

October 6, 2015

Voting Aye: Korber-Gonzalez, Seiler, Yeager, Jones, Feldges.

Voting Nay: None.

Motion carried.

- The next item before Council was Resolution No. 15-96 which will authorize staff to secure the services of Sutphen Corporation for the refurbishment of our 1996 Aerial Ladder Platform Fire Truck. Council was provided with the following information:

[The Alliance Fire Department currently owns a 1996 Sutphen 100' aerial ladder platform fire truck. The fire truck is approaching 20 years of age and the Department is requesting that the truck be refurbished by the original manufacturer Sutphen Corporation of Dublin, Ohio instead of purchasing a new aerial ladder platform fire truck with an estimated cost between 1 and 1.5 million dollars.

The Fire Chief contacted Sutphen Corporation to evaluate the truck and provide the City with a proposal to refurbish the truck in accordance with National Fire Protection Association (NFPA) 1912, Standard for Fire Apparatus Refurbishing. On March 19, 2015, two Sutphen representatives arrived in Alliance and spent the day inspecting and operating the truck.

From that visit, a seven-page proposal was received by the Fire Chief in the amount of \$237,568.81 to refurbish the current aerial ladder platform fire truck. The proposal is expected to increase the life of the aerial ladder platform fire truck for another 20 years. The Fire Chief believes this is the best, most cost effective way to increase the useful life of the truck and maintain the effectiveness of the Fire Department fleet and the Insurance Services Office's (ISO) Public Protection Classification Rating.

Sutphen Corporation will honor the proposal dated May 12, 2015 until November 12, 2015 at the stated cost of \$237,568.81. After that date, 2% (or \$4,751.38) would be added to the cost which would bring the total cost of the refurbishment to \$242,320.29. Council included \$275,000.00 (GL 01-37-37-59-960) in the 2015-16 budget with allowance for transfer of funds in that amount from the Public Safety Fund.]

A motion was made by Councilwoman Korber-Gonzalez, seconded by Councilman Seiler to approve Resolution No. 15-96 which follows in its entirety:

#### RESOLUTION NO. 15-96

*WHEREAS*, The City of Alliance operates a Fire Department and owns a 1996 Sutphen 100' Aerial Ladder Platform Fire Truck; and

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*WHEREAS*, The Fire Department operates using National Fire Protection Association (NFPA) standards and guidelines; and

*WHEREAS*, National Fire Protection Association (NFPA) 1901 Standard for Automotive Fire Apparatus, specifically NFPA 1901 Annex D recommends that fire apparatus greater than 15 years old that have been properly maintained and that are still in serviceable condition be placed in reserve status and/or upgraded in accordance with NFPA 1912 Standard for Fire Apparatus Refurbishing; and

*WHEREAS*, The Fire Chief has budgeted for the refurbishment of the Aerial Ladder Platform Fire Truck and also requested that representatives of the original manufacturer of the truck come to Alliance and perform an evaluation and recommendation on the best, most cost effective refurbishment plan; and

*WHEREAS*, Representatives of Sutphen Corporation from Dublin, Ohio came to Alliance in March of 2015 and spent a day evaluating our Aerial Ladder Platform Fire Truck and provided the Fire Chief and City a proposal for a refurbishment in the amount of Two Hundred Thirty-seven Thousand Five Hundred Sixty-eight and 81/100ths Dollars (\$237,568.81); and

*WHEREAS*, Staff is recommending a 5% change order allowance, should it be necessary, in order to continue with the refurbishment in accordance with NFPA 1912, Standard for Fire Apparatus Refurbishing.

*NOW, THEREFORE, BE IT RESOLVED* by the Mayor and Council of the City of Alliance, Nebraska, that the Mayor is authorized to sign an Agreement with Sutphen Corporation, the trucks original manufacturer, of Dublin, Ohio, for the refurbishment of the Fire Department's Aerial Ladder Platform Fire Truck in the amount of Two Hundred Thirty-seven Thousand Five Hundred Sixty-eight and 81/100ths Dollars (\$237,568.81).

*BE IT FURTHER RESOLVED* that Council is authorizing a 5% change order allowance should it be necessary to continue the refurbishment.

*BE IT FURTHER RESOLVED* payment is authorized from Firefighting Capital Outlay-Machine, Equipment Account No. 01-37-37-59-960 where there are sufficient funds for this refurbishment.

Roll call vote with the following results:

Voting Aye: Korber-Gonzalez, Seiler, Yeager, Jones, Feldges.

Voting Nay: None.

Motion carried.

- Council next reviewed Resolution No. 15-98, which will approve the renewals contracts of our employee health services vendors. Council was provided with the following background information:

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[Staff has negotiated a renewal of the City's health insurance programs administered through Regional Care Inc. (RCI). The current reinsurance carrier, East Coast Underwriters was the only carrier out of fifteen that bid on the City's plan. The renewal rates are based upon several agreed modifications in the City's health insurance plan including:

- Eliminate two of the three health insurance options
- Adopt expanded well care coverage
- Increase deductible, employee premiums and annual caps (within comparability)
- Consider spousal surcharge for those with access to health coverage
- Offer annual open enrollment periods
- Pursue the addition of mail prescription service and possible co-pay
- Increase service for review of claims to control costs.

In the proposal, the actual premiums (fixed expenses) have increased, along with the requirement to fund for actual medical claims (anticipated expenses). RCI's administrative fees will remain unchanged in the new contract. The City of Alliance self-insures, therefore paying a certain level of claim coverage prior to the reinsurance company making payments. According to RCI, aspects of the Affordable Care Act and the organization's experience factor have been major drivers behind the 29% overall increase for fixed and anticipated expenses. Out of an abundance of caution, the plan includes authorization to fund our claims exposure at the maximum level. However, claims are expected to be approximately 20% lower. As such, transfers to the fund may vary based upon actuals, which could actually exceed the budgeted health care line item, but would not cause the City to exceed its overall budget authority.

Resolution 15-98 adopts the new contract with RCI, as well as the new premium and City transfer rates, which become retroactively effective, October 1, 2015. Note this information was provided to the City first on October 2, with life insurance rates still not available at press time.]

A motion was made by Councilman Jones, seconded by Councilwoman Korber-Gonzalez to approve Resolution No. 15-98 which follows in its entirety:

#### RESOLUTION NO. 15-98

*WHEREAS*, The City of Alliance has engaged in a process of evaluating its current health care benefit plans offered to employees; and

*WHEREAS*, Various options and proposals have been considered by staff and the City's Third-Party Administrator, and staff has recommended the options contained herein; and

*WHEREAS*, The City of Alliance has received a proposal to renew its contract with the Third-Party Administrator, Regional Care Incorporated; and

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*WHEREAS*, The City of Alliance has received a proposal to contract with Gerber Life Insurance and with reinsurance carrier, East Coast Underwriters, LLC, as set forth herein; and

*WHEREAS*, The proposal provides for one plan option for our benefit eligible employees.

*NOW, THEREFORE, BE IT RESOLVED*, by the Mayor and City Council of Alliance, Nebraska, that the contract proposal with Regional Care Incorporated for Third-Party Administrator is hereby approved.

*BE IT FURTHER RESOLVED*, Monthly premium payments per employee to Gerber Life Insurance with East Coast Underwriters, LLC as the reinsurance carrier effective October 1, 2015, shall be as follows:

Specific Single Premium	\$ 156.25
Specific Employee/Spouse	\$ 304.96
Specific Employee/Children	\$ 270.63
Specific Family Premium	\$ 454.86
Aggregate Premium	\$ 44.58
Transplant Coverage	
Single	\$ 11.32
Family	\$ 26.04
Vision Coverage	
Single	\$ 8.41
Employee/Spouse	\$ 13.73
Employee/Children	\$ 13.45
Family	\$ 22.14
Life Insurance	
Single	\$ 9.30
Family	\$ 11.05

*BE IT FURTHER RESOLVED*, administrative service fees to Regional Care, Incorporated, shall be \$32.25 monthly per covered employee, effective October 1, 2015.

*BE IT FURTHER RESOLVED*, the City of Alliance shall make monthly payments into its Health Support Fund, effective October 1, 2015 for a wellness program as follows:

Per Single Employee	\$ 21.00
Per Family Employee	\$ 42.00

*BE IT FURTHER RESOLVED*, the City of Alliance shall make monthly payments into its Health Support Fund, effective October 1, 2015 for a dental program as follows:

Per Single Employee	\$ 6.10
Per Employee/Spouse	\$10.00
Per Employee/Children	\$10.00
Per Family Employee	\$13.90

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*BE IT FURTHER RESOLVED*, the City of Alliance shall make monthly contributions to our Health Support Fund, effective October 1, 2015 for the payment of medical claims up to the following amounts:

Per Single Employee	\$1050.68
Per Employee/Spouse	\$2092.95
Per Employee/Children	\$1852.34
Per Family Employee	\$3143.62

Roll call vote with the following results:

Voting Aye: Korber-Gonzalez, Seiler, Yeager, Jones, Feldges.

Voting Nay: None.

Motion carried.

- Resolution No. 15-99, which will authorize the City of Alliance to enter into a Program Agreement with the Nebraska Department of Roads for the improvements to Highway 385 was the next agenda item. Council was provided with the following background information:

[The Nebraska Department of Roads “NDOR” has sent the City a Program Agreement for the improvements to a portion of U.S. Highway 385. Participation by the City of Alliance is required for the portion of the improvement which is within the Corporate Limits. The approximate area is between 3<sup>rd</sup> Street to a short distance south of Kansas Street. The total project begins in Morrill County and ends at 3<sup>rd</sup> Street. Our funding requirement at this time is projected at 20% participation for the portion of the project within our Corporate Limits.]

A motion was made by Councilman Feldges, seconded by Councilman Seiler to approve Resolution No. 15-99 which follows in its entirety:

#### RESOLUTION NO. 15-99

*WHEREAS*, The State of Nebraska desires to make improvements on a portion of Highway US 385 within the Corporate Limits of Alliance under a highway improvement project denoted as Project Nos. DPS-385-3(118) and DPS-385-4(139); and

*WHEREAS*, The improvements to be completed within the Corporate boundaries are adequately described in the agreement; and

*WHEREAS*, Alliance’s responsibilities under this agreement are adequately described in the agreement and are understood by the Municipality; and

*WHEREAS*, Alliance concurs to enter into this agreement with the State of Nebraska, Department of Roads, for said improvement.

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*NOW, THEREFORE, BE IT RESOLVED* by the Mayor and Council of the City of Alliance, Nebraska, that the Mayor is authorized to execute this agreement with the State of Nebraska, Department of Roads for Projects Nos. DPS-385-3(118) and DPS-385-4(139).

Roll call vote with the following results:

Voting Aye: Korber-Gonzalez, Seiler, Yeager, Jones, Feldges.

Voting Nay: None.

Motion carried.

- The next item before Council was Resolution No. 15-101, which will authorize staff to move forward with the COPS Hiring Program Grant from the U.S. Department of Justice to hire a School Resource Officer and work with the Alliance Public Schools on a Memorandum of Understanding. Council skipped this agenda item, pending approval of the Alliance Public School Board.
- The next agenda item was Resolution No. 15-102, which will approve the Union Contract for the Fraternal Order of Police, including both sworn officers and dispatchers. Council was provided with the following information:

[The Fraternal Order of Police (“FOP”) requested a renegotiation of the contract with the City. Recently, those negotiations were completed. The FOP has voted in favor of the terms, pending Council approval.]

Major highlights include:

- Four year contract effective October 10.
- All received on average a 3.29% increase.
- Police Officer 2 position is eliminated.
- The practice of unending steps is eliminated.
- All wages will be brought back into wage comparability within four years.
- All Officers earning beyond the new steps will be frozen until comparable.
- Allows the City to define the work week from 40 hours per one week to 80 or 84 hours per two weeks before overtime is earned.
- Decreases the accrual of compensatory time to allow a maximum leave bank of 80 hours per year (52 new hours worked).
- Adds Veteran’s Day as a holiday and decreases floating holidays from 3 to 2 annually.
- Changes life insurance coverage from \$25,000 to \$30,000.
- Reduces vacation carryover from 160 to 80 hours per year
- No COLAs, increases, or other benefits are to be earned outside of the contract.

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The resolution will:

Adopt a new 9-step grid, as a part of the contract, for the positions of Police Officer, Sergeant, Public Safety Dispatcher, and Public Safety Dispatch Supervisor.

Also establish where each employee will be placed into the new grid, including the provision of freezing those that reach the 9<sup>th</sup> step.

The new contract and wages become effective on October 10.]

A motion was made by Councilman Seiler, seconded by Councilwoman Korber-Gonzalez to approve Resolution No. 15-102 which follows in its entirety:

RESOLUTION NO. 15-102

*WHEREAS*, The Alliance Police Officer's Association Fraternal Order of Police Lodge 51 has been recognized as the current exclusive bargaining unit for the sworn officers and public safety dispatchers; and

*WHEREAS*, The negotiating teams for the City of Alliance and the Lodge have met on several occasions and have negotiated a proposed contract; and

*WHEREAS*, The Alliance Police Benevolent Association Fraternal Order of Police have met and approved the contract proposal; and

*WHEREAS*, The pay grid has been modified based on comparability and is shown on Attachment "A" of the contract; and

*WHEREAS*, Placement of current personnel has been agreed upon and established within Exhibit A.

*NOW, THEREFORE, BE IT RESOLVED* by the Mayor and Council of the City of Alliance, Nebraska, that the contract proposal is hereby approved by the Alliance City Council, and the Mayor and City staff are authorized to execute the contract on behalf of the City of Alliance.

*BE IT FURTHER RESOLVED* that the placement of personnel within the modified pay grid, attached as "Exhibit A," is adopted.

Roll call vote with the following results:

Voting Aye: Korber-Gonzalez, Seiler, Yeager, Jones, Feldges.

Voting Nay: None.

Motion carried.

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- Council was given a Dashboard Presentation by Assistant City Manager Waggener which reviewed ambulance billings, building permits, keno operations, municipal equalization funds, electric and water operations, sales tax receipts, hotel occupation taxes and our debt service. No action was taken.

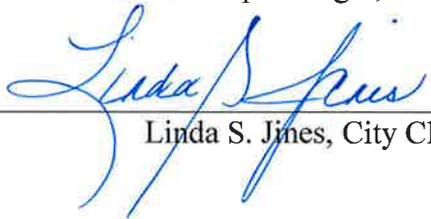
- The final agenda item was the announcement of the current Board vacancies.

The City of Alliance has the following openings at this time: two vacancies on the Board of Adjustment, one vacancy on the A-1 Downtown Improvement Board, two youth ex-officio positions on the Library Board and a Hispanic representative on the Police Advisory Board. Anyone interested in serving on these Boards should contact the City Clerk's Office. Information on all of the City Boards is also available on our web site, [www.cityofalliance.net](http://www.cityofalliance.net).

- Mayor Yeager stated, "there being no further business to come before the Alliance City Council, the meeting is adjourned at 8:16 p.m."

  
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Ralph Yeager, Mayor

(SEAL)

  
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Linda S. Jines, City Clerk