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The Mayor and City Council of the City of Bayard, County Morrill, State of Nebraska, met in
regular session in the Council Chambers} {\rtlch\fcs1 \ab\af2 \ltrch\fcs0

\b\insrsid1319520\charrsid3682047 \par } {\rtlch\fcs1 \af2 \ltrch\fcs0 \insrsid3682047 Monday,

December 10, 2018 7:00 PM} {\rtlch\fcs1 \af2 \ltrch\fcs0 \insrsid1319520 \par } {\rtlch\fcs1 \af2

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[City], NE [Zip] \par } {\rtlch\fcs1 \af2 \ltrch\fcs0 \insrsid1319520 Notice of the meeting having
been published in the Bayard Transcript, a newspaper of general circulation,} {\rtlch\fcs1 \af2

\ltrch\fcs0 \insrsid1319520 on \par } {\rtlch\fcs1 \af2 \ltrch\fcs0 \insrsid3682047 \par } {\rtlch\fcs1
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Jim Deines: Present

Nate Edmunds: Present

Mike Harimon: Present

Marty Marquez: Present

Janice Newhoff: Present

Scot Ouder Kirk: Present

Rick Valentine: Present

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1. Roll Call

2. Discussion & action to excuse absent council member

3. Voluntary Pledge of Allegiance

4. Discussion & action on approval of agenda

5. Acknowledgement of Open Meetings Act

6. Discussion & action on receipt of certified Votes of Morrill County general election held November 6, 2018

7. Presentation of award for Mayor, Michelle Coolidge & Council Member, Jim Deines

8. Oath of Mayor, Greg Schmall & Council Members, Janice Newhoff & Rick Valentine

9. Public Comment

10. Discussion & action on election of President of Council

11. Discussion & action on the following appointments for the term of the Mayor:

11.1. Chimney Rock Villa Director

11.2. Chimney Rock Villa Treasurer

11.3. Chimney Rock Villa Deputy Treasurer

11.4. City Attorney

11.5. City Clerk

11.6. City Treasurer

11.7. Deputy Clerk

11.8. Deputy Treasurer

11.9. Utilities & Street Superintendent

11.10. Park & Golf Superintendent

11.11. Clubhouse Manager

11.12. Chief of Police

12. Discussion & action on the following appointments: City Engineer, City Electrical Engineer, Police Officers

13. Discussion & action on the following appointments for committees

13.1. Real Estate/Senior Center

13.2. Nursing Home

13.3. Fire Department/Police

13.4. Budget & Finance/City Office

13.5. Streets & Utilities

13.6. Golf Course/Parks

14. Discussion & action on business at Chimney Rock Villa

15. Discussion & action on approval Chimney Rock Villa Bills & Claims

16. Discussion & action on Chimney Rock Villa Policy 4.10 Influenza Vaccinations

17. Discussion & action on Chimney Rock Villa Policy 9.3 Bereavement Pay

18. Discussion & action on Department Head monthly reports

19. Discussion & action on Golf Course Monthly review

20. Discussion & action on Fire Chief payroll in the amount of \$300.00

21. Discussion & action on approval of City of Bayard Bills & Claims-Payroll only

22. Discussion & action on approval of City of Bayard Bills & Claims-less payroll

23. Discussion & action on Chimney Rock Public Power District bill in the amount of \$1709.22

24. Discussion & action on approval of Consent Agenda

24.1. Minutes of Council Meeting

24.2. Police Report

24.3. Fire Department Roster

24.4. Treasurers Report

24.5. New Hires & Salary Changes

24.5.1. Salary Change COLA- Stan Tavenner; \$20.23/hr, Police

24.5.2. Salary Change COLA- Dan Coolidge; \$27.18/hr, Utilities Superintendent

24.5.3. Salary Change COLA- Zak Douglass; \$23.27/hr, Chief of Police

24.5.4. Salary Change COLA- Justin Dobrovolny; \$16.30/hr, Police

24.5.5. Salary Change COLA- Joe Hernandez; \$11.04/hr, Golf

24.5.6. Salary Change COLA- Jeff Smith; \$18.71/hr, Park/Golf Superintendent

24.5.7. Salary Change COLA- Shelly Bowlin; \$17.81/hr, City Treasurer

24.5.8. Salary Change COLA- Dave Relka; \$15.30/hr, Club House Manager

24.5.9. 12. Salary Change COLA- Elbert Johnson; \$13.26/hr, Utility Worker

24.5.10. Salary Change COLA- Kevin Kowlkes; \$20.23/hr, Utility Worker

24.5.11. Salary Change COLA- Roberta Rummel; \$14.22/hr, Deputy Treasurer/Clerk

25. Discussion & action on Greg Schmall and President of Council becoming signers on the bank accounts

26. Discussion & action on EMT training

27. Discussion & action on EMT and ambulance driver pay amounts with gift cards

28. Discussion & action on Clubhouse Operations

29. Discussion & action on revising pay scale & employee handbook

30. Discussion & action on contract with The Strip Shop, Mike Peterson, on coating swimming pool with PermaFlex

31. Discussion and action on Resolution 929 SSAR Street Report

32. Discussion & action on NDOT city maintenance agreement renewal

33. Discussion & action on bill for Sargent Drilling Co. for fixing altitude valve

34. Discussion & action on request for \$1000.00 to go to Nutrition at Senior Center from Keno Funds from Judy Oltmann

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9;\lsdsemihidden1 \lsdunhideused1 \lsdpriority39 \lsdlocked0 toc 1; \lsdsemihidden1
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\lsdlocked0 toc 3;\lsdsemihidden1 \lsdunhideused1 \lsdpriority39 \lsdlocked0 toc 4;
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\lsdunhideused1 \lsdpriority39 \lsdlocked0 toc 6;\lsdsemihidden1 \lsdunhideused1 \lsdpriority39
\lsdlocked0 toc 7; \lsdsemihidden1 \lsdunhideused1 \lsdpriority39 \lsdlocked0 toc
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Font;\lsdqformat1 \lsdpriority11 \lsdlocked0 Subtitle;\lsdsemihidden1 \lsdunhideused1
\lsdlocked0 Salutation;\lsdsemihidden1 \lsdunhideused1 \lsdlocked0 Date; \lsdsemihidden1
\lsdunhideused1 \lsdlocked0 Body Text First Indent;\lsdqformat1 \lsdpriority22 \lsdlocked0
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1;\lsdpriority66 \lsdlocked0 Medium List 2;\lsdpriority67 \lsdlocked0 Medium Grid
1;\lsdpriority68 \lsdlocked0 Medium Grid 2;\lsdpriority69 \lsdlocked0 Medium Grid
3;\lsdpriority70 \lsdlocked0 Dark List; \lsdpriority71 \lsdlocked0 Colorful Shading;\lsdpriority72
\lsdlocked0 Colorful List;\lsdpriority73 \lsdlocked0 Colorful Grid;\lsdpriority60 \lsdlocked0
Light Shading Accent 1;\lsdpriority61 \lsdlocked0 Light List Accent 1; \lsdpriority62 \lsdlocked0
Light Grid Accent 1;\lsdpriority63 \lsdlocked0 Medium Shading 1 Accent 1;\lsdpriority64
\lsdlocked0 Medium Shading 2 Accent 1;\lsdpriority65 \lsdlocked0 Medium List 1 Accent
1;\lsdsemihidden1 \lsdlocked0 Revision; \lsdqformat1 \lsdpriority34 \lsdlocked0 List
Paragraph;\lsdqformat1 \lsdpriority29 \lsdlocked0 Quote;\lsdqformat1 \lsdpriority30 \lsdlocked0
Intense Quote;\lsdpriority66 \lsdlocked0 Medium List 2 Accent 1;\lsdpriority67 \lsdlocked0
Medium Grid 1 Accent 1; \lsdpriority68 \lsdlocked0 Medium Grid 2 Accent 1;\lsdpriority69
\lsdlocked0 Medium Grid 3 Accent 1;\lsdpriority70 \lsdlocked0 Dark List Accent
1;\lsdpriority71 \lsdlocked0 Colorful Shading Accent 1;\lsdpriority72 \lsdlocked0 Colorful List
Accent 1; \lsdpriority73 \lsdlocked0 Colorful Grid Accent 1;\lsdpriority60 \lsdlocked0 Light
Shading Accent 2;\lsdpriority61 \lsdlocked0 Light List Accent 2;\lsdpriority62 \lsdlocked0 Light
Grid Accent 2;\lsdpriority63 \lsdlocked0 Medium Shading 1 Accent 2; \lsdpriority64 \lsdlocked0
Medium Shading 2 Accent 2;\lsdpriority65 \lsdlocked0 Medium List 1 Accent 2;\lsdpriority66
\lsdlocked0 Medium List 2 Accent 2;\lsdpriority67 \lsdlocked0 Medium Grid 1 Accent
2;\lsdpriority68 \lsdlocked0 Medium Grid 2 Accent 2; \lsdpriority69 \lsdlocked0 Medium Grid 3
Accent 2;\lsdpriority70 \lsdlocked0 Dark List Accent 2;\lsdpriority71 \lsdlocked0 Colorful
Shading Accent 2;\lsdpriority72 \lsdlocked0 Colorful List Accent 2;\lsdpriority73 \lsdlocked0
Colorful Grid Accent 2; \lsdpriority60 \lsdlocked0 Light Shading Accent 3;\lsdpriority61
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\lsdlocked0 Medium Shading 1 Accent 3;\lsdpriority64 \lsdlocked0 Medium Shading 2 Accent 3;
\lsdpriority65 \lsdlocked0 Medium List 1 Accent 3;\lsdpriority66 \lsdlocked0 Medium List 2
Accent 3;\lsdpriority67 \lsdlocked0 Medium Grid 1 Accent 3;\lsdpriority68 \lsdlocked0 Medium
Grid 2 Accent 3;\lsdpriority69 \lsdlocked0 Medium Grid 3 Accent 3; \lsdpriority70 \lsdlocked0

Dark List Accent 3;\lsdpriority71 \lsdlocked0 Colorful Shading Accent 3;\lsdpriority72
\lsdlocked0 Colorful List Accent 3;\lsdpriority73 \lsdlocked0 Colorful Grid Accent
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Accent 4;\lsdpriority64 \lsdlocked0 Medium Shading 2 Accent 4;\lsdpriority65 \lsdlocked0
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\lsdlocked0 Medium Grid 1 Accent 4;\lsdpriority68 \lsdlocked0 Medium Grid 2 Accent
4;\lsdpriority69 \lsdlocked0 Medium Grid 3 Accent 4;\lsdpriority70 \lsdlocked0 Dark List
Accent 4; \lsdpriority71 \lsdlocked0 Colorful Shading Accent 4;\lsdpriority72 \lsdlocked0
Colorful List Accent 4;\lsdpriority73 \lsdlocked0 Colorful Grid Accent 4;\lsdpriority60
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1 Accent 5;\lsdpriority66 \lsdlocked0 Medium List 2 Accent 5; \lsdpriority67 \lsdlocked0
Medium Grid 1 Accent 5;\lsdpriority68 \lsdlocked0 Medium Grid 2 Accent 5;\lsdpriority69
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Accent 5;\lsdpriority73 \lsdlocked0 Colorful Grid Accent 5;\lsdpriority60 \lsdlocked0 Light
Shading Accent 6;\lsdpriority61 \lsdlocked0 Light List Accent 6;\lsdpriority62 \lsdlocked0 Light
Grid Accent 6; \lsdpriority63 \lsdlocked0 Medium Shading 1 Accent 6;\lsdpriority64 \lsdlocked0
Medium Shading 2 Accent 6;\lsdpriority65 \lsdlocked0 Medium List 1 Accent 6;\lsdpriority66
\lsdlocked0 Medium List 2 Accent 6; \lsdpriority67 \lsdlocked0 Medium Grid 1 Accent
6;\lsdpriority68 \lsdlocked0 Medium Grid 2 Accent 6;\lsdpriority69 \lsdlocked0 Medium Grid 3
Accent 6;\lsdpriority70 \lsdlocked0 Dark List Accent 6;\lsdpriority71 \lsdlocked0 Colorful
Shading Accent 6; \lsdpriority72 \lsdlocked0 Colorful List Accent 6;\lsdpriority73 \lsdlocked0
Colorful Grid Accent 6;\lsdqformat1 \lsdpriority19 \lsdlocked0 Subtle Emphasis;\lsdqformat1
\lsdpriority21 \lsdlocked0 Intense Emphasis; \lsdqformat1 \lsdpriority31 \lsdlocked0 Subtle
Reference;\lsdqformat1 \lsdpriority32 \lsdlocked0 Intense Reference;\lsdqformat1 \lsdpriority33
\lsdlocked0 Book Title;\lsdsemihidden1 \lsdunhideused1 \lsdpriority37 \lsdlocked0
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\lsdlocked0 Plain Table 5;\lsdpriority40 \lsdlocked0 Grid Table Light;\lsdpriority46 \lsdlocked0
Grid Table 1 Light;\lsdpriority47 \lsdlocked0 Grid Table 2;\lsdpriority48 \lsdlocked0 Grid Table
3;\lsdpriority49 \lsdlocked0 Grid Table 4; \lsdpriority50 \lsdlocked0 Grid Table 5
Dark;\lsdpriority51 \lsdlocked0 Grid Table 6 Colorful;\lsdpriority52 \lsdlocked0 Grid Table 7
Colorful;\lsdpriority46 \lsdlocked0 Grid Table 1 Light Accent 1;\lsdpriority47 \lsdlocked0 Grid
Table 2 Accent 1; \lsdpriority48 \lsdlocked0 Grid Table 3 Accent 1;\lsdpriority49 \lsdlocked0
Grid Table 4 Accent 1;\lsdpriority50 \lsdlocked0 Grid Table 5 Dark Accent 1;\lsdpriority51
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Accent 1;\lsdpriority46 \lsdlocked0 Grid Table 1 Light Accent 2;\lsdpriority47 \lsdlocked0 Grid
Table 2 Accent 2;\lsdpriority48 \lsdlocked0 Grid Table 3 Accent 2; \lsdpriority49 \lsdlocked0
Grid Table 4 Accent 2;\lsdpriority50 \lsdlocked0 Grid Table 5 Dark Accent 2;\lsdpriority51
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Table 2 Accent 3;\lsdpriority48 \lsdlocked0 Grid Table 3 Accent 3;\lsdpriority49 \lsdlocked0

