/14/2025

**Department of Economic Development**

245 Fallbrook Blvd, Suite 002

Lincoln, NE 68521

RE: City of Wahoo 2025 CDBG Planning Grant Application

To Whom It May Concern,

I am writing to you today as a lifelong resident, local business owner, and father of four in Wahoo. My wife and I have lived here our whole lives, and we're deeply invested in this community, both personally and professionally. We are proud to call Wahoo home, and it's with that pride that I am writing to strongly support the City of Wahoo's application for Community Development Block Grant (CDBG) Planning Funds for Downtown Revitalization.

Our downtown is the heart of our community, but like many small towns, it is in need of a renewed vision. The charm and potential are undeniable, but without strategic investment, we risk losing the core of our local economy and our community's identity. This grant would be the crucial first step, providing Wahoo with the resources to work with experts and create a comprehensive revitalization plan that is both practical for business owners and inspiring for residents.

A vibrant and thriving downtown would directly benefit local businesses like mine, attracting more customers and encouraging new entrepreneurs to set up businesses. More importantly, it would create a stronger sense of pride and a better quality of life for families. I want my four children to grow up in a town with a downtown they are proud to be in now and want to come back to in the future. A living example of a community that actively invests in its future, is a good example of how to prepare my kids and their peers to prepare for their own future.

Approving this planning grant is more than just a step in the right direction; it's a vital investment in the economic resilience and long-term prosperity of Wahoo. I wholeheartedly support this initiative and urge the Department of Economic Development to approve the City of Wahoo's grant application.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read 'Paul Sutton', with a long horizontal flourish extending to the right.

Paul Sutton, Local Business Owner, Wahoo Resident



08/15/25

Department of Economic Development  
245 Fallbrook Blvd, Suite 002  
Lincoln, NE 68521

RE: City of Wahoo 2025 CDBG Planning Grant Application

To Whom It May Concern:

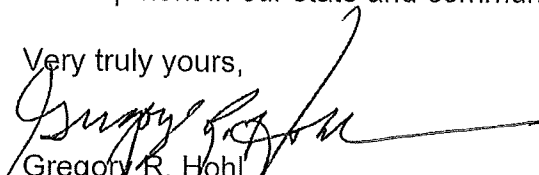
I am writing to ask you to favorably consider approving the City of Wahoo for CDBG planning funds in connection with the City's plans to revitalize and upgrade our downtown area.

The last significant downtown Improvement took place in 1989 which included new sidewalks, bump outs in the intersections and our bank did a major façade and interior improvement. Many businesses improved their storefronts including the installation of awnings. And after a fire destroyed our Bank building in 2016, we chose to rebuild a two-story building in the same location in downtown. Our decision was based on our desire to support downtown and help ensure its future viability and while it was a calculated risk we still feel it was best for our bank as well.

We are now seeing a decline in many storefronts, streets and sidewalks. We have been fortunate to have a majority of our downtown buildings occupied but there are concerns that this could change if our downtown area continues to decline. Businesses like ours have made a major investment in downtown Wahoo but we are competing with other communities around the Omaha and Lincoln area which have vibrant and attractive downtown centers.

A professional planning process is an essential first step to achieving our goal of improving and redeveloping downtown Wahoo. We appreciate the role you play in supporting economic development in our state and communities!

Very truly yours,




Gregory R. Hohl  
Chairman/CEO


164 East 5th Street, Wahoo, NE 68066 · [www.wahoostatebank.com](http://www.wahoostatebank.com) · phone 402.443.3207 · fax 402.443.5214


Member FDIC




found + flora

 (402) 443-1117

 [hello@foundandflora.com](mailto:hello@foundandflora.com)

 165 E 5<sup>th</sup> Street, Wahoo NE 6806

 [www.foundandflora.com](http://www.foundandflora.com)

August 18, 2025

Department of Economic Development  
245 Fallbrook Blvd, Suite 002  
Lincoln, NE 68521

RE: City of Wahoo 2025 CDBG Planning Grant Application

To Whom It May Concern:

I am writing to express my strong support for the City of Wahoo's application for CDBG Planning Funds for Downtown Revitalization. As the owner of Found + Flora flower shop and a member of the Wahoo business community for the past 13 years, I recognize the tremendous value that a well-planned and vibrant downtown can bring to our city's economic growth, cultural life, and overall quality of life.

Downtown Wahoo is at an important crossroads, with growing interest from local businesses, community members, and organizations—such as the newly formed Wahoo Area Arts Council—in shaping a vibrant, welcoming, and economically strong downtown district. A professional planner would provide the expertise needed to thoughtfully guide revitalization efforts, ensuring that improvements are not only visually appealing but also sustainable, functional, and aligned with long-term community goals. With coordinated planning, Wahoo has the opportunity to foster cultural growth, attract new investment, and create a downtown that reflects both its historic charm and its bright future as a hub for arts, culture, and commerce.

Our downtown is the heart of our community, and its improvement will foster stronger business activity, a stronger sense of community enhance to tourism, and create a welcoming environment for residents and visitors alike. By engaging community members in the planning process, this project will ensure that the revitalization reflects the values, needs, and aspirations of Wahoo's residents.

For these reasons, I fully support the City of Wahoo's efforts to secure this grant and strongly encourage the Department of Economic Development to approve their application.

Sincerely,

Kathryn I. Nygren  
Owner, Found + Flora, LLC  
President, Wahoo Area Arts Council

Greater Wahoo Development Foundation  
Walking Observation Notes  
April 2, 2025

**Negatives**

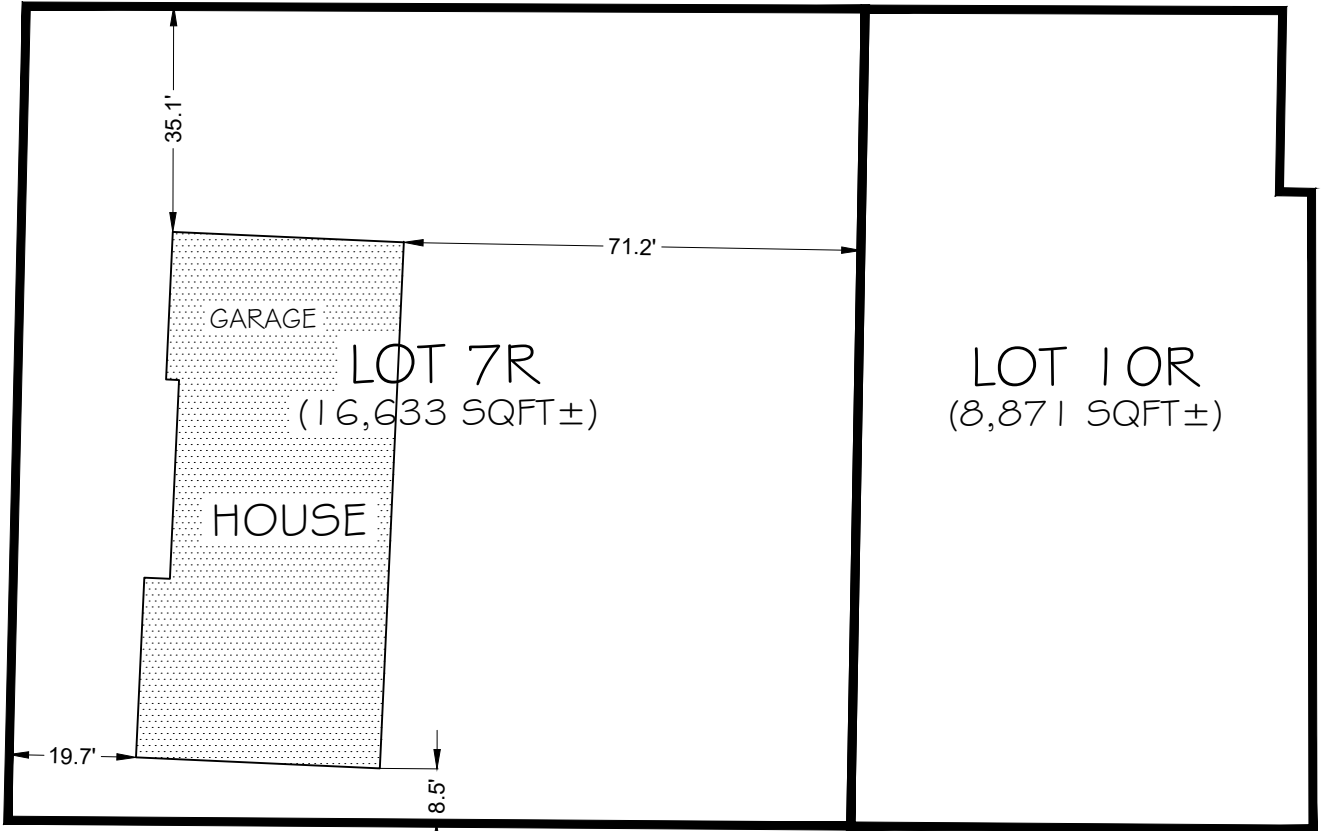
- Wigwam (x4)
- Old Greenery
- Lack of Greenery (x3)
- Empty Buildings (x4)
- Bad Sidewalks (x4)
- Brick Edging-Remove
- No Trees (x5)
- Ripped Awnings (x7)
  - Warehouse Surplus
  - 141 E. 5th
- Faded & Rusty Awnings (x4)
- Buildings With No Awnings-  
Not Cohesive
- Need Uniform Awnings
- Ugly Grain Elevator
- Too Many Non-Retail  
Buildings
- Shabby Front Facades
- Empty Telephone Booth
- Boarded Dollar General  
Window (x4)
- Old Laundry Mat—Empty (x3)
- Eagles Mural—Needs Help
- Tattered Flags at the  
Courthouse
- Christmas Decorations over  
Lasting Looks (x2)
- West Side of 5<sup>th</sup> from  
Husbands to Sassafras—  
Trashy Decorations, Garbage,  
Bricks, Blocks, Bad Wicker  
Furniture (x4)
- Sidewalk Clutter (x2)
- Bump-outs Are Weedy (x4)

- Dead Shrub in Bump-Out
- Front of Wahoo Meat Market
- Bench at Bromm Lindahl  
Freeman-Caddy & Lausterer
- OK Market
- Falke Storage- Paint
- Facelift for Buildings
- Seasonal Decorations
- Light Pole Banners Still  
Snowflakes (x2)
- Storefronts Look Good
- Hao's Garden Needing  
Updating
- Trees in Falke's Rooftop (6<sup>th</sup>  
St.)
- Curbing at Post Office
- Broadway Mall Sign—not  
relevant
- Light Poles Not Working
- Store Owners Taking Pride in  
their Buildings (x2)
- Riff's
- 6<sup>th</sup> & Maple Empty Lot

**Positives**

- Wahoo State Bank Clock
- Flowers in Locations
- Wahoo Library
- Phone Booth Cool-Add  
History Signage

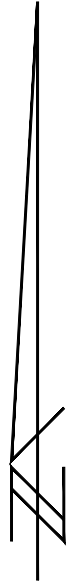
ORANGE ST.



8TH STREET

**LEGAL DESCRIPTION:**

LOT 7R AND 10R, BLOCK 126, COUNTY ADDITION TO THE CITY OF WAHOO, SAUNDERS COUNTY, NEBRASKA.



<b>CHARLES SURVEYING LLC.</b>		
JEREMY A. CHARLES		
21 N. 3RD CIRCLE		
MEAD NE 68041		
(402) 443-6955		
BUILDING DETAIL	scale:	1"=30'
	date:	08/18/2025
	drawn by:	JC
REPLAT OF LOTS 7-10, & PT. LOT 11, BLOCK 126, COUNTY ADD., CITY OF WAHOO, SAUNDERS CO., NEB.	field wk:	JC/CB
	sheet:	1 of 1



# RPS

Ray Planning Solutions, LLC

1212 N 185th Street

Elkhorn, NE 68022

Phone: (402) 779-1070

---

## AGREEMENT FOR PLANNING SERVICES

### **Between the City Wahoo, Nebraska ("Owner")**

605 North Broadway

Wahoo, NE 68066

Phone: (402) 443-3222

### **And Ray Planning Solutions, LLC ("Planner")**

1212 N 185th St.

Elkhorn, NE 68022

Phone 402-779-1070

---

## Project Description

Provision of a **Blight and Substandard Determination Study** and related presentations for the area illustrated in **Exhibit A**.

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## Scope of Services

Ray Planning Solutions will provide planning services for a Blight and Substandard Determination Study. Services may run concurrently.

### **Blight and Substandard Study**

- Review City of Wahoo's records and previous studies.
- Conduct field evaluation of the Study Area for criteria specified in the Nebraska Community Development Law.
- Analyze conditions to determine blight or substandard status under state statute.
- Review Saunders County Assessor records for structure age and lot characteristics.
- Coordinate with city staff and legal counsel to define the determination area.
- Prepare and revise a draft report based on client feedback.
- Provide a boundary description of the area.
- Includes one (1) site visit.

## Study Approval

- Present the draft study to the Wahoo Planning Commission.
- Present the draft study to the Wahoo City Council.
- Includes two (2) trips to Wahoo.

## Deliverables

- Electronic copy of the approved study.
- Shapefiles developed for the study.

## Project Timeline

Draft documents will be delivered within four weeks of notice to proceed.

---

## Terms and Conditions

### Lump-Sum Fee

- **Blight and Substandard Study:** \$7,000 lump sum fee

### Legal Review

- The Owner is responsible for legal review.
- Planner will revise documents if feedback is provided within two weeks of submission.

### Payments

- No retainer required.
- Monthly progress billing.
- Invoices due upon receipt; delinquent after 30 days.
- Interest of 12% annually on overdue invoices.
- Work will pause if payment is not received within 60 days.

### Reimbursable Expenses

Included in lump-sum:

- Mileage
- Long-distance calls

## RPS

- Meals
- Travel expenses
- Software
- Copies/prints

Other reimbursable expenses billed at 110% of cost (none anticipated).

### **Contract Time**

Draft study due within four weeks of agreement execution. If not completed by **January 1, 2026**, and delay is not Planner's fault, additional services will be billed separately.

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### **Acceptance of Proposal**

By signing below, the Owner accepts the terms and confirms authority to modify, extend, or terminate this agreement.

---

Owner /Title



---

Jeffrey B. Ray, AICP  
Principal  
Ray Planning Solutions, LLC.

# EXHIBIT A



August 21, 2025

Ms. Melissa M. Harrell  
City Administrator / Treasurer  
City of Wahoo  
605 North Broadway Street  
Wahoo, NE 68066

**Reference: Highway 77 Development Traffic Analysis Update Proposal**  
*FHU Project Number: 123100-07*

Dear Ms. Harrell:

This proposal describes the scope of services necessary to update the Wahoo Hwy-77 Development Traffic Impact Study, October 2023 associated with the proposed JEO Investments development located on the west side of Wahoo, NE.

The development is anticipated to be completed in phases, with Phase 1 completed by 2027 and full buildout of the mixed use development assumed to be completed by 2031. Access for Phase 1 will be provided at one location onto W. 15<sup>th</sup> Street via Dry Run Drive. With Phase 2, a second access will be provided onto US-77/N-92 via Dry Run Drive. In order to address the traffic operations at the existing and proposed intersections/site access locations, the primary focus of this analysis will include the evaluation of the following locations:

- ▶ US-77/N-92 with W. 15<sup>th</sup> Street
- ▶ US-77/N-92 with Dry Run Drive (proposed access)
- ▶ W. 15<sup>th</sup> Street with Dry Run Drive

The study will evaluate the following time periods:

- ▶ Existing (2023) AM and PM peak hours – *Completed*
- ▶ Phase 1 (2028) AM and PM peak hours with access to W. 15<sup>th</sup> Street - *Updated with new Phase 1*
- ▶ Full-Buildout (2031) of the development for AM and PM peak hours with access to W. 15<sup>th</sup> Street and US-77/N-92 - *Updated with new Phase 1 & Phase 2*
- ▶ Future (2041) of the development for AM and PM peak hours with access to W. 15<sup>th</sup> Street and US-77/N-92 - *Updated with new Phase 1 & Phase 2*

## Scope of Services

### **Task 1 – Data Compilation**

No additional work is anticipated as part of this task. Existing count data collected in 2023 will be utilized.

### **Task 2 – Trip Generation & Assignment**

The Institute of Transportation Engineers' (ITE) Trip Generation, Eleventh Edition, 2022 will be utilized to develop trip generation estimates for the proposed land uses. The trip assignment will be based on existing,

local travel patterns. Preliminary plats and information provided JEO Investments Inc. will be utilized to develop site trips. Pass-by trips and internal trip reductions may be considered.

### **Task 3 – Traffic Forecasting**

No additional work is anticipated as part of this task. Existing count data collected in 2023 will be utilized.

### **Task 4 – Operations & Safety Analysis**

FHU will assess the level of congestion, measured by level of service (LOS), experienced at the study area intersections under Existing (2023), Phase I (2028), Full-Buildout (2031), and Future (2041) traffic conditions. The study will include the following:

- ▶ The study intersections will be analyzed to determine the proper traffic control and lane configuration.
- ▶ Turn lane storage lengths and queuing analysis will be completed for the study intersections.
- ▶ Auxiliary turn lane analyses will be completed for the study intersections.
- ▶ MUTCD traffic signal warrants will be reviewed at the intersection of US-77/N-92 with W. 15<sup>th</sup> Street.
- ▶ A roundabout will be analyzed at the intersection of US-77/N-92 with W. 15<sup>th</sup> Street.
- ▶ A crash analysis will be completed for the intersection of US-77/N-92 with W. 15<sup>th</sup> Street utilizing the more recent 5-years of crash data.

#### **Assumptions**

- NDOT to provide crash data.

### **Task 5 – Report & Graphics**

The draft memo will be updated to summarize the results of this traffic analysis and will include updated graphical illustrations of the study area and analysis. FHU will identify traffic operational or roadway deficiencies in the study area and will develop recommendations for improvements.

### **Task 6 – Meeting & Project Management**

FHU will attend one progress meeting with officials representing the City of Wahoo and JEO Investments. This meeting may occur virtually. Additional meetings or presentations are not included in this scope. However, if attendance at any additional meetings is requested, FHU can attend at our standard hourly billing rates. This task also includes preparing monthly progress reports with invoices and other project management related tasks.

### **Task 7 – Benefit to Cost Analysis**

A benefit-to-cost analysis will be conducted to calculate the anticipated benefit-to-cost ratio of converting the intersection of US-77/N-92 with W. 15<sup>th</sup> Street to a roundabout or RCUT. Benefits can include, but are not limited to, reductions in traffic crashes resulting in saved lives, injuries, and/or property damage. Methodologies outlined in the *Highway Safety Manual (HSM)* will be used to calculate benefits associated with a reduction in crashes. 2018 societal costs of traffic crashes by severity and type from the Nebraska Department of Transportation (NDOT) will be utilized for the analysis.

The purpose of this benefit-to-cost and traffic analysis is to provide information regarding the anticipated benefits associated with the conversion of US-77/N-92 with W. 15<sup>th</sup> Street to a roundabout.

**Assumptions**

- ▶ NDOT will provide the most recent crash data.
- ▶ Collision diagrams are not included as part of this scope.

**Schedule and Fee Estimate**

Upon receipt of a signed copy of this agreement, the updated draft report will be submitted to the City of Wahoo and NDOT within 60 days for comments and review. We have assumed a period of two weeks for agency review of the draft report. Comments will be addressed and incorporated into the final memo. The final memo will be submitted approximately two weeks after receipt of the draft memo comments. Should the City of Wahoo or NDOT require additional intersections or time periods to be included in the study, we will notify you immediately regarding any impact on the cost of the study or the project schedule.

FHU proposes to conduct the traffic study for a lump sum amount of **\$15,000**.

If the conditions of this proposal are acceptable, please sign this letter and send it back for our files. In an effort to expedite the study, please call or send an e-mail with the signed proposal back as your acceptance. By signing this proposal, the client acknowledges the attached standard provisions. If you have any questions about this proposal, please call Tom Loseke at (402) 445-4405.

Sincerely,

**FELSBURG HOLT & ULLEVIG**



Adam Denney, PE, PTOE  
Principal



Tom Loseke, EI  
Project Manager

\_\_\_\_\_  
Accepted By

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

Attachment:  
*FHU Letter Agreement Standard Provisions*

## LETTER AGREEMENT STANDARD PROVISIONS

**Upon execution of the Letter Agreement or Letter Proposal,  
the Client thereby agrees to the terms of these Standard Provisions.**

### **A. SERVICES BY CONSULTANT**

Consultant agrees to perform all services hereunder, using reasonable skill and judgment in accordance with applicable professional standards. Consultant agrees to keep Client informed on its progress through periodic reports, and to maintain accurate records relating to its services for this Project.

Consultant agrees to provide, directly or by association with such other consultants or contractors as it may deem necessary to further the interest of Client, the Basic Services as described in the Scope of Work provided in the signed Letter Proposal or Letter Agreement for the Project.

### **B. RESPONSIBILITIES OF CLIENT**

Client shall provide and make available to Consultant for its use, all maps, property descriptions, surveys, previous reports, historical data, and other information within its knowledge and possession relative to the services to be furnished hereunder. Data so furnished to the Consultant will remain the property of Client and will be returned upon completion of services.

Client shall make provisions for Consultant to enter upon public and private properties as required for Consultant to perform its services hereunder.

### **C. EXTRA WORK**

Client may desire to have Consultant perform work or render services other than those provided in the Scope of Work. This will be Extra Work. Consultant shall not proceed with Extra Work, until so authorized by Client. Payment for all work under this Agreement will be on an hourly basis plus expenses in accordance with the attached Rate Schedule. Charges for outside services, expenses, and subconsultant work will be billed at 1.10 times the invoice amount.

### **D. TIME OF BEGINNING AND COMPLETION**

Execution of the Letter Proposal is authorization by Client for Consultant to proceed with the Work. The original Time of Completion is as noted in the Letter Agreement.

### **E. PAYMENT**

Unless otherwise provided herein, Consultant shall submit monthly invoices for the Work, Extra Work or Special Services and for Reimbursable Expenses each month for work that has been performed. If hourly, invoices will be based on labor and expenses incurred. If lump sum, invoices will be based on the percentage of work completed.

Payments not made within 60 days of the billing date shall bear interest at the rate of 1% per month. If any portion of, or an entire account remains unpaid 90 days after billing, Client shall pay all costs of collection, including reasonable attorney's fees.

### **F. DELAYS**

If Consultant is delayed at any time in the progress of work by any act or neglect of Client or its agents, employees, or contractors, or by changes in the work, or by extended review by the Client, fire, unavoidable casualties, or by any causes beyond the Consultant's control, the time schedule will be extended for a reasonable length of time, and Consultant's

compensation may be subject to renegotiation for increased costs due to escalation of prices, extended services, rework, and/or other expenses incidental to such delays.

### **G. OWNERSHIP OF DOCUMENTS**

All drawings, specifications, reports, records, and other work products developed by Consultant associated with this Project are instruments of service for this Project only and will remain the property of the Consultant whether the Project is completed or not. Consultant shall furnish originals or copies of such work product to Client in accordance with the services required hereunder. Reuse of any of the work product of Consultant by Client on an extension of this Project or on any other Project without the written permission of Consultant will be at the Client's risk and the Client agrees to defend, indemnify, and hold harmless Consultant from all claims, damages, and expenses, including reasonable attorney's fees, arising out of such unauthorized reuse by Client or by others acting through Client. Any reuse or adaptation of Consultant's work product will entitle Consultant to equitable compensation.

### **H. INSURANCE**

During the services, Consultant shall maintain Workmen's Compensation and Occupational Disease Insurance in accordance with applicable laws and statutory limits; Automobile Liability with a combined single limit coverage of \$1,000,000; and Commercial General Liability of \$1,000,000 per occurrence, \$2,000,000 aggregate; and Professional Liability Insurance as detailed in Section P below. Upon request, Consultant shall provide certificates of insurance to the Client indicating compliance with this paragraph.

### **I. TERMINATION**

Either Client or Consultant may terminate this Agreement at any time with or without cause upon giving the other party fourteen (14) calendar days prior written notice. Client shall within sixty (60) calendar days of termination pay the Consultant for all services rendered and all costs incurred up to the date of termination, in accordance with the compensation provisions of this contract.

### **J. DISPUTES**

Any claim, dispute, or other matter in question between Client and Consultant, arising out of or relating to either's obligations to the other under this Agreement, shall, if possible, be resolved by negotiation between Client's representative and Consultant's Principal-in-Charge for the Project. Client and Consultant each commit to seeking resolution of such matters in an amicable, professional, and expeditious manner. If a matter cannot be resolved by these parties, no later than thirty (30) calendar days after either party submits an issue in writing for resolution, executive management representatives for Client and Consultant shall attempt to resolve the matter through additional good faith negotiations. If resolution cannot be reached within an additional thirty (30) calendar days, Client and Consultant agree that all such unresolved disputes will be submitted to nonbinding mediation, then arbitration or litigation. Pending final resolution of the dispute, Consultant

## LETTER AGREEMENT STANDARD PROVISIONS

**Upon execution of the Letter Agreement or Letter Proposal,  
the Client thereby agrees to the terms of these Standard Provisions.**

shall proceed diligently with the performance of Basic Services as described in Article A, as directed by Client and Client shall continue to pay the undisputed payments due to Consultant for such services in accordance with the Payment provisions of this Agreement.

### **K. GOVERNING LAW**

Unless otherwise agreed in writing, this Agreement and the interpretation thereof will be governed by the law in the state the Project site is located, without regard to the principles of conflict law. Any filing of case, suit, or action related to this Agreement will be brought in such state.

### **L. SUCCESSORS AND ASSIGNS**

Client and Consultant each bind itself and its partners, successors, executors, administrators and assigns to the other party of this Agreement and to the partners, successors, executors, administrators and assigns of such other party with respect to all covenants of this Agreement. Neither party shall assign or transfer its interest in this Agreement without the written consent of the other.

### **M. EXTENT OF AGREEMENT**

This Agreement represents the entire and integrated agreement between the parties and supersedes all prior negotiations and representations. Nothing herein will be deemed to create any contractual relationship between Consultant and any other consulting business, or contractor, on the Project, nor obligate it to furnish any notices required under other such contracts, nor will anything herein be deemed to give anyone not a party to this Agreement any right of action against a party which does not otherwise exist without regard to this Agreement.

### **N. NOTICES**

All notices and instructions given by either party to the other shall be in writing. Either party hereto will have the right to change its contact address by giving the other party written notice thereof.

### **O. ACCURACY OF SERVICES**

Consultant shall use reasonable professional skill and judgment in providing the services, hereunder, but does not warrant that such services are without errors and/or omissions. If, during the authorized use and prudent interpretation of documents or advice furnished by Consultant, an error or omission is discovered within a reasonable time, Consultant shall be responsible for correction of any work which must be removed or altered to meet the Project requirements, provided Consultant is given a reasonable opportunity to make remedial recommendations and to correct the work itself.

In providing opinions of probable construction cost, Client understands that Consultant has no control over costs or the price of labor, equipment, or materials, or the Contractor's method of pricing, and that the opinions of probable construction costs provided herein are to be made based on Consultant's qualifications and experience. Consultant makes no warrant, expressed or implied, as to the accuracy of such opinions as compared to bid or actual costs.

### **P. INDEMNIFICATION & LIMITATION OF LIABILITY**

Consultant agrees, to the fullest extent permitted by law, to indemnify and hold Client harmless from any damage, liability, or cost (including any reasonable attorney's fees) to the extent caused by Consultant's negligent acts, errors, or omissions in the performance of professional services under this Agreement and those of any subconsultants or anyone for whom Consultant is legally liable.

Client agrees, to the fullest extent permitted by law, to indemnify and hold Consultant harmless from any damage, liability, or cost (including reasonable attorneys' fees) to the extent caused by Client's negligent acts, errors, or omissions and those contractors, subcontractors or consultants or anyone for whom Client is legally liable and arising from the Project that is the subject of this Agreement.

To the maximum extent permitted by law, Client agrees to limit Consultant's professional liability for Client's damages to the sum of \$500,000. This limitation will apply regardless of the cause of action or legal theory pled or asserted. Client specifically agrees that it has had the opportunity to negotiate this Limitation of Professional Liability clause and to accept or reject its inclusion herein.

### **Q. COMPENSATION**

The total compensation payable to Consultant under this Agreement, including fees, expenses, and miscellaneous expenditures, is as stated in the signed Letter Proposal or Letter Agreement for the Project and will not increase over the term of this Agreement for any reason without prior written approval of Client. However, the applicable standard billing rates under this Agreement may be adjusted by Consultant on an annual basis at the end of each calendar year.

### **R. COMPLIANCE WITH LAWS - ACCESSIBILITY**

Consultant shall comply with all applicable federal, state, and local laws, codes, and regulations required as applicable to the services hereunder. Only as stipulated in the scope of services, Client acknowledges that the requirements of the Americans with Disabilities Act (ADA), Fair Housing Act (FHA), Section 508 of the Rehabilitation Act of 1973, and other federal, state and local accessibility laws, rules, codes, ordinances and regulations will be subject to various and possibly contradictory interpretations. Consultant, therefore, will use its reasonable professional efforts and judgment to interpret applicable accessibility requirements in effect as of the date of execution of this Agreement, as they apply to the Project, and only as stipulated in the scope of services. Consultant, however, cannot and does not warrant or guarantee that the Client's Project will comply with all possible interpretations of the accessibility requirements and/or the requirements of other federal, state, and local laws, rules, codes, ordinances, and regulations as they apply to the Project, and Consultant shall, accordingly, not have any liability to the Client in connection with same.



## **2025 Salary Survey Information**

## 2025 Salary Survey – Wage Adjustments

### Goals:

1. Ensure comparable wages to our peers
2. Acknowledge years of service of our current employees

### Process of creating pay scales:

1. Salary survey data was reviewed for accuracy; adjustments were made to eliminate outliers to the data. Initially the City of Hastings was included primarily due to the data on the natural gas system employee wages, as was the City of Fremont. Staff determined that the City of Hastings data should be eliminated because, as per law, only one data set from outside the standard defined array is allowed to be included when the municipality is in a MSA. Wahoo is in the Omaha MSA, so the City of Fremont, as a strong competitor for our labor pull, makes sense to be included, and the City of Hastings removed. (See array on following page)
2. The target spread of 30% between the top and bottom of the scale for each position was established, with the difference being split equally between the top and bottom over 9 steps.
3. Once data sets were finalized for each position, the midpoint on the data set for each position was analyzed in comparison to our own range for the specific position. Evaluation of our range vs. the range of the midpoints was done. An anchor point was established - either the top or bottom of the midpoint range, and the scale of the nine steps was established off that anchor point, with a 30% difference between the top and bottom of each scale. The anchor point was determined based on which was most beneficial to the employee.
4. With this range established, it was compared to our existing range for each position. If the top end of our existing scale was higher than the top end of the scale created from the midpoint data, there was no change to that position's pay scale.
5. If the newly created range had a top end that was higher than our existing scale, that new scale is the proposed scale for that position.
6. There are two positions where the required pay rate change is significant; those increases are proposed to be split into phases for implementation.

### Process of placing employees on new pay scales:

1. If a new scale is proposed for a position, the employee's years of service in that position will determine their placement on the scale. So, for example, if a lineman has been a First Class Lineman for two years but has been a lineman for the City for seven years, the employee will be placed at step 2 on the First Class Lineman pay scale. They may have previously been at step 5, but because their years of service in the First Class Lineman position has only been two years, that is where they will be placed.
2. Years of service are determined as follows:
  - a. <1.0 years = Step 1
  - b. <2.0 years = Step 2
  - c. <3.0 years = Step 3
  - d. <4.0 years = Step 4
  - e. <5.0 years = Step 5
  - f. <6.0 years = Step 6
  - g. <7.0 years = Step 7
  - h. <8.0 years = Step 8
  - i. <9.0 years = Step 9

3. If placement on the pay scale based on years of service causes a decrease in pay for the employee, the employee will be placed in the step that is closest to their current hourly rate which does not result in a decrease in pay.
4. An employee will not be placed higher than their current step.
5. If an employee is close to their anniversary (such as the First Class Lineman being close to their 3<sup>rd</sup> anniversary of being on that pay scale) the employee will be placed in their current “years of service in that position” step, and will be evaluated at their anniversary, as they would have been evaluated had the scale been unchanged. Thus, it is possible that an employee will receive an adjustment to the new pay scale, and then shortly thereafter receive a step increase if the evaluation merits the step increase.

### ARRAY

Statutory requirements:

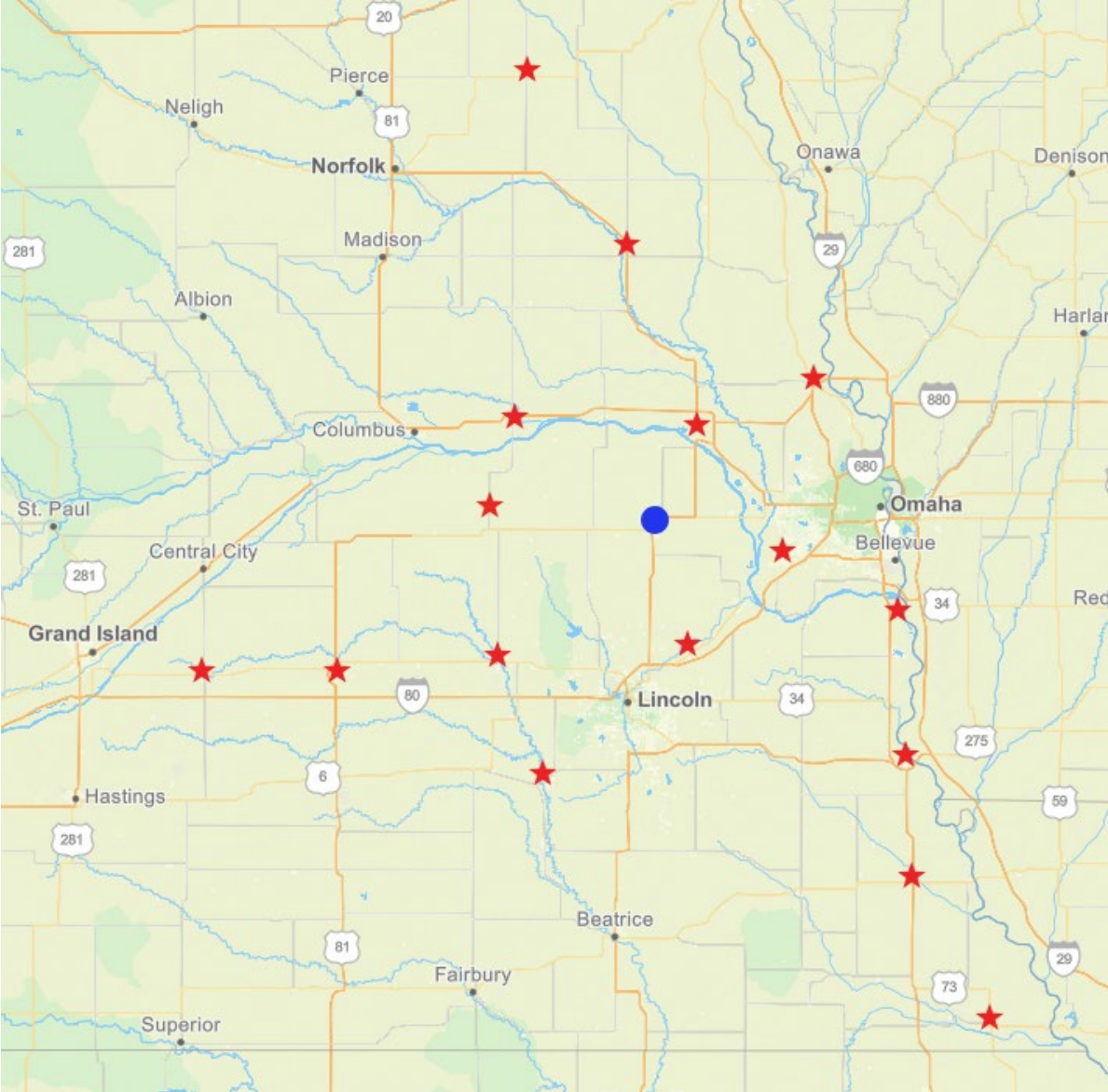
- Public Employers
  - Not more than less than half of current population = 2,434
  - Not more than double current population = 9,736
- Public Utilities
  - Not less than half of current number of employees = 13
  - Not more than double current number of employees = 50
- If in a metropolitan statistical area, only allowed one in the MSA

Array for this study

David City	3,015
West Point	3,178
Auburn Utilities	3,479
Falls City	4,052
Waverly	4,279
Aurora	4,678
Wayne	5,973
Schuyler	6,529
Plattsmouth	6,599
Crete	7,021
NE City & NCU	7,300
Seward	7,643
York	7,832
Blair	7,990
Gretna	9,323
Fremont	26,207
Hastings	25,144
Butler County PPD	6,458

For the Natural Gas positions, we needed to include Hastings to get enough comparable communities.

**MAP OF ARRAY COMMUNITIES**



## City of Wahoo Pay Scale Full & Part Time (no Seasonal)

Effective 8/24/2025

SCALE (BY JOB TITLE)	CODE	1	2	3	4	5	6	7	8	9
Utility General Manager	UTGM	\$ 77.00	\$ 79.89	\$ 82.78	\$ 85.66	\$ 88.55	\$ 91.44	\$ 94.33	\$ 97.21	\$ 100.10
GIS & Materials Management Coordinator	UTGS	\$ 31.97	\$ 33.17	\$ 34.37	\$ 35.57	\$ 36.77	\$ 37.96	\$ 39.16	\$ 40.36	\$ 41.56
Utilities Office Manager/Purch Agent	UTPA	\$ 36.64	\$ 38.01	\$ 39.38	\$ 40.76	\$ 42.13	\$ 43.51	\$ 44.88	\$ 46.25	\$ 47.63
Utility Project Manager	UTPM	\$ 29.99	\$ 31.12	\$ 32.24	\$ 33.37	\$ 34.49	\$ 35.62	\$ 36.74	\$ 37.87	\$ 38.99
Utility Billing Clerk (Account Clerk)	UTAC	\$ 23.72	\$ 24.60	\$ 25.49	\$ 26.37	\$ 27.23	\$ 28.14	\$ 29.03	\$ 29.91	\$ 30.83
Meter Reader	UTMR	\$ 21.74	\$ 22.56	\$ 23.37	\$ 24.18	\$ 25.00	\$ 25.81	\$ 26.63	\$ 27.45	\$ 28.27
Utility Receptionist	UTRE	\$ 19.09	\$ 19.81	\$ 20.52	\$ 21.24	\$ 21.95	\$ 22.67	\$ 23.39	\$ 24.10	\$ 24.82
Electric Line Supervisor	ELSU	\$ 40.78	\$ 42.31	\$ 43.84	\$ 45.37	\$ 46.90	\$ 48.43	\$ 49.96	\$ 51.48	\$ 53.01
First Class Lineman	ELFC	\$ 36.69	\$ 38.07	\$ 39.44	\$ 40.82	\$ 42.19	\$ 43.57	\$ 44.95	\$ 46.32	\$ 47.70
Second Class Lineman	ELSC	\$ 30.78	\$ 31.93	\$ 33.09	\$ 34.24	\$ 35.40	\$ 36.55	\$ 37.71	\$ 38.86	\$ 40.01
Third Class/Apprentice Lineman	ELTC	\$ 25.77	\$ 26.74	\$ 27.70	\$ 28.67	\$ 29.64	\$ 30.60	\$ 31.57	\$ 32.53	\$ 33.50
Gas Supervisor	GASU	\$ 39.29	\$ 40.76	\$ 42.24	\$ 43.71	\$ 45.18	\$ 46.66	\$ 48.13	\$ 49.60	\$ 51.08
Gas Operator	GAOP	\$ 33.61	\$ 34.87	\$ 36.13	\$ 37.39	\$ 38.65	\$ 39.91	\$ 41.17	\$ 42.43	\$ 43.69
Gas Operator Welder	GAOW	\$ 36.31	\$ 37.67	\$ 39.03	\$ 40.39	\$ 41.76	\$ 43.12	\$ 44.48	\$ 45.84	\$ 47.20
Power Plant Supervisor	PPSU	\$ 39.14	\$ 40.61	\$ 42.08	\$ 43.54	\$ 45.01	\$ 46.48	\$ 47.95	\$ 49.41	\$ 50.88
Power Plant Mech/Oper & Util Fleet Mgr	PPME	\$ 32.69	\$ 33.92	\$ 35.14	\$ 36.37	\$ 37.60	\$ 38.82	\$ 40.05	\$ 41.27	\$ 42.50
Power Plant Mechanic/Operator	PPMO	\$ 29.72	\$ 30.84	\$ 31.95	\$ 33.07	\$ 34.19	\$ 35.29	\$ 36.41	\$ 37.52	\$ 38.64
Power Plant Operator	PPOP	\$ 27.60	\$ 28.64	\$ 29.67	\$ 30.71	\$ 31.74	\$ 32.78	\$ 33.81	\$ 34.85	\$ 35.88
Water/Wastewater Supervisor	WWSU	\$ 35.60	\$ 36.83	\$ 38.16	\$ 39.49	\$ 40.82	\$ 42.16	\$ 43.49	\$ 44.82	\$ 46.28
Water/Wastewater Operator I	WWO1	\$ 29.60	\$ 30.71	\$ 31.82	\$ 32.93	\$ 34.04	\$ 35.15	\$ 36.26	\$ 37.37	\$ 38.48
Water/Wastewater Operator II	WWO2	\$ 26.45	\$ 27.44	\$ 28.43	\$ 29.43	\$ 30.42	\$ 31.41	\$ 32.40	\$ 33.39	\$ 34.39
Water/Wastewater Operator III	WWO3	\$ 24.75	\$ 25.68	\$ 26.61	\$ 27.53	\$ 28.46	\$ 29.39	\$ 30.32	\$ 31.25	\$ 32.18
Water/Wastewater Operator IV	WWO4	\$ 24.41	\$ 25.33	\$ 26.24	\$ 27.16	\$ 28.07	\$ 28.99	\$ 29.90	\$ 30.82	\$ 31.73
City Administrator	CTAD	\$ 66.04	\$ 68.52	\$ 70.99	\$ 73.47	\$ 75.95	\$ 78.42	\$ 80.90	\$ 83.38	\$ 85.85
Building Inspector/Zoning Admin	CTBZ	\$ 31.28	\$ 32.45	\$ 33.63	\$ 34.80	\$ 35.97	\$ 37.15	\$ 38.32	\$ 39.49	\$ 40.66
Part-Time Building Inspector	CTBI	\$ 20.15	\$ 20.91	\$ 21.66	\$ 22.42	\$ 23.17	\$ 23.93	\$ 24.68	\$ 25.44	\$ 26.19
City Treasurer/HR Coordinator	CTHR	\$ 33.03	\$ 34.27	\$ 35.51	\$ 36.75	\$ 37.99	\$ 39.23	\$ 40.46	\$ 41.70	\$ 42.94
City Clerk	CTCC	\$ 30.67	\$ 31.82	\$ 32.97	\$ 34.12	\$ 35.27	\$ 36.42	\$ 37.57	\$ 38.72	\$ 39.87
Office Assistant	CTOA	\$ 20.03	\$ 20.78	\$ 21.53	\$ 22.28	\$ 23.03	\$ 23.78	\$ 24.53	\$ 25.28	\$ 26.04
Chief of Police	PDCH	\$ 45.66	\$ 47.37	\$ 49.08	\$ 50.80	\$ 52.51	\$ 54.22	\$ 55.94	\$ 57.65	\$ 59.36
Assistant Chief of Police	PDAC	\$ 39.38	\$ 40.86	\$ 42.33	\$ 43.81	\$ 45.29	\$ 46.76	\$ 48.24	\$ 49.72	\$ 51.19
Police Lieutenant	PDLT	\$ 33.31	\$ 34.56	\$ 35.81	\$ 37.06	\$ 38.31	\$ 39.56	\$ 40.80	\$ 42.05	\$ 43.30
Patrol Officer	PDPO	\$ 28.19	\$ 29.25	\$ 30.30	\$ 31.36	\$ 32.42	\$ 33.48	\$ 34.53	\$ 35.59	\$ 36.65
Police Records Office Administrator	PDOC	\$ 20.15	\$ 20.91	\$ 21.66	\$ 22.42	\$ 23.17	\$ 23.93	\$ 24.68	\$ 25.44	\$ 26.20
Park & Recreation Director	PRDR	\$ 38.46	\$ 39.90	\$ 41.34	\$ 42.79	\$ 44.23	\$ 45.67	\$ 47.11	\$ 48.56	\$ 50.00
Park & Public Properties Supervisor	PRPP	\$ 28.09	\$ 29.15	\$ 30.20	\$ 31.25	\$ 32.31	\$ 33.36	\$ 34.42	\$ 35.47	\$ 36.52
Recreation Coordinator	PRRS	\$ 26.02	\$ 27.00	\$ 27.97	\$ 28.95	\$ 29.92	\$ 30.90	\$ 31.87	\$ 32.85	\$ 33.83
Special Events & Rentals Coordinator	SERC	\$ 14.58	\$ 15.00	\$ 15.46	\$ 15.93	\$ 16.40	\$ 16.89	\$ 17.39	\$ 17.90	\$ 18.44
Park Maintenance Worker	PRMW	\$ 20.89	\$ 21.67	\$ 22.46	\$ 23.24	\$ 24.02	\$ 24.81	\$ 25.59	\$ 26.37	\$ 27.16
Park & Recreation Office Manager	PROM	\$ 19.73	\$ 20.47	\$ 21.21	\$ 21.95	\$ 22.69	\$ 23.43	\$ 24.17	\$ 24.91	\$ 25.65
Park & Recreation Admin Assistant	PRAA	\$ 19.11	\$ 19.83	\$ 20.54	\$ 21.26	\$ 21.98	\$ 22.69	\$ 23.41	\$ 24.13	\$ 24.84
Senior Services Manager	PRSM	\$ 23.17	\$ 24.04	\$ 24.91	\$ 25.78	\$ 26.65	\$ 27.51	\$ 28.38	\$ 29.25	\$ 30.12
Senior Services Asst Manager/Meal Coord	PRSA	\$ 17.57	\$ 18.23	\$ 18.89	\$ 19.55	\$ 20.21	\$ 20.86	\$ 21.52	\$ 22.18	\$ 22.84
Senior Center Thrift Store Manager	PTSM	\$ 19.06	\$ 19.77	\$ 20.49	\$ 21.20	\$ 21.92	\$ 22.63	\$ 23.35	\$ 24.06	\$ 24.78

## City of Wahoo Pay Scale Full & Part Time (no Seasonal)

Effective 8/24/2025

SCALE (BY JOB TITLE)	CODE	1	2	3	4	5	6	7	8	9
Street Supt & Cemetery Sexton	STSU	\$ 35.60	\$ 36.93	\$ 38.27	\$ 39.60	\$ 40.94	\$ 42.27	\$ 43.61	\$ 44.94	\$ 46.28
Asst Street Supt & Cemetery Sexton	STAS	\$ 28.09	\$ 29.15	\$ 30.20	\$ 31.25	\$ 32.31	\$ 33.36	\$ 34.42	\$ 35.47	\$ 36.52
Cemetery Supervisor	STCM	\$ 24.09	\$ 24.99	\$ 25.90	\$ 26.80	\$ 27.70	\$ 28.61	\$ 29.51	\$ 30.41	\$ 31.32
Equipment Operator I	STO1	\$ 23.29	\$ 24.16	\$ 25.04	\$ 25.91	\$ 26.78	\$ 27.66	\$ 28.53	\$ 29.40	\$ 30.28
Equipment Operator II	STO2	\$ 21.59	\$ 22.40	\$ 23.21	\$ 24.02	\$ 24.83	\$ 25.64	\$ 26.45	\$ 27.26	\$ 28.07
General Seasonal Worker/Laborer	STGW	\$ 19.53	\$ 20.27	\$ 21.00	\$ 21.73	\$ 22.46	\$ 23.20	\$ 23.93	\$ 24.60	\$ 25.39
EMS Department Head	EMSU	\$ 30.89	\$ 32.05	\$ 33.21	\$ 34.37	\$ 35.52	\$ 36.68	\$ 37.84	\$ 39.00	\$ 40.16
Paramedic (FT & PT)	EMPA	\$ 24.78	\$ 25.71	\$ 26.64	\$ 27.57	\$ 28.50	\$ 29.43	\$ 30.36	\$ 31.28	\$ 32.21
Library Director	LBDR	\$ 31.77	\$ 32.96	\$ 34.15	\$ 35.34	\$ 36.54	\$ 37.73	\$ 38.92	\$ 40.11	\$ 41.30
Youth Services Coordinator	LBYS	\$ 20.15	\$ 20.91	\$ 21.66	\$ 22.42	\$ 23.17	\$ 23.93	\$ 24.68	\$ 25.44	\$ 26.20
Library Assistant I	LBA2	\$ 19.71	\$ 20.45	\$ 21.19	\$ 21.93	\$ 22.67	\$ 23.41	\$ 24.14	\$ 24.88	\$ 25.62
Library Assistant II	LBA3	\$ 17.61	\$ 18.27	\$ 18.93	\$ 19.59	\$ 20.25	\$ 20.91	\$ 21.57	\$ 22.23	\$ 22.89
Library Assistant II/Technology Coordinator	LBAT	\$ 19.21	\$ 19.93	\$ 20.65	\$ 21.37	\$ 22.09	\$ 22.81	\$ 23.53	\$ 24.25	\$ 24.97
Seasonal Library Aide	SPTA	See Seasonal Part-Time Scale								