

Council Meetings

September 16, 2025 City Council Meeting

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Building the Best Hometown in America®

ALLIANCE, NEBRASKA
CITY COUNCIL MEETING
Alliance Learning Center
1750 Sweetwater Avenue

September 16, 2025 – 7:00 p.m.

AGENDA

- **Call to Order**
- **Roll Call**
- **Invocation and Pledge of Allegiance**
- **Open Meetings Act Announcement**

For the public's reference a copy of the Open Meetings Law has been posted on the northeast corner of this room in the audience area. This posting complies with the requirements of the Nebraska Legislature.

A. Consent Calendar

Approval of Minutes, Payroll, Claims and Council Proceedings

AVFD Roster Update

Resolution No. 25-111 – Personnel Policy Update

Resolution No. 25-112 – Solar Field Transformer Purchase

Resolution No. 25-113 – NDOT State Compliance

Resolution No. 25-114 – Interdepartmental Loan from Electric to Airport Fund

Resolution No. 25-115 – Interdepartmental Loan from Electric to General Fund

Resolution No. 25-116 – MicroTIF Application for 424 Toluca Avenue

Resolution No. 25-117 – MicroTIF Application for 424 Mississippi Avenue

Resolution No. 25-118 – MicroTIF Application for 507 Toluca Avenue

Resolution No. 25-119 – MicroTIF Application for 820 Missouri Avenue

Resolution No. 25-120 – MicroTIF Application for 613 Cheyenne Avenue

B. Ordinance No. 3005 – Final Plat Karell Addition – First Reading

Ordinance No. 3005 is before City Council on First Reading, which will approve the Final Plat for Karell Addition, a 9.14 acre tract of land described as Part of the Southeast Quarter of the Northeast Quarter of Section 34 and Part of the Southwest Quarter of the Northwest Quarter of Section 35, Township 25 North, Range West of 6th Principal Meridian, Alliance, Box Butte County, Nebraska.

C. Ordinance No. 3006 – School Zones Speed Restrictions – Chapter 26-52, titled *School Zones* – First Reading

Ordinance No. 3006 is before City Council on First Reading, which will approve and amend the City of Alliance Municipal Code Section 26-52, titled *School Zones*. The amendment will allow for speed limits within all school zones, which shall be 15 miles per hour between the hours of 7:00 a.m. and 5:00 p.m. when school is in session, with the exception of school zones on Box Butte Avenue and East 10th Street, which shall be 20 miles per hour between the hours of 7:00 a.m. and 5:00 p.m. when school is in session.

D. Tabled Item – Resolution No. 25-100 – Classification and Compensation Plan

Resolution No. 25-100 will adopt an updated City of Alliance Classification and Compensation Plan.

E. Public Hearing – Consider Property Purchase Agreement

City of Alliance Goals

Build Excellence Through Warm Communication and Genuine Alliances * Create a Fun Place to Live, Work and Play * Construct Homes and Develop Neighborhoods * Celebrate and Relax In Our Positive and Friendly Hometown * Promote a Strong and Vibrant Community

Now is the date, time and place to conduct a public hearing for the consideration for the Purchase Agreement for the purchase of Lot 6, Block 5, First Addition to South Alliance, City of Alliance, Box Butte County, Nebraska from Box Butte County.

Resolution No. 25-121 – Property Purchase Agreement

Resolution No. 25-121 will authorize the Purchase Agreement for the purchase of Lot 6, Block 5, First Addition to South Alliance, City of Alliance, Box Butte County, Nebraska from Box Butte County in the amount of \$1.00.

F. Resolution No. 25-122 – Refuse Rate Increase

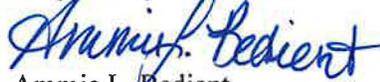
Resolution No. 25-122 will accept and approve the amended rates of Solid Waste Disposal.

G. Resolution No. 25-123 – Electric Rate Increase

Resolution No. 25-123 will accept and approve the amended rates to the Electric Rate Schedule.

▪ **Motion to Adjourn**

Respectfully submitted,



Ammie L. Bedient
City Clerk

† Added by addendum to agenda 24 hours prior to the meeting.

The City Council reserves the right to adjourn into closed session as per Section 84-1410 of the Nebraska Revised Statutes.

City of Alliance Goals

Build Excellence Through Warm Communication and Genuine Alliances * Create a Fun Place to Live, Work and Play * Construct Homes and Develop Neighborhoods * Celebrate and Relax In Our Positive and Friendly Hometown * Promote a Strong and Vibrant Community

CONSENT CALENDAR – September 16, 2025

1. Approval: Minutes of the Special Meeting, September 2, 2025, Budget Public Hearing, September 2, 2025, Regular Meeting September 2, 2025 and Budget Workshop, September 4, 2025.
2. Approval: Payroll from September 5, 2025 in the total amount of \$388,995.85.
3. Approval: Alliance Volunteer Fire Department Roster Update.
4. Approval: Claims against the following funds: General, General Debt Service, Trust and Agency, Street, Electric, Refuse Collection and Disposal, Sanitary Sewer, Water, Golf Course, Downtown Improvement Districts, R.S.V.P., Keno, and Capital Improvement; \$519,050.58.
5. Approval: Resolution No. 25-111 which will accept and approve the amendments to the City of Alliance Personnel Policy.
6. Approval: Resolution No. 25-112 which will authorize the final payment in the amount of \$42,538.14 from Rural Rebuilds GL # 05-51-54-53-948 for the remaining balance of the transformer purchase.
7. Approval: Resolution No. 25-113 which will provide the City's annual certification to the Nebraska Board of Public Roads Classification and Standards for 2025.
8. Approval: Resolution No. 25-114 which will approve existing Interdepartmental loan from the Electric Fund to the Airport Fund be set at an interest rate of 4% in an amount of \$575,814.00 (remaining balance of principal plus interest for 2024-25) for a period of 120 months (10 years).
9. Approval: Resolution No. 25-115 which will approve existing Interdepartmental loan from the Electric Fund to the General Fund be set at an interest rate of 4% in an amount of \$2,407,951.92 (original amount plus interest for 2024-25) for a period of 180 months (15 years).
10. Approval: Resolution No. 25-116 which will approve the Plan and Project for Bruce and Debra Dopheide at 424 Toluca Avenue which has been determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law and is consistent with the City's Comprehensive Plan.
11. Approval: Resolution No. 25-117 which will approve the Plan and Project for Wildflower Haven LLC at 424 Mississippi Avenue which has been determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law and is consistent with the City's Comprehensive Plan.

12. Approval: Resolution No. 25-118 which will approve the Plan and Project for Wildflower Haven LLC at 507 Toluca Avenue which has been determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law and is consistent with the City's Comprehensive Plan.
13. Approval: Resolution No. 25-119 which will approve the Plan and Project for Christina and Scott Yates at 820 Missouri Avenue which has been determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law and is consistent with the City's Comprehensive Plan.
14. Approval: Resolution No. 25-121 which will approve the Plan and Project for Greg and Kelly Rasmussen at 613 Cheyenne Avenue which has been determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law and is consistent with the City's Comprehensive Plan.

NOTE: City Manager Sorensen and City Treasurer Baker have reviewed these expenditures and to the best of their knowledge confirm that they are within budgeted appropriations to this point in the fiscal year.

Any item listed on the Consent Calendar may, by the request of any single Council Member, be considered as a separate item in the Regular Agenda.

September 2, 2025

ALLIANCE CITY COUNCIL

SPECIAL MEETING, TUESDAY, SEPTEMBER 2, 2025

STATE OF NEBRASKA)
)
COUNTY OF BOX BUTTE) §
)
CITY OF ALLIANCE)

The Alliance City Council met in a Special Meeting, September 2, 2025 at 6:00 p.m. in the Alliance Learning Center Community Meeting Room, 1750 Sweetwater Avenue. A notice of meeting was published in the Alliance Times Herald on August 27, 2025. The notice stated the date, hour and place of the meeting, that the meeting was open to the public, and that an agenda of the meeting, kept continuously current, was available for public inspection at the office of the City Clerk in City Hall; provided the Council could modify the agenda at the meeting if it determined an emergency so required. A similar notice, together with a copy of the agenda, also had been provided to each of the City Council Members. An agenda, kept continuously current, was available for public inspection at the office of the City Clerk during regular business hours from the publication of the notice to the time of the meeting.

Mayor McGhehey opened the September 2, 2025 special meeting of the Alliance, Nebraska City Council at 6:01 p.m. Present were Mayor McGhehey, Vice Mayor Mashburn and Council Members Weisgerber, and Turman. Also present were City Manager Sorensen, City Treasurer Baker and City Clerk Bedient.

- Reorganization of the City Council was the only thing on the agenda for Council. A motion was made by Mayor McGhehey, seconded by Vice Mayor Mashburn to appoint Scott Yates to fill the Council Vacancy.

Roll call vote with the following results:

Voting Aye: Turman, Mashburn and McGhehey.

Voting Nay: Weisgerber.

Motion carried.

City Clerk Bedient administered the Oath of Office to Councilman Yates.

The Alliance City Council adjourned the September 2, 2025 City Council Meeting at 6:08 p.m.

September 2, 2025

(SEAL)

John McGhehey, Mayor

Ammie L. Bedient, City Clerk

Complete minutes of the Alliance City Council may be viewed by the public during regular work hours at the City Clerk's Office, 324 Laramie Avenue, Alliance, Nebraska

September 2, 2025

ALLIANCE CITY COUNCIL

SPECIAL MEETING, TUESDAY, SEPTEMBER 2, 2025

STATE OF NEBRASKA)
)
 COUNTY OF BOX BUTTE) §
)
 CITY OF ALLIANCE)

The Alliance City Council met in a Special Meeting, September 2, 2025 at 6:15 p.m. in the Alliance Learning Center Community Meeting Room, 1750 Sweetwater Avenue. A notice of meeting was published in the Alliance Times Herald on August 27, 2025. The notice stated the date, hour and place of the meeting, that the meeting was open to the public, and that an agenda of the meeting, kept continuously current, was available for public inspection at the office of the City Clerk in City Hall; provided the Council could modify the agenda at the meeting if it determined an emergency so required. A similar notice, together with a copy of the agenda, also had been provided to each of the City Council Members. An agenda, kept continuously current, was available for public inspection at the office of the City Clerk during regular business hours from the publication of the notice to the time of the meeting.

Mayor McGhehey opened the September 2, 2025 special meeting of the Alliance, Nebraska City Council at 6:15 p.m. Present were Mayor McGhehey, Vice Mayor Mashburn and Council Members Weisgerber, Turman, and Yates. Also present were City Manager Sorensen, City Treasurer Baker, and City Clerk Bedient.

- Mayor McGhehey read the Open Meetings Act Announcement.
- The only item on the agenda was the Public Hearing on the Proposed 2025-26 Budget.

Mayor McGhehey provided the following information:

FY25 Budget Hearing Narrative for September 2, 2025

The submitted overall budget ordinance in front of Council today is \$71.13 million, up from \$64.69 million last fiscal year. The proposed budget is balanced in that planned revenue is greater than or equal to expenditures. The budget ordinance reflects planned expenditures, but does not include all transfers or loans as reflected in State reporting forms.

The budget includes assuming new debt of \$11,750,000 for capital improvement projects. The net total debt of the city at the end of the FY26 fiscal year would be \$19,654,462 if new debt is assumed.

The submitted budget includes capital projects of \$21.57 million. Primary city-wide projects include approximately:

- \$1,000,000 for decommissioning of the old electric power plant

September 2, 2025

- \$500,000 toward the design of an alternate power source
- \$1,500,000 for Lakefield Addition street overlay
- \$1,750,000 for paving and drainage improvements from 2nd Street/Cody to RR Tracks
- \$2,040,000 toward a new well at 12th & Missouri Well
- \$235,000 for well upgrades at the golf course
- \$300,000 for Airport Layout Plan
- \$90,000 for Public Safety Center planning
- \$300,000 for Central Park playground replacement
- \$235,000 for purchase of a new ambulance (carryover from FY23-24)
- \$200,000 for replacement patrol vehicles

City employee salaries are budgeted with a 3% cost-of-living adjustment. Due to compression resulting from an increased minimum wage, a new wage scale has been prepared with the goal of being within $\pm 5\%$ of regional municipal salaries. Salary changes resulting from this transition will go into effect on the employee's anniversary date. Police and Dispatch increase are unknown at this time as FOP negotiations are underway but not completed. No new positions are created as part of this budget.

Property valuations increased to \$669,670,915, up from \$638,893,397. Property valuations are set by the County Assessor and not by the City of Alliance. The budget assumes that the City will move forward with seeking a 10% increase to property tax revenue over the previous, exceeding the 2.5% cap and which will require a public hearing – the date of which is yet to be determined. Therefore, the budgeted mill levy for the City is \$0.326018 per \$100 of valuation.

The budget also includes an estimated 35% increase to refuse revenues coming from fee increases and a 9% increase to electric revenues through a fee increase. The cost of purchasing electricity is going up 9%, so the City's increase is a simple pass-through.

This year's general fund budget includes enterprise fees collected in-lieu of a right-of-way usage charge. This source will provide approximately \$2.75 million toward the general fund operations.

Electric	\$2,038,302	14% of Revenues
Refuse	283,908	12% of Revenues
Sewer	71,760	12% of Revenues
Water	227,100	12% of Revenues
Qwest	1,500	
Phone	25,000	
Cell	25,000	
Phone		
Cable TV	50,000	
Natural	30,000	
Gas		

September 2, 2025

Gross Franchise Fees **\$2,752,570**

Included in the Gross Expenditures are the following funding from “Contingency Reserves”. Expenditures from any Contingency Reserve will not be authorized without an affirmative vote of the City Council for each amount to be expended.

General	\$325,000
Electric	200,000
Refuse	5,000
Water	50,000
Airport Operations	50,000

Due to extensive lead times in procuring vehicles and equipment , some funds are designated for future purchase. Of note is \$835,000 for fire department equipment (Class A pumper) is still not expected until FY27 and not included in this budget, however \$650,000 is budgeted for a new sewer jet/vac truck and \$485,000 for an electric bucket truck, neither of which is anticipated to arrive during the fiscal year but which require purchasing authority. Some vendors are requiring down payments well in advance as a show of good faith and to offset costs during the lengthy build time.

Fees will come to council for approval in September.

Mayor McGhehey stated, “Now is the date, time, and place to conduct a Public Hearing on the proposed 2025-26 Budget. The proposed budget contains anticipated and estimated revenues and expenses for the next fiscal year.” The Public Hearing was opened at 6:23 p.m.

Mayor McGhehey invited anyone in the public to speak on behalf of or against the proposed 2025-26 Budget.

Citizen Tom Broeder, 723 Emerson Avenue, Alliance, Nebraska spoke before the Council asking for a clarification of proposed property taxes. Mayor McGhehey gave Mr. Broeder a clarification of the proposed property taxes.

With no further testimony offered, Mayor McGhehey closed the Public Hearing at 6:29 p.m.

The Alliance City Council adjourned the September 2, 2025 City Council Meeting at 6:28 p.m.

September 2, 2025

(SEAL)

John McGhehey, Mayor

Ammie L. Bedient, City Clerk

Complete minutes of the Alliance City Council may be viewed by the public during regular work hours at the City Clerk's Office, 324 Laramie Avenue, Alliance, Nebraska

September 2, 2025

ALLIANCE CITY COUNCIL

REGULAR MEETING, TUESDAY, SEPTEMBER 2, 2025

STATE OF NEBRASKA)
)
COUNTY OF BOX BUTTE) §
)
CITY OF ALLIANCE)

The Alliance City Council met in a Regular Meeting, September 2, 2025 at 7:00 p.m. in the Alliance Learning Center Community Meeting Room, 1750 Sweetwater Avenue. A notice of meeting was published in the Alliance Times Herald on August 27, 2025. The notice stated the date, hour and place of the meeting, that the meeting was open to the public, and that an agenda of the meeting, kept continuously current, was available for public inspection at the office of the City Clerk in City Hall; provided the Council could modify the agenda at the meeting if it determined an emergency so required. A similar notice, together with a copy of the agenda, also had been provided to each of the City Council Members. An agenda, kept continuously current, was available for public inspection at the office of the City Clerk during regular business hours from the publication of the notice to the time of the meeting.

Mayor McGhehey opened the September 2, 2025 regular meeting of the Alliance, Nebraska City Council at 7:00 p.m. Present were Mayor McGhehey, Vice Mayor Mashburn and Council Members Weisgerber, Turman, and Yates. Also present were City Manager Sorensen, City Treasurer Baker, City Attorney Selzer and City Clerk Bedient.

- Mayor McGhehey read the Open Meetings Act Announcement.
- The Consent Calendar was the first item on the agenda. A motion was made by Councilman Weisgerber, seconded by Councilman Turman to approve the Consent Calendar as follows:

CONSENT CALENDAR – September 2, 2025

1. Approval: Minutes of the Regular Meeting, August 19, 2025.
2. Approval: Payroll from August 22, 2025 in the total amount of \$289,869.18.
3. Approval: Claims against the following funds: General, General Debt Service, Trust and Agency, Street, Electric, Refuse Collection and Disposal, Sanitary Sewer, Water, Golf Course, Downtown Improvement Districts, R.S.V.P., Keno, and Capital Improvement; \$1,573,964.54.

September 2, 2025

4. Approval: Resolution No. 25-96 which will authorize the City to write-off charges that have remained uncollected over the past year, including Accounts Receivable \$8,955.53, Utilities Accounts \$14,767.65 and Ambulance Billings \$249,851.62 for the total charge-off amount in \$273,574.80 for the 2024-2025 fiscal year.
5. Approval: Resolution No. 25-97 which will authorize the Finance Director or City Manager to terminate the City's contract of services with Quick Med Claims with an effective date of December 1, 2025.
6. Approval: Resolution No. 25-98 which will authorize the Mayor to enter into a contract of service with One Billing Solutions with an effective date of December 1, 2025.
7. Approval: Resolution No. 25-99 which will authorizes the changes required by applicable law or as otherwise determined to be necessary and appropriate by the City, the City of Alliance Police Officers Retirement Plan.

NOTE: City Manager Sorensen and City Treasurer Baker have reviewed these expenditures and to the best of their knowledge confirm that they are within budgeted appropriations to this point in the fiscal year.

Any item listed on the Consent Calendar may, by the request of any single Council Member, be considered as a separate item in the Regular Agenda.

Roll call vote with the following results:

Voting Aye: Weisgerber, Turman, Mashburn and McGhehey.

Voting Nay: None.

Abstaining: Yates.

Motion carried.

- The next item on the agenda for Council was the second reading of Ordinance No. 3003 which will approve the City of Alliance annual appropriation bill for the fiscal year beginning October 1, 2025. The proposed budget contains anticipated and estimated revenues and expenses for the next fiscal year. The following information was provided:

[Budget Hearing Narrative for August 19, 2025

The submitted overall budget ordinance in front of Council today is \$71.13 million, up from \$64.69 million last fiscal year. The proposed budget is balanced in that planned revenue is greater than or equal to expenditures. The budget ordinance reflects planned expenditures, but does not include all transfers or loans as reflected in State reporting forms.

The budget includes assuming new debt of \$11,750,000 for capital improvement projects. The net total debt of the city at the end of the FY26 fiscal year would be \$19,654,462 if new debt is assumed.

September 2, 2025

The submitted budget includes capital projects of \$21.57 million. Primary city-wide projects include approximately:

- \$1,000,000 for decommissioning of the old electric power plant
- \$500,000 toward the design of an alternate power source
- \$1,500,000 for Lakefield Addition street overlay
- \$1,750,000 for paving and drainage improvements from 2nd Street/Cody to RR Tracks
- \$2,040,000 toward a new well at 12th & Missouri Well
- \$235,000 for well upgrades at the golf course
- \$300,000 for Airport Layout Plan
- \$90,000 for Public Safety Center planning
- \$300,000 for Central Park playground replacement
- \$235,000 for purchase of a new ambulance (carryover from FY23-24)
- \$200,000 for replacement patrol vehicles

City employee salaries are budgeted with a 3% cost-of-living adjustment. Due to compression resulting from an increased minimum wage, a new wage scale has been prepared with the goal of being within $\pm 5\%$ of regional municipal salaries. Salary changes resulting from this transition will go into effect on the employee's anniversary date. Police and Dispatch increase are unknown at this time as FOP negotiations are underway but not completed. No new positions are created as part of this budget.

Property valuations increased to \$669,670,915, up from \$638,893,397. Property valuations are set by the County Assessor and not by the City of Alliance. The budget assumes that the City will move forward with seeking a 10% increase to property tax revenue over the previous, exceeding the 2.5% cap and which will require a public hearing – the date of which is yet to be determined. Therefore, the budgeted mill levy for the City is \$0.326018 per \$100 of valuation.

The budget also includes an estimated 35% increase to refuse revenues coming from fee increases and a 9% increase to electric revenues through a fee increase. The cost of purchasing electricity is going up 9%, so the City's increase is a simple pass-through.

This year's general fund budget includes enterprise fees collected in-lieu of a right-of-way usage charge. This source will provide approximately \$2.75 million toward the general fund operations.

Electric	\$2,038,302	14% of Revenues
Refuse	283,908	12% of Revenues
Sewer	71,760	12% of Revenues
Water	227,100	12% of Revenues
Qwest	1,500	
Phone	25,000	
Cell	25,000	
Phone		
Cable TV	50,000	

September 2, 2025

Natural Gas	30,000
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Gross Franchise Fees	\$2,752,570
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Included in the Gross Expenditures are the following funding from “Contingency Reserves”. Expenditures from any Contingency Reserve will not be authorized without an affirmative vote of the City Council for each amount to be expended.

General	\$325,000
Electric	200,000
Refuse	5,000
Water	50,000
Airport Operations	50,000

Due to extensive lead times in procuring vehicles and equipment , some funds are designated for future purchase. Of note is \$835,000 for fire department equipment (Class A pumper) is still not expected until FY27 and not included in this budget, however \$650,000 is budgeted for a new sewer jet/vac truck and \$485,000 for an electric bucket truck, neither of which is anticipated to arrive during the fiscal year but which require purchasing authority. Some vendors are requiring down payments well in advance as a show of good faith and to offset costs during the lengthy build time.

Fees will come to council for approval in September.]

A motion was made by Mayor McGhehey, seconded by Councilman Turman to approve the second reading of Ordinance No. 3003. Which follows in its entirety:

ORDINANCE NO. 3003

AN ORDINANCE TERMED "THE ANNUAL APPROPRIATION BILL" TO PROVIDE REVENUE FOR MUNICIPAL PURPOSES OF THE CITY OF ALLIANCE FOR THE FISCAL YEAR BEGINNING OCTOBER 1, 2025 AND ENDING SEPTEMBER 30, 2026, BY IMPOSING A TAX ON ALL PROPERTY WITHIN THE CITY, ADOPTING A BUDGET, AND ADOPTING APPROPRIATIONS.

WHEREAS, The City Manager, in accordance with the requirements of Nebraska Revised Statute § 19-646, has submitted a proposed budget statement to the City Council, which statement is attached hereto as Exhibit A and incorporated herein by reference (the “Budget Statement”); and

WHEREAS, The City Council held a preliminary budget workshop on July 31, 2025 and is scheduled to hold another budget workshop on September 4, 2025; and

WHEREAS, A public hearing was held on the Budget Statement in accordance with the requirements of Nebraska Revised Statute § 13-506 on September 2, 2025, as required by law,

September 2, 2025

with a special hearing on proposed property tax increases on September 17, 2025, as required by law; and

WHEREAS, Before the final passage and approval of this Ordinance, the Budget Statement may be amended in accordance with comments received at the public hearing, the property valuations provided by Box Butte County and as necessary to adjust for any other information gathered by the City before October 1, 2025.

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND COUNCIL MEMBERS OF THE CITY OF ALLIANCE, NEBRASKA:

SECTION 1. The following budget for the fiscal year beginning October 1, 2025, along with Exhibit A – Budget Statement, is hereby adopted.

SECTION 2. In order to provide revenue for municipal purposes, the following property tax revenues are established for the City of Alliance for the 2025-26 Fiscal Year:

	City	MFO	Public Safety	Airport	Airport Reserves	Total
Approved Budget Amount	1,471,492	173,117	201,248	260,757	57,345	2,163,959
County Treasurer's Fee (1%)	14,715	1,731	2,012	2,608	573	21,639
Total Property Tax Request	1,486,207	174,848	203,260	263,365	57,918	2,185,598
Using the following levies	0.221931	0.02611	0.030352	0.039328	0.008649	0.326369
Approved Mill Levy for 2025	0.326369					
Based on Assessed Valuation	669,670,915					

Which includes an increase to property tax revenue of 10%.

September 2, 2025

SECTION 3. This budget assumes revenue due to an increase to fees (considered under separate resolution) of:

Refuse Fees	35%
Electric Fees	9%

SECTION 4. Anticipated Franchise Fees paid to the General Fund:

Electric	\$2,038,302
Refuse	283,908
Sewer	71,760
Water	227,100
Qwest	1,500
Phone	25,000
Cell Phone	25,000
Cable TV	50,000
Natural Gas	30,000
	<hr/>
Gross Franchise Fees	\$2,752,570

SECTION 5. In accordance with Reissue Revised Statutes Nebraska Chapter 16, Section 704, the following amounts shall be and hereby recognized as the budget of expenditures, disbursements, and transfers for the City of Alliance, Nebraska for the fiscal year 2025-26.

2025-2026 ADOPTED BUDGET Disbursements & Transfers	Operating Expenses	Capital Improvements	Other Capital Outlay	Debt Service	Transfers Out	TOTAL
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Governmental:

September 2, 2025

General Government	4,351,094.00	70,000.00	210,600.00		785,361.00	5,417,055.00
Public Safety - Police	2,918,039.00		491,000.00		299,480.00	3,708,519.00
Public Safety - Fire	428,829.00	140,000.00	250,000.00		50,997.00	869,826.00
Public Safety - Other	511,650.00		67,000.00		53,602.00	632,252.00
Public Works - Streets	1,389,644.00	3,390,000.00	1,070,350.00	243,958.00	75,622.00	6,169,574.00
Public Works - Other	318,308.00				19,313.00	337,621.00
Culture and Recreation	3,096,880.00	526,000.00	530,000.00	153,333.00	442,563.00	4,748,776.00
Community Development	3,719,572.00	59,200.00			75,577.00	3,854,349.00
Miscellaneous	2,371,000.00				3,997,016.00	6,368,016.00
Business-Type Activities:						
Airport	6,440,813.00	4,267,865.00	76,222.00	264,792.00	147,864.00	11,197,556.00
Electric Utility	12,894,374.00	3,805,000.00	540,000.00		2,709,506.00	19,948,880.00
Solid Waste	1,385,458.00	479,555.00	581,940.00	301,472.00	505,257.00	3,253,682.00
Transportation	382,345.00	-	35,000.00		57,289.00	474,634.00
Wastewater	350,107.00	400,000.00	650,000.00		144,242.00	1,544,349.00
Water	1,110,548.00	1,535,000.00	2,175,000.00	288,164.00	489,766.00	5,598,478.00

Total Disbursements & Transfers 41,668,661.00 14,672,620.00 6,677,112.00 1,251,719.00 9,853,455.00 74,123,567.00

SECTION 6. Included in the Gross Expenditures are the following funding from “Contingency Reserves”. Expenditures from any Contingency Reserve will not be authorized without an affirmative vote of the City Council for each amount to be expended.

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General Fund	\$245,333
Refuse Fund	301,471
Water Fund	288,164
Airport Fund	264,792
Streets Fund	243,958

Total Current Debt Payments **\$1,343,719**

SECTION 10. End of Fiscal Year Debt Balance (Current + New)

General Fund	\$3,646,667
Refuse Fund	2,649,180
Sewer Fund	650,000
Water Fund	3,869,061
Airport Fund	2,017,662
Streets Fund	6,821,892

Total End of Year Debt **\$19,654,462**

SECTION 11. The property tax levied under this Ordinance shall become due and payable, shall become delinquent and shall be subject to penalties, the execution of distress warrants and sale of property levied upon as provided by law.

SECTION 12. The City Clerk is hereby authorized and directed forthwith upon the passage, approval and publication of this Ordinance to forward a certified copy thereof to the County Clerk of Box Butte County, Nebraska.

SECTION 13. This Ordinance shall become effective October 1, 2025.

Roll call vote with the following results:

Voting Aye: Turman, Mashburn, Weisgerber and McGhehey.

Voting Nay: None.

Abstaining: Yates.

Motion carried.

- The next item on the agenda for Council was seconding reading of Ordinance No. 3004 which will authorize the sale of Lots 1, 2, 5, 6, 13, 14, 15, 16, and 17, Block 4; Lot 1, Block 6; Lot 1, Block 7; Lots 1, 11 and 12, Block 5; and Lot 10A, Block 5, a Replat of Lots 9 and 10, all in Replat of Homestead Second Addition and a Portions of Homestead Third Addition, City of Alliance, Box Butte County Nebraska.

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A motion was made by Councilman Turman, seconded by Vice Mayor Mashburn to approve the second reading of Ordinance No. 3004. Which follows in its entirety:

Ordinance No. 3004

AN ORDINANCE OF THE CITY OF ALLIANCE, NEBRASKA AUTHORIZING THE SALE OF LOTS 1, 2, 5, 6, 13, 14, 15, 16, AND 17, BLOCK 4; LOT 1, BLOCK 6; LOT 1, BLOCK 7; LOTS 1, 11 AND 12, BLOCK 5; AND LOT 10A, BLOCK 5, A REPLAT OF LOTS 9 AND 10, ALL IN REPLAT OF HOMESTEAD SECOND ADDITION AND A PORTIONS OF HOMESTEAD THIRD ADDITION, CITY OF ALLIANCE, BOX BUTTE COUNTY NEBRASKA.

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

Section 1. The City of Alliance (“City”) owns the following described real estate:

Lots 1, 2, 5, 6, 13, 14, 15, 16, and 17, Block 4; Lot 1, Block 6; Lot 1, Block 7; Lots 1, 11 and 12, Block 5; and Lot 10A, Block 5, a Replat of Lots 9 and 10, all in Replat of Homestead Second Addition and a Portions of Homestead Third Addition, City of Alliance, Box Butte County Nebraska (the “Property”)

Section 2. A Real Estate Purchase Contract (the “Contract”) has been presented to the City Council relating to the sale of the Property to Terry L. Garton and Juli A. Garton (jointly and severally, Buyer). The terms of the Contract include:

- a. The purchase price of the Property is \$60,482.90.
- b. Closing of the sale is conditional on no remonstrance against the sale being filed according to Neb. Rev. Stat. 16-202. Closing will take place within 30 days after the end of the remonstrance period. At closing, the City will convey the Property to Buyer by special warranty deed.
- c. Buyer will pay any fees associated with any loan obtained by Buyer. Buyer and the City will each pay one-half of the closing costs and the cost of a standard owner's title insurance policy. Buyer will pay the costs of any special endorsements to the title insurance policy requested by Buyer or Buyer’s lender. Buyer will pay the cost of recording the special warranty deed. This transaction is exempt from documentary stamp tax. Each party will pay its own attorney’s fees. The Property is currently exempt from real estate taxes. Buyer is responsible for all real estate taxes for the Property due after closing.
- d. Buyer will accept the Property in an “as is” condition, with all faults.
- e. Buyer will receive a refund of \$2,000.00 for each residence built on the Property for which Buyer has obtained a certificate of occupancy within 2 years after the date of closing.

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f. Other standard terms and conditions.

Section 3: The City Council approves the terms of the Contract. The City shall convey the Property to Buyer according to the terms set forth above, and other terms and conditions set forth in the Contract. The Mayor is authorized to execute the Contract and any documents required to close the transaction set forth in the Contract on behalf of the City, including without limitation the special warranty deed, closing statement, and other documents required by the closing agent.

Section 4. The Clerk shall, immediately after the passage and publication of this Ordinance, publish notice of the sale and its terms for three consecutive weeks in the Alliance Times Herald.

SECTION 5. This ordinance shall be in full force and effect from and after its approval, passage, and publication according to law.

Roll call vote with the following results:

Voting Aye: Weisgerber, Yates, Mashburn, Turman and McGhehey.

Voting Nay: None.

Motion carried.

A motion was made by Councilman Turman, seconded by Vice Mayor Mashburn to suspend the statutory rule requiring three separate readings of Ordinance No. 3004.

Roll call vote with the following results:

Voting Aye: Turman, Mashburn, Weisgerber, Yates and McGhehey.

Voting Nay: None.

Motion carried.

Mayor McGhehey stated, “the passage and adoption of Ordinance No. 3004 has been concurred by majority of all members elected to the Council; I declare it passed, adopted and order it published.”

- The next item on the agenda for Council was Resolution No. 25-100 which will adopt an updated City of Alliance Classification and Compensation Plan. The following information was provided:

[RESOLUTION - CLASSIFICATION AND COMPENSATION PLANS

This resolution adopts the Classification and Compensation Plan incorporated as a part of the FY 2025-26 budget, effective October 1, 2025.

A. Background - City of Alliance – Pay System

The City of Alliance’s pay system is designed to provide fair, competitive wages while offering employees opportunities for career growth and performance-based increases. The City maintains four pay classification plans: 1) Exempt, which includes salaried employees who are not eligible for overtime; 2) Non-Exempt, the largest group, consists of hourly employees who are eligible for overtime; 3) a separate pay structure for fire department personnel; and 4) Police. Wages within our police department are negotiated and accepted through the adoption of a union contract.

The Non-Exempt classification consists of 30 pay grades, with each job assigned a grade based on the required knowledge, skills, and abilities (KSAs). To ensure fair compensation, the City uses a comparability wage survey, aligning wages with similar positions in other municipalities rather than comparing different job types within the City. For example, a Refuse Collection Driver’s wage in Alliance is compared to Refuse Drivers in Chadron, rather than to Water Department employee wages within the City of Alliance. This is the statutory method of pay comparison for municipalities.

B. Pay Progression and COLA

The pay structure follows a tiered system where each upward pay grade is higher than the last. When employees stay with the City and receive satisfactory performance reviews, they are eligible to advance through the 9 steps within each grade. Employees can grow in their careers by advancing through progressive job levels (e.g., I → II → Foreman → Superintendent), which correlate to higher pay grades or transferring to other departments to explore new opportunities that may have higher pay grades.

Within each grade, employees may advance through 8 additional steps (if they started at entry-level wages), receiving an increase per step. Employees who have reached the highest step in their pay grade are then eligible for a one-time \$1,000 payment, contingent upon receiving a satisfactory annual review. This system is intended to pay for performance, but does not directly address inflation. To deal with inflation, the City Council has historically applied a Cost-of-Living Adjustment (COLA) to the entire pay grid.

COLA applies a percentage increase to the entire pay scale, raising all wages across all grades. The City has historically used the previous calendar year’s average annual inflation percentage as the COLA, which means that the COLA adjustment is always “behind the curve” by 10 months. Applying COLA to the entire grid keeps the City competitive with inflation and other cities, but also introduces a compounding effect. As an example: With a 2% COLA applied annually to a starting wage (step 1) of \$20/hour, the new top wage would be \$29.04/hour at the end of 9 years, instead of the \$24.80/hour top wage (step 9) in place when the employee first started with the City.

C. Minimum Wage Increase – Impact on the Pay System

Beginning January 1, 2023, the State of Nebraska introduced a new schedule for increasing the minimum wage. This schedule began at \$10.50/hour and goes up \$1.50/hour each year from 2023 until reaching \$15.00/hour on January 1, 2026. Raising the State’s minimum wage has introduced wage compression into our pay grid.

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“Compression” means that newly hired employees could be making the same wage as employees who have been with the City for several years, eliminating the differentiation normally preserved by using a pay grid system. Since 2022 the City has accommodated this compression through cost of living adjustments and increasing an employee’s step within their respective grade. In 2024, we eliminated the beginning steps for those positions closer to the minimum wage. Now, with the last known minimum wage increase going into effect, staff has reworked the pay grid to account for compression and attempt to reestablish the utility of the pay grid for separation of duties career advancement.

The City has conducted an internal wage study and utilized the wage study report prepared by a third party to recreate the proposed pay grid to be comparable to other cities in the state and region. As we attempt to stay $\pm 5\%$ of those cities within our comparability range, the proposed grid does not necessarily follow straight rules for pay advancement horizontally and vertically (i.e. 5% between each grade and 3% between each step), but rather is “warped” to match the data obtained in the above-mentioned studies. Renumbering of grades to positions was done to accommodate the best fit for each job title to remain within $\pm 5\%$ and comparable job duties in comparison cities.

D. Recommendation

It is the recommendation of staff that a new pay scale be adopted, as outlined above and attached hereto, in addition to a Cost-of-Living Adjustment (COLA) of 3.0%. The COLA would go into effect on October 1, 2025 for all pay groups, except the police pay group, which are negotiated separately. Employees would receive the benefit of the new pay grid upon reaching their employment anniversary date and receiving a satisfactory annual review from their supervisor.

E. Summary

The proposed COLA and grid aligns with the City’s goals of providing competitive compensation while supporting career growth opportunities for employees. This approach allows the City to maintain the integrity of the pay progression and keep pay grades differentiated. This change will also start new employees at the appropriate pay rate, keeping the City competitive.

RECOMMENDATION: APPROVE RESOLUTION AUTHORIZING THE CLASSIFICATION AND COMPENSATION PLAN FOR 2025-26.]

A motion was made by Vice Mayor Mashburn, seconded by Councilman Turman to approve Resolution No. 25-100. Which follows in its entirety:

RESOLUTION NO. 25-100

WHEREAS, The City Council of the City of Alliance passed and approved Ordinance No. 2964 effective September 19, 2023, providing for the future adoption and amendment to the classification plan and pay schedule by resolution of the City Council; and

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WHEREAS, the City Manager has proposed a classification plan and compensation amendment for Fiscal Year 2025-2026, which is attached to this Resolution;

WHEREAS, the City Council agrees with the proposals of the City Manager.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of the City of Alliance that the Classification Plan attached hereto is hereby adopted for the Fiscal Year 2025-2026, effective October 1, 2025

Mayor McGhehey felt there was not enough information provided to approve Resolution No. 25-100 at the moment.

A motion was made by Mayor McGhehey, seconded by Councilman Turman to table Resolution No. 25-100 until the next schedule City Council Meeting.

Roll call vote with the following results:

Voting Aye: Mashburn, Weisgerber, Yates, Turman and McGhehey.

Voting Nay: None.

Motion carried.

- Council next held a public hearing for the Blighted & Substandard Study for the area bordered by 28th Street Terrace to the North, Cheyenne Avenue to the East, West 25th Street to the South and Emerson Avenue to the West, “Area A”. The following information was provided:

[RESOLUTION – AREA A BLIGHTED AND SUBSTANDARD STUDY

The City of Alliance Staff is recommending to the City Council the adoption of a Blighted and Substandard Study (the “Study”) for an area designated as “Area A”. It was determined that this 11.6 acre area, which is shown in the image to the right, met the minimum requirements to receive this designation due to the conditions of infrastructure, average structure age, undeveloped infrastructure, and overall underdevelopment of the area.

The Planning Commission held a public hearing at their August 12, 2025 meeting and concurred that the Study showed the existence of Blighted and Substandard conditions and voted to recommend to the City Council to accept the Study and to include the Area A area as a Blighted and Substandard District of the City of Alliance. City Staff is of the opinion that the Study and adoption of this area as Blighted and Substandard supports the goals and objectives of the City of Alliance Comprehensive Plan.

RECOMMENDATION: APPROVE RESOLUTION ACCEPTING THE AREA A BLIGHTED AND SUBSTANDARD STUDY AND CREATE THE

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**ASSOCIATED BLIGHTED AND SUBSTANDARD DISTRICT WITHIN
THE CITY OF ALLIANCE.]**

Mayor McGhehey stated, “now is the date, time and place to conduct a public hearing to hear support, opposition, criticism, suggestions or observations of the taxpayers relating to the Blighted & Substandard Study for the area bordered by 28th Street Terrace to the North, Cheyenne Avenue to the East, West 25th Street to the South and Emerson Avenue to the West. The “AREA A” area consists of 11.6 acres area meeting the minimum requirements to be designated as Blighted & Substandard. The Public Hearing opened at 7:13 p.m.”

A citizen Larry Bolinger, 507 Niobrara Avenue, Alliance, Nebraska, came before the Council stating he had neutral feelings towards these Blighted & Substandard Studies, feels this can be used for good.

No additional testimony was offered and the Public Hearing closed at 7:15 p.m.

A motion was made by Mayor McGhehey, seconded by Vice Mayor Mashburn to approve Resolution No. 25-101 which accepts and approves the Blighted & Substandard Study for the area bordered by 28th Street Terrace to the North, Cheyenne Avenue to the East, West 25th to the South and Emerson Avenue to the West. Which follows in its entirety:

RESOLUTION 25-101

**BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE,
NEBRASKA:**

RECITALS:

- a. Certain conditions exist in the “Redevelopment Area” (as defined below), as evidenced by the Blight & Substandard Study, Lakefield Addition Area “Area A”, City of Alliance, Nebraska, dated June 20, 2025 (the “Study”), which is incorporated into this Resolution by this reference.
- b. The “Redevelopment Area” encompasses the following area in Alliance, Nebraska: The area bordered by 28th Street Terrace to the North, Cheyenne Avenue to the East, West 25th Street to the South and Emerson Avenue to the West.
- c. At the Planning Commission meeting on August 12, 2025, a public hearing was held to determine whether the Redevelopment Area should be declared substandard and blighted and in need of redevelopment, as required by the Nebraska Community Development Law (the “Act”). At the public hearing, all interested parties were afforded a reasonable opportunity to express their views respecting the declaration of the Redevelopment Area as substandard and blighted and in need of redevelopment.

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d. The City Council considered the Study, the comments at the public hearing, and the recommendation of the Planning Commission in determining whether to declare the Redevelopment Area as substandard and blighted and in need of redevelopment according to the Act.

RESOLVED:

1. The Redevelopment Area meets the criteria set forth in Sections 18-2103(3) and (31) of the Act, as described and set forth in the Study, and the inclusion of all property in the Redevelopment Area is necessary to create a unified redevelopment area sufficient to encourage developers and redevelopment and to carry out the purposes of the Act.
2. The Redevelopment Area is declared to be substandard and blighted and in need of redevelopment according to the Act.
3. This resolution shall become effective immediately upon its adoption.

Roll call vote with the following results:

Voting Aye: Mashburn, Turman, Weisgerber and McGhehey.

Voting Nay: None.

Abstaining: Yates.

Motion carried.

- Council next held a public hearing for the Blighted & Substandard Study for the area bound by Fourteenth Street to the North, Nebraska Highway 87 to the East, Tenth Street to the South and Missouri Avenue to the West except for those areas already included in Blighted and Substandard Area “5” in the Southeast corner, “Area B”. The following information was provided:

[RESOLUTION – AREA B BLIGHTED AND SUBSTANDARD STUDY

The City of Alliance Staff is recommending to the City Council the adoption of a Blighted and Substandard Study (the “Study”) for an area designated as “Area B”. It was determined that this 49.87 acre area, which is shown in the image to the right, met the minimum requirements to receive this designation due to the conditions of infrastructure, average structure age, undeveloped infrastructure, and overall underdevelopment of the area.

The Planning Commission held a public hearing at their August 12, 2025 meeting and concurred that the Study showed the existence of Blighted and Substandard conditions and voted to recommend to the City Council to accept the Study and to include the Area B area as a Blighted and Substandard District of the City of Alliance. City Staff is of the opinion that the Study and adoption of this area as

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Blighted and Substandard supports the goals and objectives of the City of Alliance Comprehensive Plan.

RECOMMENDATION: APPROVE RESOLUTION ACCEPTING THE AREA B BLIGHTED AND SUBSTANDARD STUDY AND CREATE THE ASSOCIATED BLIGHTED AND SUBSTANDARD DISTRICT WITHIN THE CITY OF ALLIANCE.]

Mayor McGhehey stated, “now is the date, time and place to conduct a public hearing to hear support, opposition, criticism, suggestions or observations of the taxpayers relating to the Blighted & Substandard Study for the area bound by Fourteenth Street to the North, Nebraska Highway 87 to the East, Tenth Street to the South and Missouri Avenue to the West except for those areas already included in Blighted and Substandard Area “5” in the Southeast corner. The “AREA B” area consists of 49.87 acres area meeting the minimum requirements to be designated as Blighted & Substandard. The Public Hearing opened at 7:17 p.m.”

No testimony was offered and the Public Hearing closed at 7:18 p.m.

A motion was made by Mayor McGhehey, seconded by Councilman Turman to approve Resolution No. 25-102 which accepts and approves the Blighted & Substandard Study for the area bound by Fourteenth Street to the North, Nebraska Highway 87 to the East, Tenth Street to the South and Missouri Avenue to the West except for those areas already included in Blighted and Substandard Area “5” in the Southeast corner. Which follows in its entirety:

RESOLUTION 25-102

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

RECITALS:

- a. Certain conditions exist in the “Redevelopment Area” (as defined below), as evidenced by the Blight & Substandard Study, Wheelers Simonson, Grand Lake, DNSRT, DNSRT 1st Addition, DNSRT 2nd Addition, Summit Place, Undivided Addition Areas “Area B”, City of Alliance, Nebraska, dated June 20, 2025 (the “Study”), which is incorporated into this Resolution by this reference.
- b. The “Redevelopment Area” encompasses the following area in Alliance, Nebraska: The area bound by Fourteenth Street to the North, Nebraska Highway 87 to the East, Tenth Street to the South and Missouri Avenue to the West except for those areas already included in Blighted and Substandard Area “5” in the Southeast corner.
- c. At the Planning Commission meeting on August 12, 2025, a public hearing was held to determine whether the Redevelopment Area should be declared substandard and blighted and in

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need of redevelopment, as required by the Nebraska Community Development Law (the “Act”). At the public hearing, all interested parties were afforded a reasonable opportunity to express their views respecting the declaration of the Redevelopment Area as substandard and blighted and in need of redevelopment.

d. The City Council considered the Study, the comments at the public hearing, and the recommendation of the Planning Commission in determining whether to declare the Redevelopment Area as substandard and blighted and in need of redevelopment according to the Act.

RESOLVED:

1. The Redevelopment Area meets the criteria set forth in Sections 18-2103(3) and (31) of the Act, as described and set forth in the Study, and the inclusion of all property in the Redevelopment Area is necessary to create a unified redevelopment area sufficient to encourage developers and redevelopment and to carry out the purposes of the Act.

2. The Redevelopment Area is declared to be substandard and blighted and in need of redevelopment according to the Act.

3. This resolution shall become effective immediately upon its adoption.

Roll call vote with the following results:

Voting Aye: Mashburn, Weisgerber, Turman and McGhehey.

Voting Nay: None.

Abstaining: Yates.

Motion carried.

● Council next held a public hearing for the Blighted & Substandard Study for area bound by Emerson Avenue to the West, West Tenth Street to the North, Box Butte Avenue to the East, and West Seventh Street to the South, “Area H”. The following information was provided:

[RESOLUTION – AREA H BLIGHTED AND SUBSTANDARD STUDY

The City of Alliance Staff is recommending to the City Council the adoption of a Blighted and Substandard Study (the “Study”) for an area designated as “Area H”. It was determined that this 54.8 acre area, which is shown in the image to the right, met the minimum requirements to receive this designation due to the conditions of infrastructure, average structure age, undeveloped infrastructure, and overall underdevelopment of the area.

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The Planning Commission held a public hearing at their August 12, 2025 meeting and concurred that the Study showed the existence of Blighted and Substandard conditions and voted to recommend to the City Council to accept the Study and to include the Area H area as a Blighted and Substandard District of the City of Alliance. City Staff is of the opinion that the Study and adoption of this area as Blighted and Substandard supports the goals and objectives of the City of Alliance Comprehensive Plan.

RECOMMENDATION: APPROVE RESOLUTION ACCEPTING THE AREA H BLIGHTED AND SUBSTANDARD STUDY AND CREATE THE ASSOCIATED BLIGHTED AND SUBSTANDARD DISTRICT WITHIN THE CITY OF ALLIANCE.]

Mayor McGhehey stated, “now is the date, time and place to conduct a public hearing to hear support, opposition, criticism, suggestions or observations of the taxpayers relating to the Blighted & Substandard Study for area bound by Emerson Avenue to the West, West Tenth Street to the North, Box Butte Avenue to the East, and West Seventh Street to the South. The “AREA H” area consists of 54.8 acres area meeting the minimum requirements to be designated as Blighted & Substandard. The Public Hearing opened at 7:19 p.m.”

No testimony was offered and the Public Hearing closed at 7:20 p.m.

A motion was made by Mayor McGhehey, seconded by Vice Mayor Mashburn to approve Resolution No. 25-103 which accepts and approves the Blighted & Substandard Study for the area bound by Emerson Avenue to the West, West Tenth Street to the North, Box Butte Avenue to the East, and West Seventh Street to the South.. Which follows in its entirety:

RESOLUTION 25-103

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

RECITALS:

- a. Certain conditions exist in the “Redevelopment Area” (as defined below), as evidenced by the Blight & Substandard Study, Sheridan, Wyoming, Second, County and Second County Addition Areas “Area H”, City of Alliance, Nebraska, dated June 20, 2025 (the “Study”), which is incorporated into this Resolution by this reference.
- b. The “Redevelopment Area” encompasses the following area in Alliance, Nebraska: The area bound by Emerson Avenue to the West, West Tenth Street to the North, Box Butte Avenue to the East, and West Seventh Street to the South.

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c. At the Planning Commission meeting on August 12, 2025, a public hearing was held to determine whether the Redevelopment Area should be declared substandard and blighted and in need of redevelopment, as required by the Nebraska Community Development Law (the “Act”). At the public hearing, all interested parties were afforded a reasonable opportunity to express their views respecting the declaration of the Redevelopment Area as substandard and blighted and in need of redevelopment.

d. The City Council considered the Study, the comments at the public hearing, and the recommendation of the Planning Commission in determining whether to declare the Redevelopment Area as substandard and blighted and in need of redevelopment according to the Act.

RESOLVED:

1. The Redevelopment Area meets the criteria set forth in Sections 18-2103(3) and (31) of the Act, as described and set forth in the Study, and the inclusion of all property in the Redevelopment Area is necessary to create a unified redevelopment area sufficient to encourage developers and redevelopment and to carry out the purposes of the Act.

2. The Redevelopment Area is declared to be substandard and blighted and in need of redevelopment according to the Act.

3. This resolution shall become effective immediately upon its adoption.

Roll call vote with the following results:

Voting Aye: Weisgerber, Turman, Mashburn and McGhehey.

Voting Nay: None.

Abstaining: Yates.

Motion carried.

● Council next held a public hearing for the Blighted & Substandard Study for the area bound by Tenth Street to the North, Mississippi to the East, East Seventh Street to the South, and Box Butte Avenue to the West, except for those areas already included in Blighted and Substandard Area “9” in the Southwest corner, “Area I”. The following information was provided:

[RESOLUTION – AREA I BLIGHTED AND SUBSTANDARD STUDY

The City of Alliance Staff is recommending to the City Council the adoption of a Blighted and Substandard Study (the “Study”) for an area designated as “Area I”. It was determined that this 50.19 acre area, which is shown in the image to the right, met the minimum requirements to receive this designation due to the conditions of

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infrastructure, average structure age, undeveloped infrastructure, and overall underdevelopment of the area.

The Planning Commission held a public hearing at their August 12, 2025 meeting and concurred that the Study showed the existence of Blighted and Substandard conditions and voted to recommend to the City Council to accept the Study and to include the Area I area as a Blighted and Substandard District of the City of Alliance. City Staff is of the opinion that the Study and adoption of this area as Blighted and Substandard supports the goals and objectives of the City of Alliance Comprehensive Plan.

RECOMMENDATION: APPROVE RESOLUTION ACCEPTING THE AREA I BLIGHTED AND SUBSTANDARD STUDY AND CREATE THE ASSOCIATED BLIGHTED AND SUBSTANDARD DISTRICT WITHIN THE CITY OF ALLIANCE.]

Mayor McGhehey stated, “now is the date, time and place to conduct a public hearing to hear support, opposition, criticism, suggestions or observations of the taxpayers relating to the Blighted & Substandard Study for the area bound by Tenth Street to the North, Mississippi to the East, East Seventh Street to the South, and Box Butte Avenue to the West, except for those areas already included in Blighted and Substandard Area “9” in the Southwest corner. The “AREA I” area consists of 50.19 acres area meeting the minimum requirements to be designated as Blighted & Substandard. The Public Hearing opened at 7:21 p.m.”

No testimony was offered and the Public Hearing closed at 7:22 p.m.

A motion was made by Mayor McGhehey, seconded by Councilman Turman to approve Resolution No. 25-104 which accepts and approves the Blighted & Substandard Study for the area bound by Tenth Street to the North, Mississippi to the East, East Seventh Street to the South, and Box Butte Avenue to the West, except for those areas already included in Blighted and Substandard Area “9” in the Southwest corner. Which follows in its entirety:

RESOLUTION 25-104

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

RECITALS:

a. Certain conditions exist in the “Redevelopment Area” (as defined below), as evidenced by the Blight & Substandard Study, Nebraska, County, 2nd County, Unplatted Addition Areas “Area I”, City of Alliance, Nebraska, dated June 20, 2025 (the “Study”), which is incorporated into this Resolution by this reference.

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b. The “Redevelopment Area” encompasses the following area in Alliance, Nebraska: The area bound by Tenth Street to the North, Mississippi to the East, East Seventh Street to the South, and Box Butte Avenue to the West, except for those areas already included in Blighted and Substandard Area “9” in the Southwest corner.

c. At the Planning Commission meeting on August 12, 2025, a public hearing was held to determine whether the Redevelopment Area should be declared substandard and blighted and in need of redevelopment, as required by the Nebraska Community Development Law (the “Act”). At the public hearing, all interested parties were afforded a reasonable opportunity to express their views respecting the declaration of the Redevelopment Area as substandard and blighted and in need of redevelopment.

d. The City Council considered the Study, the comments at the public hearing, and the recommendation of the Planning Commission in determining whether to declare the Redevelopment Area as substandard and blighted and in need of redevelopment according to the Act.

RESOLVED:

1. The Redevelopment Area meets the criteria set forth in Sections 18-2103(3) and (31) of the Act, as described and set forth in the Study, and the inclusion of all property in the Redevelopment Area is necessary to create a unified redevelopment area sufficient to encourage developers and redevelopment and to carry out the purposes of the Act.

2. The Redevelopment Area is declared to be substandard and blighted and in need of redevelopment according to the Act.

3. This resolution shall become effective immediately upon its adoption.

Roll call vote with the following results:

Voting Aye: Turman, Mashburn, Weisgerber and McGhehey.

Voting Nay: None.

Abstaining: Yates.

Motion carried.

● Council next held a public hearing for the Blighted & Substandard Study for the area bound by Emerson Avenue to the West, West Seventh Street to the North, Laramie Avenue to the East, and West Third Street to the South, “Area M”. The following information was provided:

[RESOLUTION – AREA M BLIGHTED AND SUBSTANDARD STUDY

September 2, 2025

The City of Alliance Staff is recommending to the City Council the adoption of a Blighted and Substandard Study (the “Study”) for an area designated as “Area M”. It was determined that this 52.4 acre area, which is shown in the image to the right, met the minimum requirements to receive this designation due to the conditions of infrastructure, average structure age, undeveloped infrastructure, and overall underdevelopment of the area.

The Planning Commission held a public hearing at their August 12, 2025 meeting and concurred that the Study showed the existence of Blighted and Substandard conditions and voted to recommend to the City Council to accept the Study and to include the Area M area as a Blighted and Substandard District of the City of Alliance. City Staff is of the opinion that the Study and adoption of this area as Blighted and Substandard supports the goals and objectives of the City of Alliance Comprehensive Plan.

RECOMMENDATION: APPROVE RESOLUTION ACCEPTING THE AREA M BLIGHTED AND SUBSTANDARD STUDY AND CREATE THE ASSOCIATED BLIGHTED AND SUBSTANDARD DISTRICT WITHIN THE CITY OF ALLIANCE]

Mayor McGhehey stated, “now is the date, time and place to conduct a public hearing to hear support, opposition, criticism, suggestions or observations of the taxpayers relating to the Blighted & Substandard Study for the area bound by Emerson Avenue to the West, West Seventh Street to the North, Laramie Avenue to the East, and West Third Street to the South. The “AREA M” area consists of 52.4 acres area meeting the minimum requirements to be designated as Blighted & Substandard. The Public Hearing opened at 7:23 p.m.”

No testimony was offered and the Public Hearing closed at 7:24 p.m.

A motion was made by Mayor McGhehey, seconded by Councilman Turman to approve Resolution No. 25-105 which accepts and approves the Blighted & Substandard Study for the area bound by Emerson Avenue to the West, West Seventh Street to the North, Laramie Avenue to the East, and West Third Street to the South. Which follows in its entirety:

RESOLUTION 25-105

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

RECITALS:

- a. Certain conditions exist in the “Redevelopment Area” (as defined below), as evidenced by the Blight & Substandard Study, Sheridan, Wyoming, Second, First, Original Town Addition

September 2, 2025

Areas “Area M”, City of Alliance, Nebraska, dated June 20, 2025 (the “Study”), which is incorporated into this Resolution by this reference.

b. The “Redevelopment Area” encompasses the following area in Alliance, Nebraska: The area bound by Emerson Avenue to the West, West Seventh Street to the North, Laramie Avenue to the East, and West Third Street to the South.

c. At the Planning Commission meeting on August 12, 2025, a public hearing was held to determine whether the Redevelopment Area should be declared substandard and blighted and in need of redevelopment, as required by the Nebraska Community Development Law (the “Act”). At the public hearing, all interested parties were afforded a reasonable opportunity to express their views respecting the declaration of the Redevelopment Area as substandard and blighted and in need of redevelopment.

d. The City Council considered the Study, the comments at the public hearing, and the recommendation of the Planning Commission in determining whether to declare the Redevelopment Area as substandard and blighted and in need of redevelopment according to the Act.

RESOLVED:

1. The Redevelopment Area meets the criteria set forth in Sections 18-2103(3) and (31) of the Act, as described and set forth in the Study, and the inclusion of all property in the Redevelopment Area is necessary to create a unified redevelopment area sufficient to encourage developers and redevelopment and to carry out the purposes of the Act.

2. The Redevelopment Area is declared to be substandard and blighted and in need of redevelopment according to the Act.

3. This resolution shall become effective immediately upon its adoption.

Roll call vote with the following results:

Voting Aye: Mashburn, Weisgerber, Turman and McGhehey.

Voting Nay: None.

Abstaining: Yates.

Motion carried.

● Council next held a public hearing for the Blighted & Substandard Study for the area bordered by East Seventh Street to the North, Mississippi Avenue to the East, East First Street to the South, and Niobrara Avenue to the West, “Area N”. The following information was provided:

September 2, 2025

[RESOLUTION – AREA N BLIGHTED AND SUBSTANDARD STUDY

The City of Alliance Staff is recommending to the City Council the adoption of a Blighted and Substandard Study (the “Study”) for an area designated as “Area N”. It was determined that this 81.88 acre area, which is shown in the image to the right, met the minimum requirements to receive this designation due to the conditions of infrastructure, average structure age, undeveloped infrastructure, and overall underdevelopment of the area.

The Planning Commission held a public hearing at their August 12, 2025 meeting and concurred that the Study showed the existence of Blighted and Substandard conditions and voted to recommend to the City Council to accept the Study and to include the Area N area as a Blighted and Substandard District of the City of Alliance. City Staff is of the opinion that the Study and adoption of this area as Blighted and Substandard supports the goals and objectives of the City of Alliance Comprehensive Plan.

RECOMMENDATION: APPROVE RESOLUTION ACCEPTING THE AREA N BLIGHTED AND SUBSTANDARD STUDY AND CREATE THE ASSOCIATED BLIGHTED AND SUBSTANDARD DISTRICT WITHIN THE CITY OF ALLIANCE]

Mayor McGhehey stated, “now is the date, time and place to conduct a public hearing to hear support, opposition, criticism, suggestions or observations of the taxpayers relating to the Blighted & Substandard Study for the area bordered by East Seventh Street to the North, Mississippi Avenue to the East, East First Street to the South, and Niobrara Avenue to the West. The “AREA N” area consists of 81.88 acres area meeting the minimum requirements to be designated as Blighted & Substandard. The Public Hearing opened at 7:25 p.m.”

No testimony was offered and the Public Hearing closed at 7:27 p.m.

A motion was made by Mayor McGhehey, seconded by Vice Mayor Mashburn to approve Resolution No. 25-106 which accepts and approves the Blighted & Substandard Study for the area bordered by East Seventh Street to the North, Mississippi Avenue to the East, East First Street to the South, and Niobrara Avenue to the West. Which follows in its entirety:

RESOLUTION 25-106

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

RECITALS:

September 2, 2025

- a. Certain conditions exist in the “Redevelopment Area” (as defined below), as evidenced by the Blight & Substandard Study, Original Town, County, Second County, First Addition Areas “Area N”, City of Alliance, Nebraska, dated June 20, 2025 (the “Study”), which is incorporated into this Resolution by this reference.
- b. The “Redevelopment Area” encompasses the following area in Alliance, Nebraska: The area bordered by East Seventh Street to the North, Mississippi Avenue to the East, East First Street to the South, and Niobrara Avenue to the West.
- c. At the Planning Commission meeting on August 12, 2025, a public hearing was held to determine whether the Redevelopment Area should be declared substandard and blighted and in need of redevelopment, as required by the Nebraska Community Development Law (the “Act”). At the public hearing, all interested parties were afforded a reasonable opportunity to express their views respecting the declaration of the Redevelopment Area as substandard and blighted and in need of redevelopment.
- d. The City Council considered the Study, the comments at the public hearing, and the recommendation of the Planning Commission in determining whether to declare the Redevelopment Area as substandard and blighted and in need of redevelopment according to the Act.

RESOLVED:

1. The Redevelopment Area meets the criteria set forth in Sections 18-2103(3) and (31) of the Act, as described and set forth in the Study, and the inclusion of all property in the Redevelopment Area is necessary to create a unified redevelopment area sufficient to encourage developers and redevelopment and to carry out the purposes of the Act.
2. The Redevelopment Area is declared to be substandard and blighted and in need of redevelopment according to the Act.
3. This resolution shall become effective immediately upon its adoption.

Roll call vote with the following results:

Voting Aye: Mashburn, Weisgerber, Turman and McGhehey.

Voting Nay: None.

Abstaining: Yates.

Motion carried.

- Council next held a public hearing for the Blighted & Substandard Study for the area bordered by lands owned by Leonard and Kathryn Jedlicka to the North, BNSF

September 2, 2025

railroad tracks to the East, West Third Street to the South and Cody Avenue to the West, “Area E”. The following information was provided:

[RESOLUTION – AREA E BLIGHTED AND SUBSTANDARD STUDY

The City of Alliance Staff is recommending to the City Council the adoption of a Blighted and Substandard Study (the “Study”) for an area designated as “Area E”. It was determined that this is approximately 37.5 acre area, which is shown in the image to the right, met the minimum requirements to receive this designation due to the conditions of infrastructure, average structure age, undeveloped infrastructure, and overall underdevelopment of the area.

The Planning Commission held a public hearing at their August 12, 2025 meeting and concurred that the Study showed the existence of Blighted and Substandard conditions and voted to recommend to the City Council to accept the Study and to include the Area E area as a Blighted and Substandard District of the City of Alliance. City Staff is of the opinion that the Study and adoption of this area as Blighted and Substandard supports the goals and objectives of the City of Alliance Comprehensive Plan.

RECOMMENDATION: APPROVE RESOLUTION ACCEPTING THE AREA E BLIGHTED AND SUBSTANDARD STUDY AND CREATE THE ASSOCIATED BLIGHTED AND SUBSTANDARD DISTRICT WITHIN THE CITY OF ALLIANCE.]

Mayor McGhehey stated, “now is the date, time and place to conduct a public hearing to hear support, opposition, criticism, suggestions or observations of the taxpayers relating to the Blighted & Substandard Study for the area bordered by lands owned by Leonard and Kathryn Jedlicka to the North, BNSF railroad tracks to the East, West Third Street to the South and Cody Avenue to the West. The “Area E” area consists of approximately 37.5 acres area meeting the minimum requirements to be designated as Blighted & Substandard. The Public Hearing opened at 7:28 p.m.”

No testimony was offered and the Public Hearing closed at 7:29 p.m.

A motion was made by Mayor McGhehey, seconded by Councilman Turman to approve the Resolution No. 25-107. Which follows in its entirety:

RESOLUTION 25-107

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

RECITALS:

September 2, 2025

- a. Certain conditions exist in the “Redevelopment Area” (as defined below), as evidenced by the Blight & Substandard Study, Corp Limits, Cody, Anthony, Frontier, Thompsen, Hereford, Staab, and Western Nebraska Addition Areas Area “E”, City of Alliance, Nebraska, dated June 20, 2025 (the “Study”), which is incorporated into this Resolution by this reference.
- b. The “Redevelopment Area” encompasses the following area in Alliance, Nebraska: The area bordered by lands owned by Leonard and Kathryn Jedlicka to the North, BNSF railroad tracks to the East, West Third Street to the South and Cody Avenue to the West.
- c. At the Planning Commission meeting on August 12, 2025, a public hearing was held to determine whether the Redevelopment Area should be declared substandard and blighted and in need of redevelopment, as required by the Nebraska Community Development Law (the “Act”). At the public hearing, all interested parties were afforded a reasonable opportunity to express their views respecting the declaration of the Redevelopment Area as substandard and blighted and in need of redevelopment.
- d. The City Council considered the Study, the comments at the public hearing, and the recommendation of the Planning Commission in determining whether to declare the Redevelopment Area as substandard and blighted and in need of redevelopment according to the Act.

RESOLVED:

1. The Redevelopment Area meets the criteria set forth in Sections 18-2103(3) and (31) of the Act, as described and set forth in the Study, and the inclusion of all property in the Redevelopment Area is necessary to create a unified redevelopment area sufficient to encourage developers and redevelopment and to carry out the purposes of the Act.
2. The Redevelopment Area is declared to be substandard and blighted and in need of redevelopment according to the Act.
3. This resolution shall become effective immediately upon its adoption.

Roll call vote with the following results:

Voting Aye: Weisgerber, Turman, Mashburn and McGhehey.

Voting Nay: None.

Abstaining: Yates.

Motion carried.

- Council next held a public hearing for the Blighted & Substandard Study for the area bordered by Tenth Street to the North, Area “5” to the East, Seventh Street to the

September 2, 2025

South and Mississippi Avenue to the West, “Area J”. The following information was provided:

[RESOLUTION – AREA J BLIGHTED AND SUBSTANDARD STUDY

The City of Alliance Staff is recommending to the City Council the adoption of a Blighted and Substandard Study (the “Study”) for an area designated as “Area J”. It was determined that this is approximately 40 acre area, which is shown in the image to the right, met the minimum requirements to receive this designation due to the conditions of infrastructure, average structure age, undeveloped infrastructure, and overall underdevelopment of the area.

The Planning Commission held a public hearing at their August 12, 2025 meeting and concurred that the Study showed the existence of Blighted and Substandard conditions and voted to recommend to the City Council to accept the Study and to include the Area J area as a Blighted and Substandard District of the City of Alliance. City Staff is of the opinion that the Study and adoption of this area as Blighted and Substandard supports the goals and objectives of the City of Alliance Comprehensive Plan.

RECOMMENDATION: APPROVE RESOLUTION ACCEPTING THE AREA J BLIGHTED AND SUBSTANDARD STUDY AND CREATE THE ASSOCIATED BLIGHTED AND SUBSTANDARD DISTRICT WITHIN THE CITY OF ALLIANCE.]

Mayor McGhehey stated, “now is the date, time and place to conduct a public hearing to hear support, opposition, criticism, suggestions or observations of the taxpayers relating to the Blighted & Substandard Study for the area bordered by Tenth Street to the North, Area “5” to the East, Seventh Street to the South and Mississippi Avenue to the West. The “Area J” area consists of approximately 40 acres area meeting the minimum requirements to be designated as Blighted & Substandard. The Public Hearing opened at 7:31 p.m.”

No testimony was offered and the Public Hearing closed at 7:32 p.m.

A motion was made by Mayor McGhehey, seconded by Vice Mayor Mashburn to approve Resolution No. 25-108. Which follows in its entirety:

RESOLUTION 25-108

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

RECITALS:

September 2, 2025

- a. Certain conditions exist in the “Redevelopment Area” (as defined below), as evidenced by the Blight & Substandard Study, Belmont Addition Area “Area J”, City of Alliance, Nebraska, dated July 9, 2025 (the “Study”), which is incorporated into this Resolution by this reference.
- b. The “Redevelopment Area” encompasses the following area in Alliance, Nebraska: The area bordered by Tenth Street to the North, Area “5” to the East, Seventh Street to the South and Mississippi Avenue to the West.
- c. At the Planning Commission meeting on August 12, 2025, a public hearing was held to determine whether the Redevelopment Area should be declared substandard and blighted and in need of redevelopment, as required by the Nebraska Community Development Law (the “Act”). At the public hearing, all interested parties were afforded a reasonable opportunity to express their views respecting the declaration of the Redevelopment Area as substandard and blighted and in need of redevelopment.
- d. The City Council considered the Study, the comments at the public hearing, and the recommendation of the Planning Commission in determining whether to declare the Redevelopment Area as substandard and blighted and in need of redevelopment according to the Act.

RESOLVED:

1. The Redevelopment Area meets the criteria set forth in Sections 18-2103(3) and (31) of the Act, as described and set forth in the Study, and the inclusion of all property in the Redevelopment Area is necessary to create a unified redevelopment area sufficient to encourage developers and redevelopment and to carry out the purposes of the Act.
2. The Redevelopment Area is declared to be substandard and blighted and in need of redevelopment according to the Act.
3. This resolution shall become effective immediately upon its adoption.

Roll call vote with the following results:

Voting Aye: Turman, Mashburn, Weisgerber and McGhehey.

Voting Nay: None.

Abstaining: Yates.

Motion carried.

- Council next held a public hearing for the Blighted & Substandard Study for the area bordered by First Street to the North, lands owned by Western Potatoes, Inc., to the

September 2, 2025

East, Kansas Street to the South and South Mississippi Avenue to the West, “Area P”.
The following information was provided:

[RESOLUTION – AREA P BLIGHTED AND SUBSTANDARD STUDY

The City of Alliance Staff is recommending to the City Council the adoption of a Blighted and Substandard Study (the “Study”) for an area designated as “Area P”. It was determined that this is approximately 44.9 acre area, which is shown in the image to the right, met the minimum requirements to receive this designation due to the conditions of infrastructure, average structure age, undeveloped infrastructure, and overall underdevelopment of the area.

The Planning Commission held a public hearing at their August 12, 2025 meeting and concurred that the Study showed the existence of Blighted and Substandard conditions and voted to recommend to the City Council to accept the Study and to include the Area P area as a Blighted and Substandard District of the City of Alliance. City Staff is of the opinion that the Study and adoption of this area as Blighted and Substandard supports the goals and objectives of the City of Alliance Comprehensive Plan.

RECOMMENDATION: APPROVE RESOLUTION ACCEPTING THE AREA P BLIGHTED AND SUBSTANDARD STUDY AND CREATE THE ASSOCIATED BLIGHTED AND SUBSTANDARD DISTRICT WITHIN THE CITY OF ALLIANCE.]

Mayor McGhehey stated, “now is the date, time and place to conduct a public hearing to hear support, opposition, criticism, suggestions or observations of the taxpayers relating to the Blighted & Substandard Study for the area bordered by First Street to the North, lands owned by Western Potatoes, Inc. to the East, Kansas Street to the South and South Mississippi Avenue to the West. The “AREA P” area consists of approximately 44.9 acres area meeting the minimum requirements to be designated as Blighted & Substandard. The Public Hearing opened at 7:32 p.m.”

No testimony was offered and the Public Hearing closed at 7:34 p.m.

A motion was made by Mayor McGhehey, seconded by Councilman Turman to approve Resolution No. 25-109. Which follows in its entirety:

RESOLUTION 25-109

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

RECITALS:

September 2, 2025

a. Certain conditions exist in the “Redevelopment Area” (as defined below), as evidenced by the Blight & Substandard Study, South Alliance, 1st Addition South Alliance Addition Areas “Area P”, City of Alliance, Nebraska, dated August 5, 2025 (the “Study”), which is incorporated into this Resolution by this reference.

b. The “Redevelopment Area” encompasses the following area in Alliance, Nebraska: The area bordered by First Street to the North, lands owned by Western Potatoes, Inc. to the East, Kansas Street to the South and South Mississippi Avenue to the West.

c. At the Planning Commission meeting on August 12, 2025, a public hearing was held to determine whether the Redevelopment Area should be declared substandard and blighted and in need of redevelopment, as required by the Nebraska Community Development Law (the “Act”). At the public hearing, all interested parties were afforded a reasonable opportunity to express their views respecting the declaration of the Redevelopment Area as substandard and blighted and in need of redevelopment.

d. The City Council considered the Study, the comments at the public hearing, and the recommendation of the Planning Commission in determining whether to declare the Redevelopment Area as substandard and blighted and in need of redevelopment according to the Act.

RESOLVED:

1. The Redevelopment Area meets the criteria set forth in Sections 18-2103(3) and (31) of the Act, as described and set forth in the Study, and the inclusion of all property in the Redevelopment Area is necessary to create a unified redevelopment area sufficient to encourage developers and redevelopment and to carry out the purposes of the Act.

2. The Redevelopment Area is declared to be substandard and blighted and in need of redevelopment according to the Act.

3. This resolution shall become effective immediately upon its adoption.

Roll call vote with the following results:

Voting Aye: Mashburn, Weisgerber, Turman and McGhehey.

Voting Nay: None.

Abstaining: Yates.

Motion carried.

● Council next held a public hearing for the Blighted & Substandard Study for the area bordered by Kansas Street to the North, County Road 59 to the East, lands owned by

September 2, 2025

Joseph Weber to the South and lands owned by City of Alliance to the West, “Area Q”.
The following information was provided:

[RESOLUTION – AREA Q BLIGHTED AND SUBSTANDARD STUDY

The City of Alliance Staff is recommending to the City Council the adoption of a Blighted and Substandard Study (the “Study”) for an area designated as “Area Q”. It was determined that this is approximately 101.8 acre area, which is shown in the image to the right, met the minimum requirements to receive this designation due to the conditions of infrastructure, average structure age, undeveloped infrastructure, and overall underdevelopment of the area.

The Planning Commission held a public hearing at their August 12, 2025 meeting and concurred that the Study showed the existence of Blighted and Substandard conditions and voted to recommend to the City Council to accept the Study and to include the Area Q area as a Blighted and Substandard District of the City of Alliance. City Staff is of the opinion that the Study and adoption of this area as Blighted and Substandard supports the goals and objectives of the City of Alliance Comprehensive Plan.

RECOMMENDATION: APPROVE RESOLUTION ACCEPTING THE AREA Q BLIGHTED AND SUBSTANDARD STUDY AND CREATE THE ASSOCIATED BLIGHTED AND SUBSTANDARD DISTRICT WITHIN THE CITY OF ALLIANCE.]

Mayor McGhehey stated, “now is the date, time and place to conduct a public hearing to hear support, opposition, criticism, suggestions or observations of the taxpayers relating to the Blighted & Substandard Study for the area bordered by Kansas Street to the North, County Road 59 to the East, lands owned by Joseph Weber to the South and lands owned by City of Alliance to the West. The “AREA Q” area consists of approximately 101.8 acres area meeting the minimum requirements to be designated as Blighted & Substandard. The Public Hearing opened at 7:35 p.m.”

No testimony was offered and the Public Hearing closed at 7:36 p.m.

A motion was made by Mayor McGhehey, seconded by Vice Mayor Mashburn to approve Resolution No. 25-110. Which follows in its entirety:

RESOLUTION 25-110

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

RECITALS:

September 2, 2025

- a. Certain conditions exist in the “Redevelopment Area” (as defined below), as evidenced by the Blight & Substandard Study, Homestead, 1st Addition Homestead, and Lands in Corporate Limits Addition Areas “Area Q”, City of Alliance, Nebraska, dated August 5, 2025 (the “Study”), which is incorporated into this Resolution by this reference.
- b. The “Redevelopment Area” encompasses the following area in Alliance, Nebraska: The area bordered by Kansas Street to the North, County Road 59 to the East, lands owned by Joseph Weber to the South and lands owned by City of Alliance to the West.
- c. At the Planning Commission meeting on August 12, 2025, a public hearing was held to determine whether the Redevelopment Area should be declared substandard and blighted and in need of redevelopment, as required by the Nebraska Community Development Law (the “Act”). At the public hearing, all interested parties were afforded a reasonable opportunity to express their views respecting the declaration of the Redevelopment Area as substandard and blighted and in need of redevelopment.
- d. The City Council considered the Study, the comments at the public hearing, and the recommendation of the Planning Commission in determining whether to declare the Redevelopment Area as substandard and blighted and in need of redevelopment according to the Act.

RESOLVED:

1. The Redevelopment Area meets the criteria set forth in Sections 18-2103(3) and (31) of the Act, as described and set forth in the Study, and the inclusion of all property in the Redevelopment Area is necessary to create a unified redevelopment area sufficient to encourage developers and redevelopment and to carry out the purposes of the Act.
2. The Redevelopment Area is declared to be substandard and blighted and in need of redevelopment according to the Act.
3. This resolution shall become effective immediately upon its adoption.

Roll call vote with the following results:

Voting Aye: Mashburn, Weisgerber, Turman, and McGhehey.

Voting Nay: None.

Abstaining: Yates.

Motion carried.

- The last item on the agenda for Council was a Discussion Item brought to the Council by Police Chief Leavitt to speak of the current School Zone Speed Restrictions,

September 2, 2025

with proposed changes to School Zones Sec. 26-52(b). The following information was provided:

Police Chief Leavitt gave Council an overview of the request and reasons why.

Mayor McGhehey instructed Police Chief Leavitt and City Manager Sorensen to coordinate together to bring something to the City Council.

The Alliance City Council adjourned the September 2, 2025 City Council Meeting at 7:47 p.m.

(SEAL)

John McGhehey, Mayor

Ammie L. Bedient, City Clerk

Complete minutes of the Alliance City Council may be viewed by the public during regular work hours at the City Clerk's Office, 324 Laramie Avenue, Alliance, Nebraska

September 4, 2025

ALLIANCE CITY COUNCIL

SPECIAL BUDGET WORKSHOP, THURSDAY, SEPTEMBER 4, 2025

STATE OF NEBRASKA)
)
COUNTY OF BOX BUTTE) §
)
CITY OF ALLIANCE)

The Alliance City Council met in a Special Budget Workshop, September 4, 2025 at 8:30 a.m. in the Alliance Learning Center Community Meeting Room, 1750 Sweetwater Avenue. A notice of meeting was published in the Alliance Times Herald on September 3, 2025. The notice stated the date, hour and place of the meeting, that the meeting was open to the public, and that an agenda of the meeting, kept continuously current, was available for public inspection at the office of the City Clerk in City Hall; provided the Council could modify the agenda at the meeting if it determined an emergency so required. A similar notice, together with a copy of the agenda, also had been provided to each of the City Council Members. An agenda, kept continuously current, was available for public inspection at the office of the City Clerk during regular business hours from the publication of the notice to the time of the meeting.

Mayor McGhehey opened the September 4, 2025 Special Budget Workshop of the Alliance, Nebraska City Council at 8:30 a.m. Present were Mayor McGhehey, Vice Mayor Mashburn and Council Member Turman. Also present were City Manager Sorensen, City Treasurer Baker, and City Clerk Bedient. Absent was Councilmen Weisgerber and Liptack.

- Mayor McGhehey read the Open Meetings Act Announcement.
- City Manager Sorensen presented Council with an Overview of budget authority and spending for the fiscal year of 2025-26.

Goals for the fiscal year 2025-26 will be Priority.

No action was taken on any of the issues discussed.

The Alliance City Council adjourned the September 4, 2025 City Council Meeting at 10:52 a.m.

(SEAL)

John McGhehey, Mayor

September 4, 2025

Ammie L. Bedient, City Clerk

Complete minutes of the Alliance City Council may be viewed by the public during regular work hours at the City Clerk's Office, 324 Laramie Avenue, Alliance, Nebraska

PAYROLL COSTS TO BE REPORTED TO COUNCIL

PAY DATE: **9/5/2025**

GROSS PAYROLL

\$ 254,187.76

(GET FROM SINGLE LINE SUMMARY REPORT)

EMPLOYER COSTS

(GET FROM BENEFITS REGISTER REPORT)

FICA	\$ 14,600.41	
MEDICARE	\$ 3,628.57	
POLICE PENSION - PRINCIPAL	\$ 2,542.31	
FIRE PENSION - PRINCIPAL	\$ 2,014.52	
GENERAL PENSION - PRINCIPAL	\$ 8,434.39	
MISSION SQUARE PENSION	\$ 327.89	
H S A SANDHILLS STATE BANK	\$ 6,660.00	
HEALTH/LIFE INSURANCE - HEALTH FUND	\$ 96,600.00	
TOTAL BENEFITS		\$ 134,808.09

TOTAL PAYROLL COSTS

\$ 388,995.85

CITY CLERK - AMMIE BEDIENT

Report Criteria:

Invoices with totals above \$0 included.
 Paid and unpaid invoices included.

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
General Fund					
01-0000-03346 Clearing	General Fund				
FIRSTBANK CARD	MEALS	SWEDEEN 8/2	08/20/2025	10.00	
01-0000-03346 Clearing	General Fund				
FIRSTBANK CARD	PAID BY OTHER	O'CONNOR 8/	08/08/2025	119.90	
Total :				129.90	
Total :				129.90	
01-10-10-42-294 Conferences, Cont Education	General Fund	City Council	City Council		
FIRSTBANK CARD	LONN - ANNUAL CONFERENCE RE	BEDIENT 08/2	09/09/2025	592.00	
01-10-10-42-294 Conferences, Cont Education	General Fund	City Council	City Council		
FIRSTBANK CARD	LONN - ANNUAL CONFERENCE RE	BEDIENT 08/2	09/09/2025	592.00	
01-10-10-42-294 Conferences, Cont Education	General Fund	City Council	City Council		
FIRSTBANK CARD	LONN - ANNUAL CONFERENCE RE	BEDIENT 08/2	09/09/2025	526.00	
Total City Council:				1,710.00	
Total City Council:				1,710.00	
01-11-11-42-294 Conferences, Cont Education	General Fund	City Administration	City Administration		
ALLIANCE CHAMBER OF COMMER	LEADERSHIP BOX BUTTE	151313	08/21/2025	550.00	08/28/2025
01-11-11-42-294 Conferences, Cont Education	General Fund	City Administration	City Administration		
FIRSTBANK CARD	LONN - ANNUAL CONFERENCE RE	BEDIENT 08/2	09/09/2025	592.00	
01-11-11-44-423 Database Subscriptions	General Fund	City Administration	City Administration		
FIRSTBANK CARD	TEAM ALERT SUBSCRIPTION	SORENSEN 8/	08/24/2025	104.64	
01-11-11-44-431 Legal, Public Notices	General Fund	City Administration	City Administration		
ALLIANCE TIMES HERALD	Legal Ad- CITY COUNCIL PUBLIC HE	757676	08/20/2025	50.01	
01-11-11-44-431 Legal, Public Notices	General Fund	City Administration	City Administration		
ALLIANCE TIMES HERALD	LEGAL AD - CITY COUNCIL CLAIMS	757673	08/13/2025	54.42	
01-11-11-44-431 Legal, Public Notices	General Fund	City Administration	City Administration		
ALLIANCE TIMES HERALD	Legal Ad- CITY COUNCIL PUBLIC HE	757671	08/13/2025	8.48	
01-11-11-44-431 Legal, Public Notices	General Fund	City Administration	City Administration		
ALLIANCE TIMES HERALD	Legal Ad-Council Proceedings	757675	08/13/2025	28.85	
01-11-11-44-431 Legal, Public Notices	General Fund	City Administration	City Administration		
ALLIANCE TIMES HERALD	CLASSIFIED JOB AD	757674	08/13/2025	4.67	
01-11-11-44-431 Legal, Public Notices	General Fund	City Administration	City Administration		
ALLIANCE TIMES HERALD	LEGAL, NOTICE OF MEETING	757672	08/13/2025	9.76	
01-11-11-44-431 Legal, Public Notices	General Fund	City Administration	City Administration		
ALLIANCE TIMES HERALD	LEGAL, NOTICE OF MEETING	757669	07/30/2025	9.60	
01-11-11-44-436 Mail, Delivery Services	General Fund	City Administration	City Administration		
FIRSTBANK CARD	MAILING	BEDIENT 08/2	09/09/2025	52.40	
01-11-11-44-436 Mail, Delivery Services	General Fund	City Administration	City Administration		
QUADIENT FINANCE USA INC	CITY MANAGER	AUGUST 2025	08/01/2025	18.50	
01-11-11-44-451 Telephone Line Expense	General Fund	City Administration	City Administration		
CLEARFLY COMMUNICATIONS	308-313-2064 CITY MANAGER	INV744536	09/01/2025	30.55	
01-11-11-44-451 Telephone Line Expense	General Fund	City Administration	City Administration		
CLEARFLY COMMUNICATIONS	308-313-2061 CITY MANAGER	INV744536	09/01/2025	30.57	
01-11-11-45-511 Office Supplies	General Fund	City Administration	City Administration		
NEBRASKA TOTAL OFFICE	BINDER CLIPS	0129410-001	08/28/2025	13.95	
01-11-11-45-511 Office Supplies	General Fund	City Administration	City Administration		
NEBRASKA PRINTWORKS LLC	LETTERHEAD/SET UP	59636	07/02/2025	87.38	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
01-11-11-47-737 Recording Fees	General Fund	City Administration	City Administration		
BOX BUTTE COUNTY CLERK	Recording Fees	757686	08/07/2025	10.00	
Total City Administration:				1,655.78	
Total City Administration:				1,655.78	
01-31-31-42-294 Conferences, Cont Education	General Fund	Police Administration	Police Department		
FIRSTBANK CARD	IACP CONFERENCE-LEAVITT	LEAVITT 8/25	08/06/2025	500.00	
01-31-31-43-335 Other Technical Services	General Fund	Police Administration	Police Department		
FIRSTBANK CARD	SUBSCRIPTION	KAYE 8/25	08/06/2025	32.09	
01-31-31-43-373 Contract Custodial Services	General Fund	Police Administration	Police Department		
HP CLEANING AND SEWING	ANNEX CLEANING	090725PD	09/07/2025	200.00	
01-31-31-44-483 NRCNTSVC-Building Public Wrks	General Fund	Police Administration	Police Department		
C & J LAWN	WEEKLY LAWN SERVICE ANNEX BL 2779		08/22/2025	40.00	
01-31-31-44-483 NRCNTSVC-Building Public Wrks	General Fund	Police Administration	Police Department		
C & J LAWN	WEEKLY LAWN SERVICE ANNEX BL 2763		08/15/2025	40.00	
01-31-31-44-483 NRCNTSVC-Building Public Wrks	General Fund	Police Administration	Police Department		
C & J LAWN	WEEKLY LAWN SERVICE ANNEX BL 2793A		08/27/2025	40.00	
01-31-31-44-483 NRCNTSVC-Building Public Wrks	General Fund	Police Administration	Police Department		
C & J LAWN	WEEKLY LAWN SERVICE ANIMAL S 2764		08/15/2025	50.00	
01-31-31-44-483 NRCNTSVC-Building Public Wrks	General Fund	Police Administration	Police Department		
C & J LAWN	WEEKLY LAWN SERVICE ANIMAL S 2794		08/27/2025	50.00	
01-31-31-44-483 NRCNTSVC-Building Public Wrks	General Fund	Police Administration	Police Department		
C & J LAWN	WEEKLY LAWN SERVICE ANNEX BL 2739		08/07/2025	40.00	
01-31-31-44-483 NRCNTSVC-Building Public Wrks	General Fund	Police Administration	Police Department		
C & J LAWN	LAWN MOWING-ADMIN/FERT/LABO 2749		08/10/2025	67.38	
01-31-31-45-544 Small Tools, Equipment	General Fund	Police Administration	Police Department		
FIRSTBANK CARD	PERSONAL-WESTCO	KAYE 8/25	08/06/2025	2.99	
01-31-31-45-544 Small Tools, Equipment	General Fund	Police Administration	Police Department		
FIRSTBANK CARD	PERSONAL-FAMILY DOLLAR	KAYE 8/25	08/06/2025	15.56	
01-31-31-45-544 Small Tools, Equipment	General Fund	Police Administration	Police Department		
AMAZON CAPITAL SERVICES	POST-IT NOTES	1XXW-9XCY-3	09/02/2025	24.28	
01-31-31-45-551 Fuel,Oil,Lube-Veh,Mach,Equip	General Fund	Police Administration	Police Department		
VOYAGER FLEET SYSTEMS INC	FUEL	869456715253	09/01/2025	177.13	
Total Police Administration:				1,279.43	
01-31-32-42-294 Conferences, Cont Education	General Fund	Police Operations	Police Department		
FIRSTBANK CARD	IACP CONFERENCE-FELKER	LEAVITT 8/25	08/06/2025	445.00	
01-31-32-42-294 Conferences, Cont Education	General Fund	Police Operations	Police Department		
FIRSTBANK CARD	MEALS	PETERSON 8/	08/04/2025	37.69	
01-31-32-42-294 Conferences, Cont Education	General Fund	Police Operations	Police Department		
FIRSTBANK CARD	MEALS	GRUMBLES 8/	08/20/2025	24.41	
01-31-32-43-373 Contract Custodial Services	General Fund	Police Operations	Police Department		
HP CLEANING AND SEWING	OPS CLEANING	090725PD	09/07/2025	1,200.00	
01-31-32-43-374 Investigators Expense	General Fund	Police Operations	Police Department		
FIRSTBANK CARD	APPLE-UNKNOWN	PETERSON 8/	08/04/2025	8.55	
01-31-32-43-374 Investigators Expense	General Fund	Police Operations	Police Department		
AMAZON CAPITAL SERVICES	COTTON TIPPED APPLICATORS	1J1L-KN9Q-3L	08/27/2025	19.71	
01-31-32-43-379 Other Contract Operating Svcs	General Fund	Police Operations	Police Department		
VERSATERM PUBLIC SAFETY US I	body camera software	INV41-02055	09/05/2025	7,447.56	
01-31-32-44-436 Mail, Delivery Services	General Fund	Police Operations	Police Department		
FIRSTBANK CARD	MAILING	KAYE 8/25	08/06/2025	1.90	
01-31-32-44-482 NRCNTSVC-Vehicle Repair Mtc	General Fund	Police Operations	Police Department		
A & T ELECTRIC	INSTALL OUTLET	4624	08/26/2025	85.00	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
01-31-32-44-486 NRCNTSVC-Veh, Equip, Tire Rep	General Fund	Police Operations	Police Department		
ALLIANCE MOTORS UNLIMITED, IN #121	REPLACE FRONT STRUT/REA	72600	09/03/2025	1,310.58	
01-31-32-44-486 NRCNTSVC-Veh, Equip, Tire Rep	General Fund	Police Operations	Police Department		
ALLIANCE MOTORS UNLIMITED, IN #117	FUSE BOX/OIL CHANGE	72432	08/12/2025	1,808.25	
01-31-32-44-486 NRCNTSVC-Veh, Equip, Tire Rep	General Fund	Police Operations	Police Department		
ALLIANCE MOTORS UNLIMITED, IN #113	REPAIR ANTIFREEZE LEAK	72596	08/29/2025	181.34	
01-31-32-44-486 NRCNTSVC-Veh, Equip, Tire Rep	General Fund	Police Operations	Police Department		
PRECISION STEREO TECHNOLOG #107	TIRE REPAIR	54884	09/08/2025	25.00	
01-31-32-44-486 NRCNTSVC-Veh, Equip, Tire Rep	General Fund	Police Operations	Police Department		
O'REILLY AUTO PARTS #122	ALTERNATOR	6010-244801	08/31/2025	343.58	
01-31-32-44-489 NRCNTSVC-Other Mach, Equip	General Fund	Police Operations	Police Department		
ALLIANCE MOTORS UNLIMITED, IN #107	BATTERIES/OIL CHANGE	72591	08/29/2025	676.90	
01-31-32-44-489 NRCNTSVC-Other Mach, Equip	General Fund	Police Operations	Police Department		
PLATTE RIVER GLASS LLC	URETHANE/PRIMER PLATE#39111	9166	08/20/2025	324.00	
01-31-32-45-526 Other Supplies	General Fund	Police Operations	Police Department		
FIRSTBANK CARD	HOLSTERS	DAHLBERG 8/	08/22/2025	261.00	
01-31-32-45-531 Uniforms	General Fund	Police Operations	Police Department		
FIRSTBANK CARD	UNIFORMS	GRUMBLES 8/	08/20/2025	257.59	
01-31-32-45-531 Uniforms	General Fund	Police Operations	Police Department		
AMAZON CAPITAL SERVICES	UNIFORMS	1XPY-YCMQ-J	08/29/2025	129.98	
01-31-32-45-531 Uniforms	General Fund	Police Operations	Police Department		
SAFE LIFE DEFENSE LLC	BELTS	32488439	08/22/2025	112.24	
01-31-32-45-544 Small Tools, Equipment	General Fund	Police Operations	Police Department		
O'REILLY AUTO PARTS #117	WIPER BLADES	6010-244728	08/30/2025	12.76	
01-31-32-45-551 Fuel,Oil,Lube-Veh,Mach,Equip	General Fund	Police Operations	Police Department		
VOYAGER FLEET SYSTEMS INC	FUEL	869456715253	09/01/2025	2,908.24	
01-31-32-45-563 Cleaning Supplies	General Fund	Police Operations	Police Department		
IDEAL LINEN INC	TOWELS/MOPS	11281646	07/29/2025	36.78	
01-31-32-45-563 Cleaning Supplies	General Fund	Police Operations	Police Department		
IDEAL LINEN INC	TOWELS/MOPS	11285455	08/26/2025	36.78	
01-31-32-45-563 Cleaning Supplies	General Fund	Police Operations	Police Department		
IDEAL LINEN INC	TOWELS/MOPS	11277890	07/01/2025	36.78	
Total Police Operations:				17,731.62	
01-31-33-43-379 Other Contract Operating Svcs	General Fund	Police Support Services	Police Department		
LANGUAGE LINE SOLUTIONS INC	INTERPRETATION	11699579	08/31/2025	12.98	
01-31-33-44-436 Mail, Delivery Services	General Fund	Police Support Services	Police Department		
QUADIENT FINANCE USA INC	POLICE	AUGUST 2025	08/01/2025	2.96	
01-31-33-44-452 Long Distance Expense	General Fund	Police Support Services	Police Department		
QWEST - SEATTLE	333845094	757698	08/25/2025	469.54	
01-31-33-44-452 Long Distance Expense	General Fund	Police Support Services	Police Department		
QWEST - SEATTLE	333847273	757697	08/28/2025	87.80	
01-31-33-45-541 Office Furniture, Equipment	General Fund	Police Support Services	Police Department		
FIRSTBANK CARD	DISPATCH SUPPLIES	GERTH 8/25	08/05/2025	39.33	
Total Police Support Services:				612.61	
01-31-34-43-341 Medical Services	General Fund	Animal Control	Police Department		
ALLIANCE ANIMAL CLINIC	PROBIOS POWDER/VACINATIONS	608071	08/01/2025	347.07	
01-31-34-44-483 NRCNTSVC-Building Public Wrks	General Fund	Animal Control	Police Department		
JACK'S REFRIGERATION INC	PLANNED MAINTENANCE	68943	08/28/2025	86.60	
01-31-34-45-526 Other Supplies	General Fund	Animal Control	Police Department		
CARTER'S HOME HARDWARE & AP	RAZOR BLADES/PUMIS STONE/TIL	29922/1	08/11/2025	21.56	
01-31-34-45-551 Fuel,Oil,Lube-Veh,Mach,Equip	General Fund	Animal Control	Police Department		
VOYAGER FLEET SYSTEMS INC	FUEL	869456715253	09/01/2025	179.63	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
Total Animal Control:				634.86	
Total Police Department:				20,258.52	
01-37-37-42-238 Vol Firefighter Life Ins	General Fund	Firefighting	Fire Department		
VFIS BENEFITS DIVISION	BASIC COVERAGE	399504130	09/01/2025	380.00	
01-37-37-42-294 Conferences, Cont Education	General Fund	Firefighting	Fire Department		
ALLIANCE RURAL FIRE PROT DIST	MOTEL-FSCEO PROGRAM	311887	08/24/2025	891.30	
01-37-37-44-451 Telephone Line Expense	General Fund	Firefighting	Fire Department		
CHARTER COMMUNICATIONS	176247201	176247201081	08/14/2025	55.10	09/10/2025
01-37-37-44-451 Telephone Line Expense	General Fund	Firefighting	Fire Department		
CLEARFLY COMMUNICATIONS	308-313-2070 FIRE	INV744536	09/01/2025	30.57	
01-37-37-44-451 Telephone Line Expense	General Fund	Firefighting	Fire Department		
CLEARFLY COMMUNICATIONS	308-313-2077 FIRE	INV744536	09/01/2025	4.58	
01-37-37-44-451 Telephone Line Expense	General Fund	Firefighting	Fire Department		
CLEARFLY COMMUNICATIONS	308-313-2069 FIRE	INV744536	09/01/2025	30.55	
01-37-37-44-479 CNTSVC Other	General Fund	Firefighting	Fire Department		
IDEAL LINEN INC	TOWELS/MOPS	11284016	08/14/2025	46.51	
01-37-37-44-479 CNTSVC Other	General Fund	Firefighting	Fire Department		
IDEAL LINEN INC	TOWELS/MOPS	11285933	08/28/2025	46.51	
01-37-37-44-482 NRCNTSVC-Vehicle Repair Mtc	General Fund	Firefighting	Fire Department		
BOLEK-BILT LLC	LABOR TO REPAIR CRACK ON LAD	4295	08/26/2025	145.00	
01-37-37-45-544 Small Tools, Equipment	General Fund	Firefighting	Fire Department		
ALLIANCE RURAL FIRE PROT DIST	BUNN COFFEE BREWER	114808157	08/12/2025	789.00	
01-37-37-45-551 Fuel,Oil,Lube-Veh,Mach,Equip	General Fund	Firefighting	Fire Department		
VOYAGER FLEET SYSTEMS INC	FUEL	869456715253	09/01/2025	83.58	
01-37-37-45-556 Parts-Vehicle, Mach, Equip	General Fund	Firefighting	Fire Department		
DARREN'S CARQUEST AUTO PART	331 VENT SAW SPARK PLUG/CARB	2723-519576	09/03/2025	9.19	
Total Firefighting:				2,511.89	
01-37-38-43-375 EMS Billing Services	General Fund	Ambulance	Fire Department		
QUICK MED CLAIMS LLC	EMS BILLING SERVICES	INV43508	08/31/2025	2,858.62	
01-37-38-45-511 Office Supplies	General Fund	Ambulance	Fire Department		
NEBRASKA TOTAL OFFICE	BLUE COPY PAPER	0129414-001	08/28/2025	11.99	
01-37-38-45-511 Office Supplies	General Fund	Ambulance	Fire Department		
NEBRASKA TOTAL OFFICE	LABELS	0129369-001	08/22/2025	39.98	
01-37-38-45-521 Medical Supplies	General Fund	Ambulance	Fire Department		
ALLIANCE RURAL FIRE PROT DIST	VOID SEAL NO RESIDUE RED	310088419	09/03/2025	60.85	
01-37-38-45-521 Medical Supplies	General Fund	Ambulance	Fire Department		
BOUND TREE MEDICAL, LLC	MEDICAL SUPPLIES	85905311	09/03/2025	341.76	
01-37-38-45-521 Medical Supplies	General Fund	Ambulance	Fire Department		
BOUND TREE MEDICAL, LLC	MEDICAL SUPPLIES	85892664	08/22/2025	219.22	
01-37-38-45-521 Medical Supplies	General Fund	Ambulance	Fire Department		
BOX BUTTE GENERAL HOSPITAL	MEDICAL SUPPLIES	757679	09/02/2025	402.27	
01-37-38-45-551 Fuel,Oil,Lube-Veh,Mach,Equip	General Fund	Ambulance	Fire Department		
VOYAGER FLEET SYSTEMS INC	FUEL	869456715253	09/01/2025	182.15	
Total Ambulance:				4,116.84	
Total Fire Department:				6,628.73	
01-41-44-45-551 Fuel,Oil,Lube-Veh,Mach,Equip	General Fund	Facility Maintenance	Public Works		
VOYAGER FLEET SYSTEMS INC	FUEL	869456715253	09/01/2025	146.14	
01-41-44-45-561 Bldg Maintenance Material	General Fund	Facility Maintenance	Public Works		
FIRSTBANK CARD	KEY TAGS	KUSEK 8/25	08/15/2025	32.08-	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
01-41-44-45-561 Bldg Maintenance Material FIRSTBANK CARD	General Fund KEY TAGS	Facility Maintenance KUSEK 8/25	Public Works 08/15/2025	31.14	
01-41-44-45-561 Bldg Maintenance Material FIRSTBANK CARD	General Fund BULLETIN BOARD	Facility Maintenance KUSEK 8/25	Public Works 08/15/2025	56.97	
Total Facility Maintenance:				202.17	
01-41-46-44-451 Telephone Line Expense CLEARFLY COMMUNICATIONS	General Fund 5400	Municipal Building INV744536	Public Works 09/01/2025	4.60	
01-41-46-59-960 Capital Outlay-Vehicles WOLF FORD OF ALLIANCE	General Fund FUSION OIL CHANGE	Municipal Building 58648	Public Works 08/07/2025	79.95	
Total Municipal Building:				84.55	
Total Public Works:				286.72	
01-61-60-44-431 Legal, Public Notices ALLIANCE TIMES HERALD	General Fund PUBLIC NOTICES	Community Development 757668	Community Develop 07/30/2025	8.06	
01-61-60-44-431 Legal, Public Notices ALLIANCE TIMES HERALD	General Fund PUBLIC NOTICES	Community Development 757670	Community Develop 07/30/2025	99.60	
01-61-60-44-431 Legal, Public Notices ALLIANCE TIMES HERALD	General Fund PUBLIC NOTICES	Community Development 757677	Community Develop 07/30/2025	8.44	
01-61-60-44-436 Mail, Delivery Services QUADIENT FINANCE USA INC	General Fund COMM DEV	Community Development AUGUST 2025	Community Develop 08/01/2025	6.66	
01-61-60-44-451 Telephone Line Expense CLEARFLY COMMUNICATIONS	General Fund 308-313-2067 COMMUNITY DEVELO	Community Development INV744536	Community Develop 09/01/2025	30.55	
01-61-60-44-451 Telephone Line Expense CLEARFLY COMMUNICATIONS	General Fund 308-313-2062 BUILDING & ZONING	Community Development INV744536	Community Develop 09/01/2025	4.60	
01-61-60-44-451 Telephone Line Expense CLEARFLY COMMUNICATIONS	General Fund 308-313-2068 BUILDING & ZONING	Community Development INV744536	Community Develop 09/01/2025	30.55	
01-61-60-45-526 Other Supplies NEBRASKA TOTAL OFFICE	General Fund XSTAMPER	Community Development 0129422-001	Community Develop 08/29/2025	37.85	
Total Community Development:				226.31	
01-61-62-45-551 Fuel,Oil,Lube-Veh,Mach,Equip VOYAGER FLEET SYSTEMS INC	General Fund FUEL	Code Enforcement 869456715253	Community Develop 09/01/2025	62.53	
Total Code Enforcement:				62.53	
01-61-63-44-436 Mail, Delivery Services FIRSTBANK CARD	General Fund CERTIFIED MAIL	Nuisance Abatement KUSEK 8/25	Community Develop 08/15/2025	197.72	
01-61-63-44-436 Mail, Delivery Services FIRSTBANK CARD	General Fund INK	Nuisance Abatement KUSEK 8/25	Community Develop 08/15/2025	134.89	
01-61-63-44-451 Telephone Line Expense CLEARFLY COMMUNICATIONS	General Fund 308-313-2080 CODE ENFORCEMEN	Nuisance Abatement INV744536	Community Develop 09/01/2025	30.55	
01-61-63-45-551 Fuel,Oil,Lube-Veh,Mach,Equip VOYAGER FLEET SYSTEMS INC	General Fund FUEL	Nuisance Abatement 869456715253	Community Develop 09/01/2025	125.45	
Total Nuisance Abatement:				488.61	
Total Community Development:				777.45	
01-71-71-44-412 Machine, Equipment Rent CULLIGAN WATER CONDITIONING	General Fund SALT AND WATER	Parks 757688	Cultural and Leisure 08/25/2025	11.95	
01-71-71-44-451 Telephone Line Expense CLEARFLY COMMUNICATIONS	General Fund 308-313-2078 PARKS	Parks INV744536	Cultural and Leisure 09/01/2025	30.55	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
01-71-71-44-482 NRCNTSVC-Vehicle Repair Mtc	General Fund	Parks	Cultural and Leisure		
ALLIANCE MOTORS UNLIMITED, IN	REPAIR BRAKES	72546	08/26/2025	1,726.10	
01-71-71-44-489 NRCNTSVC-Other Mach, Equip	General Fund	Parks	Cultural and Leisure		
ALLIANCE TRACTOR & IMPLEMENT	REPAIR MOWER	580216R	07/07/2025	327.29	
01-71-71-44-495 NRCNTSVC-Lawns, Grounds	General Fund	Parks	Cultural and Leisure		
H & H SANITATION & RECYCLING	PULLING FEE FOR ROLL OFF BOX	47457	08/25/2025	570.00	
01-71-71-45-544 Small Tools, Equipment	General Fund	Parks	Cultural and Leisure		
FIRSTBANK CARD	DECK COVER KNOBS	BROWN 8/25	08/13/2025	54.47	
01-71-71-45-551 Fuel,Oil,Lube-Veh,Mach,Equip	General Fund	Parks	Cultural and Leisure		
VOYAGER FLEET SYSTEMS INC	FUEL	869456715253	09/01/2025	527.65	
01-71-71-45-556 Parts-Vehicle, Mach, Equip	General Fund	Parks	Cultural and Leisure		
FIRSTBANK CARD	PTO SWITCH	BROWN 8/25	08/13/2025	11.99	
01-71-71-45-561 Bldg Maintenance Material	General Fund	Parks	Cultural and Leisure		
FARM PLAN	BUILDING MAINTENANCE	51482070	08/26/2025	38.93	
01-71-71-45-561 Bldg Maintenance Material	General Fund	Parks	Cultural and Leisure		
CARTER'S HOME HARDWARE & AP	GRAFFITI REMOVER/TOWELS/SPO	029266/1	06/13/2025	23.77	
01-71-71-45-561 Bldg Maintenance Material	General Fund	Parks	Cultural and Leisure		
CARTER'S HOME HARDWARE & AP	SPRAY PAINT	029268/1	06/13/2025	14.98	
01-71-71-45-561 Bldg Maintenance Material	General Fund	Parks	Cultural and Leisure		
CARTER'S HOME HARDWARE & AP	BUILDING MAINTENANCE	30211/1	09/05/2025	26.49	
01-71-71-45-561 Bldg Maintenance Material	General Fund	Parks	Cultural and Leisure		
CARTER'S HOME HARDWARE & AP	BUILDING MAINTENANCE	30211/1	09/05/2025	3.27	
01-71-71-45-561 Bldg Maintenance Material	General Fund	Parks	Cultural and Leisure		
CARTER'S HOME HARDWARE & AP	BUILDING MAINTENANCE	30213/1	09/05/2025	105.18	
01-71-71-45-561 Bldg Maintenance Material	General Fund	Parks	Cultural and Leisure		
CARTER'S HOME HARDWARE & AP	BUILDING MAINTENANCE	30213/1	09/05/2025	23.51	
01-71-71-45-562 Fountain Maintenance	General Fund	Parks	Cultural and Leisure		
FIRSTBANK CARD	VACUUM LOCK	BROWN 8/25	08/13/2025	39.98	
01-71-71-45-574 Misc Grounds Maintenance	General Fund	Parks	Cultural and Leisure		
BRUCKMAN RUBBER CO	WEED BARRIER	020473	08/28/2025	5,877.35	
01-71-71-45-576 Herbicides, Pesticides	General Fund	Parks	Cultural and Leisure		
JIRDON AGRI CHEMICALS INC	HERBICIDE	82-36407	08/27/2025	5,472.00	
01-71-71-46-675 Irrigation Material	General Fund	Parks	Cultural and Leisure		
FIRSTBANK CARD	IRRIGATION SPRAY HEADS	BROWN 8/25	08/13/2025	165.00	
Total Parks:				15,050.46	
01-71-72-43-373 Contract Custodial Services	General Fund	Senior Center	Cultural and Leisure		
LINDA L MUNDT	CUSTODIAL SERVICES	1125	09/02/2025	108.00	
01-71-72-44-451 Telephone Line Expense	General Fund	Senior Center	Cultural and Leisure		
CLEARFLY COMMUNICATIONS	SENIOR SERVICES	INV744536	09/01/2025	.19	
Total Senior Center:				108.19	
01-71-74-44-486 NRCNTSVC-Veh, Equip, Tire Rep	General Fund	Cemetery	Cultural and Leisure		
KAISER TIRE	TIRE REPAIR	16549	02/13/2025	110.00	
01-71-74-45-526 Other Supplies	General Fund	Cemetery	Cultural and Leisure		
FIRSTBANK CARD	BENCH CEMETERY	BROWN 8/25	08/13/2025	155.23	
01-71-74-45-551 Fuel,Oil,Lube-Veh,Mach,Equip	General Fund	Cemetery	Cultural and Leisure		
VOYAGER FLEET SYSTEMS INC	FUEL	869456715253	09/01/2025	77.47	
Total Cemetery:				342.70	
01-71-75-44-451 Telephone Line Expense	General Fund	Swimming Pool	Cultural and Leisure		
QWEST - SEATTLE	334153226	757699	08/25/2025	194.95	
01-71-75-44-483 NRCNTSVC-Building Public Wrks	General Fund	Swimming Pool	Cultural and Leisure		
K. L. WOOD & COMPANY LLC	REPAIR AND INSTALL NEW POOL H	7109	08/27/2025	16,201.25	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
01-71-75-45-561 Bldg Maintenance Material BERNIES ACE HARDWARE	General Fund BUILDING MAINTENANCE	Swimming Pool 324192	Cultural and Leisure 08/27/2025	110.53	
01-71-75-45-561 Bldg Maintenance Material BERNIES ACE HARDWARE	General Fund BUILDING MAINTENANCE	Swimming Pool 324197	Cultural and Leisure 08/27/2025	7.98	
01-71-75-45-561 Bldg Maintenance Material BERNIES ACE HARDWARE	General Fund BUILDING MAINTENANCE	Swimming Pool 324192	Cultural and Leisure 08/27/2025	5.21	
01-71-75-45-569 Other Replacement Parts FIRSTBANK CARD	General Fund POOL VACUUM HOSE	Swimming Pool BROWN 8/25	Cultural and Leisure 08/13/2025	105.38	
01-71-75-45-569 Other Replacement Parts K. L. WOOD & COMPANY LLC	General Fund MATERIALS FOR POOL HEATER	Swimming Pool 7109	Cultural and Leisure 08/27/2025	16,447.84	
Total Swimming Pool:				33,073.14	
01-71-76-42-294 Conferences, Cont Education FIRSTBANK CARD	General Fund REGISTRATION	Knight Museum BROWN 8/25	Cultural and Leisure 08/13/2025	1,255.00	
01-71-76-43-373 Contract Custodial Services A & J JANITORIAL LLC	General Fund JANITORIAL SERVICES	Knight Museum L2508	Cultural and Leisure 08/31/2025	940.00	
01-71-76-43-373 Contract Custodial Services A & J JANITORIAL LLC	General Fund JANITORIAL SERVICES	Knight Museum K2508	Cultural and Leisure 08/31/2025	940.00	
01-71-76-44-451 Telephone Line Expense CLEARFLY COMMUNICATIONS	General Fund 2384	Knight Museum INV744536	Cultural and Leisure 09/01/2025	4.57	
01-71-76-44-451 Telephone Line Expense CLEARFLY COMMUNICATIONS	General Fund 2385	Knight Museum INV744536	Cultural and Leisure 09/01/2025	4.55	
01-71-76-44-451 Telephone Line Expense CLEARFLY COMMUNICATIONS	General Fund 308-313-2076 MUSEUM	Knight Museum INV744536	Cultural and Leisure 09/01/2025	30.56	
01-71-76-44-469 PMCNTSVC-Other PRESTO-X	General Fund PEST CONTROL	Knight Museum 81161685	Cultural and Leisure 08/26/2025	121.06	
01-71-76-44-469 PMCNTSVC-Other PRESTO-X	General Fund PEST CONTROL	Knight Museum 81161685	Cultural and Leisure 08/26/2025	20.03	
01-71-76-44-479 CNTSVC Other CULLIGAN WATER CONDITIONING	General Fund WATER COOLER RENTAL	Knight Museum 757689	Cultural and Leisure 08/25/2025	6.95	
01-71-76-45-561 Bldg Maintenance Material FIRSTBANK CARD	General Fund LIGHT FIXTURES	Knight Museum BROWN 8/25	Cultural and Leisure 08/13/2025	253.14	
Total Knight Museum:				3,575.86	
01-71-77-43-373 Contract Custodial Services A & J JANITORIAL LLC	General Fund JANITORIAL SERVICES	Library L2508	Cultural and Leisure 08/31/2025	1,080.00	
01-71-77-43-373 Contract Custodial Services A & J JANITORIAL LLC	General Fund JANITORIAL SERVICES	Library L2508	Cultural and Leisure 08/31/2025	160.00	
01-71-77-44-436 Mail, Delivery Services FIRSTBANK CARD	General Fund MAILING	Library O'CONNOR 8/	Cultural and Leisure 08/08/2025	14.99	
01-71-77-44-436 Mail, Delivery Services QUADIENT FINANCE USA INC	General Fund LIBRARY	Library AUGUST 2025	Cultural and Leisure 08/01/2025	34.03	
01-71-77-44-451 Telephone Line Expense CLEARFLY COMMUNICATIONS	General Fund 1387	Library INV744536	Cultural and Leisure 09/01/2025	4.57	
01-71-77-44-451 Telephone Line Expense CLEARFLY COMMUNICATIONS	General Fund 308-313-2075 LIBRARY	Library INV744536	Cultural and Leisure 09/01/2025	30.56	
01-71-77-44-462 PMCNTSVC-Other Machines CULLIGAN WATER CONDITIONING	General Fund WATER COOLER RENTAL	Library 757687	Cultural and Leisure 08/25/2025	21.95	
01-71-77-44-469 PMCNTSVC-Other NEBRASKA SAFETY AND FIRE EQU	General Fund INSPECTIONS	Library 99651	Cultural and Leisure 07/16/2025	101.00	
01-71-77-44-469 PMCNTSVC-Other NEBRASKA SAFETY AND FIRE EQU	General Fund INSPECTIONS	Library 99651	Cultural and Leisure 07/16/2025	1,000.00	
01-71-77-45-526 Other Supplies FIRSTBANK CARD	General Fund OTHER SUPPLIES	Library O'CONNOR 8/	Cultural and Leisure 08/08/2025	206.99	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
01-71-77-45-541 Office Furniture, Equipment	General Fund	Library	Cultural and Leisure		
FIRSTBANK CARD	OFFICE EQUIPMENT	O'CONNOR 8/	08/08/2025	145.96	
01-71-77-45-551 Fuel,Oil,Lube-Veh,Mach,Equip	General Fund	Library	Cultural and Leisure		
VOYAGER FLEET SYSTEMS INC	BOOKMOBILE FUEL	869456715253	09/01/2025	19.66	
01-71-77-46-521 Books	General Fund	Library	Cultural and Leisure		
FIRSTBANK CARD	BOOKS	O'CONNOR 8/	08/08/2025	2,508.22	
01-71-77-46-522 Periodicals, Subscriptions	General Fund	Library	Cultural and Leisure		
FIRSTBANK CARD	SUBSCRIPTION	O'CONNOR 8/	08/08/2025	24.49	
01-71-77-46-613 Audio and Visual Materials	General Fund	Library	Cultural and Leisure		
FIRSTBANK CARD	AUDIO/VISUAL	O'CONNOR 8/	08/08/2025	4,181.64	
Total Library:				<u>9,534.06</u>	
01-71-78-44-479 CNTSVC Other	General Fund	Sallows Museum	Cultural and Leisure		
PRESTO-X	PEST CONTROL	81161686	08/26/2025	58.30	
01-71-78-45-561 Bldg Maintenance Material	General Fund	Sallows Museum	Cultural and Leisure		
CARTER'S HOME HARDWARE & AP	BUILDING MAINTENANCE	30131/1	08/28/2025	6.99	
Total Sallows Museum:				<u>65.29</u>	
Total Cultural and Leisure Services:				<u>61,749.70</u>	
01-79-79-44-433 Other Advertising Services	General Fund	Marketing	Culture and Leisure		
GLOBAL FOCUS MARKETING & DIS	ADVERTISING	GHM-0525-032	05/06/2025	2,280.00	
01-79-79-44-433 Other Advertising Services	General Fund	Marketing	Culture and Leisure		
MASS MARKETING INC	ADVERTISEMENT	110406	06/24/2025	795.00	
01-79-79-44-479 CNTSVC Other	General Fund	Marketing	Culture and Leisure		
CARTER'S HOME HARDWARE & AP	CAUTION TAPE	029474/1	07/02/2025	20.97	
Total Marketing:				<u>3,095.97</u>	
01-79-80-44-436 Mail, Delivery Services	General Fund	Carhenge	Culture and Leisure		
FIRSTBANK CARD	POSTAGE	BROWN 8/25	08/13/2025	218.71	
01-79-80-44-436 Mail, Delivery Services	General Fund	Carhenge	Culture and Leisure		
QUADIENT FINANCE USA INC	CARHENGE	AUGUST 2025	08/01/2025	.74	
01-79-80-44-451 Telephone Line Expense	General Fund	Carhenge	Culture and Leisure		
QWEST - SEATTLE	333760791	757700	08/25/2025	43.51	
01-79-80-44-457 Internet Operating Expense	General Fund	Carhenge	Culture and Leisure		
TELECOM WEST INC	INTERNET SERVICES	157892AU	08/02/2025	65.00	
01-79-80-46-626 Inventory Costs	General Fund	Carhenge	Culture and Leisure		
PEPSI COLA OF WESTERN NEBRA	PEPSI PRODUCTS	5100170391	08/28/2025	84.40	
01-79-80-46-626 Inventory Costs	General Fund	Carhenge	Culture and Leisure		
PEPSI COLA OF WESTERN NEBRA	CONCESSIONS	5100170391	08/28/2025	66.60	
Total Carhenge:				<u>478.96</u>	
Total Culture and Leisure Services:				<u>3,574.93</u>	
Total General Fund:				<u>96,771.73</u>	
Electric Fund					
05-0000-07710 Merchandise Inventory	Electric Fund				
CONTRACTORS MATERIALS INC	INDUST BATTERIES	260443	08/29/2025	69.12	
Total :				<u>69.12</u>	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
Total :				69.12	
05-51-50-42-294 Conferences, Cont Education	Electric Fund	Administration	Utility Superintenden		
FIRSTBANK CARD	MEALS	BRIDGE 8/25	08/14/2025	285.21	
05-51-50-42-294 Conferences, Cont Education	Electric Fund	Administration	Utility Superintenden		
FIRSTBANK CARD	HOTEL	BRIDGE 8/25	08/14/2025	1,424.49	
05-51-50-42-294 Conferences, Cont Education	Electric Fund	Administration	Utility Superintenden		
NORTHEAST COMMUNITY COLLEG	JOB TRAINING AND SAFETY	202610	08/27/2025	1,064.25	
05-51-50-42-294 Conferences, Cont Education	Electric Fund	Administration	Utility Superintenden		
FAIRFIELD INN & SUITES - KEARNE	MOTEL	434C40001401	08/27/2025	139.95	
05-51-50-44-451 Telephone Line Expense	Electric Fund	Administration	Utility Superintenden		
QWEST - SEATTLE	333510166	757684	08/25/2025	43.58	
05-51-50-44-451 Telephone Line Expense	Electric Fund	Administration	Utility Superintenden		
QWEST - SEATTLE	333848880	757685	08/25/2025	43.58	
05-51-50-44-451 Telephone Line Expense	Electric Fund	Administration	Utility Superintenden		
QWEST - SEATTLE	333597193	757683	08/25/2025	43.58	
05-51-50-44-451 Telephone Line Expense	Electric Fund	Administration	Utility Superintenden		
CLEARFLY COMMUNICATIONS	308-313-2072 ELECTRIC	INV744536	09/01/2025	30.54	
05-51-50-44-451 Telephone Line Expense	Electric Fund	Administration	Utility Superintenden		
CLEARFLY COMMUNICATIONS	308-313-2036 ELECTRIC	INV744536	09/01/2025	1.08	
05-51-50-44-451 Telephone Line Expense	Electric Fund	Administration	Utility Superintenden		
CLEARFLY COMMUNICATIONS	308-313-2073 ELECTRIC	INV744536	09/01/2025	30.54	
05-51-50-44-451 Telephone Line Expense	Electric Fund	Administration	Utility Superintenden		
CLEARFLY COMMUNICATIONS	308-313-2079 WAREHOUSE	INV744536	09/01/2025	30.57	
05-51-50-44-451 Telephone Line Expense	Electric Fund	Administration	Utility Superintenden		
CLEARFLY COMMUNICATIONS	308-313-2074 PARKS GARAGE	INV744536	09/01/2025	30.54	
05-51-50-44-488 Utility Locate Services	Electric Fund	Administration	Utility Superintenden		
ONE CALL CONCEPTS INC	LOCATES ELECTRIC	5080104	08/31/2025	39.26	
05-51-50-45-526 Other Supplies	Electric Fund	Administration	Utility Superintenden		
BLOEDORN LUMBER - ALLIANCE	SWITCHES/SEALANT/OUTLETS	8973749	09/02/2025	272.86	
05-51-50-45-526 Other Supplies	Electric Fund	Administration	Utility Superintenden		
BLOEDORN LUMBER - ALLIANCE	BEADBOARD PANEL	8975359	09/03/2025	395.89	
05-51-50-45-526 Other Supplies	Electric Fund	Administration	Utility Superintenden		
NEBRASKA TOTAL OFFICE	ENVELOPES-CLASP	0129393-001	08/27/2025	63.59	
05-51-50-59-915 Capital Outlay-Buildings	Electric Fund	Administration	Utility Superintenden		
LINCOLN EPOXY FLOORING	Epoxy flooring for office, break rooma	1974	09/04/2025	17,844.00	
Total Administration:				21,783.51	
05-51-52-42-294 Conferences, Cont Education	Electric Fund	Transmission	Utility Superintenden		
FIRSTBANK CARD	CONTROLLER TRAINING	BRIDGE 8/25	08/14/2025	1,650.00	
05-51-52-44-491 NRCNTSVC-Sub Stations Mtc	Electric Fund	Transmission	Utility Superintenden		
STUART C. IRBY CO	BURN GBE12T716	SO14192181.0	08/26/2025	2,786.28	
05-51-52-46-658 Substation-Maintenance	Electric Fund	Transmission	Utility Superintenden		
FIRSTBANK CARD	SILICA BEADS/PARTS	BRIDGE 8/25	08/14/2025	934.20	
05-51-52-46-658 Substation-Maintenance	Electric Fund	Transmission	Utility Superintenden		
FIRSTBANK CARD	PARTS/CLEANING SUPPLIES	ZERCK 8/25	08/13/2025	810.36	
05-51-52-46-692 Purchased Power-Mean	Electric Fund	Transmission	Utility Superintenden		
SE MUNICIPAL PORTFOLIO LLC	Solar Energy	INV285	07/31/2025	10,063.61	
Total Transmission:				16,244.45	
05-51-53-44-464 PMCNTSVC-Vehicle Repair	Electric Fund	Urban Distribution	Utility Superintenden		
WOLF FORD OF ALLIANCE	#414 OIL CHANGE/RECONFIGURE	58469	07/23/2025	239.14	
05-51-53-44-483 NRCNTSVC-Building Public Wrks	Electric Fund	Urban Distribution	Utility Superintenden		
BLOEDORN LUMBER - ALLIANCE	PAINT	8979226	09/04/2025	140.38	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
05-51-53-44-485 NRCNTSVC-Tree Trimming PANHANDLE TREE SERVICE	Electric Fund ALLEYS	Urban Distribution 757665	Utility Superintenden 08/25/2025	750.00	
05-51-53-44-486 NRCNTSVC-Veh, Equip, Tire Rep SANDBERG IMPLEMENT INC	Electric Fund BOBCAT MT85 REPLACE TRACKS/B	Urban Distribution WO05384	Utility Superintenden 08/28/2025	2,326.49	
05-51-53-45-531 Contracted Service-Uniforms SLATE ROCK FR LLC	Electric Fund FR Clothing for Linemen	Urban Distribution 92818	Utility Superintenden 08/22/2025	1,256.86	
05-51-53-45-532 Protective Gear STUART C. IRBY CO	Electric Fund GLOVES	Urban Distribution S014207341.0	Utility Superintenden 08/28/2025	49.49	
05-51-53-45-532 Protective Gear SLATE ROCK FR LLC	Electric Fund UNIFORMS	Urban Distribution 53905	Utility Superintenden 06/24/2025	436.79-	
05-51-53-45-532 Protective Gear SLATE ROCK FR LLC	Electric Fund UNIFORMS	Urban Distribution 54442	Utility Superintenden 09/03/2025	237.56-	
05-51-53-45-532 Protective Gear SLATE ROCK FR LLC	Electric Fund UNIFORMS	Urban Distribution 90956	Utility Superintenden 06/19/2025	421.82	
05-51-53-45-532 Protective Gear SLATE ROCK FR LLC	Electric Fund FR Clothing for Linemen	Urban Distribution 92959	Utility Superintenden 08/27/2025	3,497.92	
05-51-53-45-534 Safety Commodities SKARSHAUG TESTING LAB INC	Electric Fund CLEAN & TEST HOOD/DEADEND P	Urban Distribution 285537	Utility Superintenden 04/11/2025	405.76	
05-51-53-45-534 Safety Commodities SLATE ROCK FR LLC	Electric Fund FR Clothing for Linemen	Urban Distribution 92959	Utility Superintenden 08/27/2025	4,530.75	
05-51-53-45-551 Fuel,Oil,Lube-Veh,Mach,Equip VOYAGER FLEET SYSTEMS INC	Electric Fund FUEL	Urban Distribution 869456715253	Utility Superintenden 09/01/2025	1,639.12	
05-51-53-45-556 Parts-Vehicle, Mach, Equip BLOEDORN LUMBER - ALLIANCE	Electric Fund PARTS	Urban Distribution 8951927	Utility Superintenden 08/20/2025	35.99	
05-51-53-45-556 Parts-Vehicle, Mach, Equip BLOEDORN LUMBER - ALLIANCE	Electric Fund PARTS	Urban Distribution 8975354	Utility Superintenden 09/03/2025	400.00	
05-51-53-45-556 Parts-Vehicle, Mach, Equip BLOEDORN LUMBER - ALLIANCE	Electric Fund PARTS	Urban Distribution 8975354	Utility Superintenden 09/03/2025	25.19	
05-51-53-45-556 Parts-Vehicle, Mach, Equip BLOEDORN LUMBER - ALLIANCE	Electric Fund PARTS	Urban Distribution 8954597	Utility Superintenden 08/21/2025	15.73	
05-51-53-45-556 Parts-Vehicle, Mach, Equip BLOEDORN LUMBER - ALLIANCE	Electric Fund PARTS	Urban Distribution 8977429	Utility Superintenden 09/04/2025	8.22	
05-51-53-45-561 Bldg Maintenance Material BERNIES ACE HARDWARE	Electric Fund BUILDING MAINTENANCE MATERIA	Urban Distribution 324118	Utility Superintenden 08/25/2025	102.40	
05-51-53-45-561 Bldg Maintenance Material BLOEDORN LUMBER - ALLIANCE	Electric Fund BUILDING MAINTENANCE MATERIA	Urban Distribution 8975354	Utility Superintenden 09/03/2025	62.73	
05-51-53-45-561 Bldg Maintenance Material BLOEDORN LUMBER - ALLIANCE	Electric Fund BUILDING MAINTENANCE MATERIA	Urban Distribution 8977429	Utility Superintenden 09/04/2025	37.27	
05-51-53-46-651 Electric Overhead Material BORDER STATES ELECTRIC SUPPL	Electric Fund S&C 5950R2 Tripsaver II Config Kit	Urban Distribution 931035060	Utility Superintenden 08/31/2025	809.47	
05-51-53-46-659 Other Electric Commodities FIRSTBANK CARD	Electric Fund LABELS	Urban Distribution BRIDGE 8/25	Utility Superintenden 08/14/2025	398.47	
05-51-53-46-659 Other Electric Commodities WESCO DISTRIBUTION INC	Electric Fund Hot Stick Cloths	Urban Distribution 629511	Utility Superintenden 09/03/2025	220.66	
05-51-53-46-659 Other Electric Commodities WESCO DISTRIBUTION INC	Electric Fund Hot Stock Wipes	Urban Distribution 629511	Utility Superintenden 09/03/2025	300.32	
05-51-53-53-948 System Rebuild, Maintenance DW INSPECTIONS LLC	Electric Fund	Urban Distribution 757680	Utility Superintenden 08/28/2025	9,205.00	
Total Urban Distribution:				26,204.83	
05-51-54-44-485 NRCNTSVC-Tree Trimming PANHANDLE TREE SERVICE	Electric Fund TREE TRIMMING/LINE CLEARING	Rural Line Dist and Maint 757665	Utility Superintenden 08/25/2025	6,750.00	
05-51-54-44-485 NRCNTSVC-Tree Trimming PANHANDLE TREE SERVICE	Electric Fund ALLO/CHARTER	Rural Line Dist and Maint 757665	Utility Superintenden 08/25/2025	4,500.00	
05-51-54-44-485 NRCNTSVC-Tree Trimming PANHANDLE TREE SERVICE	Electric Fund ALLEYS	Rural Line Dist and Maint 757665	Utility Superintenden 08/25/2025	2,550.00	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
05-51-54-45-531 Uniforms	Electric Fund	Rural Line Dist and Maint	Utility Superintenden		
SPECIAL STITCHES	EMBROIDERY	1913	09/04/2025	594.00	
Total Rural Line Dist and Maint:				14,394.00	
Total Utility Superintendent:				78,626.79	
Total Electric Fund:				78,695.91	
Refuse Fund					
06-41-42-44-479 CNTSVC Other	Refuse Fund	Refuse Collection	Public Works		
PANHANDLE TREE SERVICE	ALLEYS	757665	08/25/2025	3,450.00	
06-41-42-45-526 Other Supplies	Refuse Fund	Refuse Collection	Public Works		
FIRSTBANK CARD	UNIFORMS	GRANT 8/25	08/19/2025	483.52	
06-41-42-45-553 Refuse-Fuel	Refuse Fund	Refuse Collection	Public Works		
VOYAGER FLEET SYSTEMS INC	FUEL	869456715253	09/01/2025	2,241.24	
06-41-42-45-556 Parts-Vehicle, Mach, Equip	Refuse Fund	Refuse Collection	Public Works		
FARM PLAN	PARTS	51484700	09/02/2025	39.98	
06-41-42-45-556 Parts-Vehicle, Mach, Equip	Refuse Fund	Refuse Collection	Public Works		
DARREN'S CARQUEST AUTO PART	PARTS	2723-519616	09/04/2025	24.00	
06-41-42-45-556 Parts-Vehicle, Mach, Equip	Refuse Fund	Refuse Collection	Public Works		
DARREN'S CARQUEST AUTO PART	PARTS	2723-518933	08/25/2025	6.98	
Total Refuse Collection:				6,245.72	
Total Public Works:				6,245.72	
06-51-55-44-451 Telephone Line Expense	Refuse Fund	Refuse Disposal	Public Works		
CLEARFLY COMMUNICATIONS	2705	INV744536	09/01/2025	4.60	
06-51-55-44-479 CNTSVC Other	Refuse Fund	Refuse Disposal	Public Works		
FARIS PLUMBING & HEATING	REPAIR WATER LINE IN BATHROO	20308 MM	08/25/2025	481.34	
06-51-55-44-479 CNTSVC Other	Refuse Fund	Refuse Disposal	Public Works		
RESOURCE MANAGEMENT CO INC	TIRE REMOVAL	16375	08/27/2025	5,505.00	
06-51-55-44-479 CNTSVC Other	Refuse Fund	Refuse Disposal	Public Works		
TRITLE PLUMBING INC	PORTA JOHN AT LANDFILL	32169	08/29/2025	170.00	
06-51-55-44-479 CNTSVC Other	Refuse Fund	Refuse Disposal	Public Works		
MURPHY TRACTOR	QUICK LOCK 850K LANDFILL	2459182	05/29/2025	156.67	
06-51-55-45-512 Computer Supplies	Refuse Fund	Refuse Disposal	Public Works		
FIRSTBANK CARD	HARD DRIVES/SECURITY CAMERA/	FANKHAUSER	08/21/2025	855.95	
06-51-55-45-531 Uniforms	Refuse Fund	Refuse Disposal	Public Works		
IDEAL LINEN INC	Uniforms	11279298	07/10/2025	129.38	
06-51-55-45-531 Uniforms	Refuse Fund	Refuse Disposal	Public Works		
IDEAL LINEN INC	Uniforms	11278364	07/03/2025	129.38	
06-51-55-45-531 Uniforms	Refuse Fund	Refuse Disposal	Public Works		
IDEAL LINEN INC	Uniforms	11284988	08/21/2025	163.88	
06-51-55-45-544 Small Tools, Equipment	Refuse Fund	Refuse Disposal	Public Works		
FARM PLAN	EXT LADDER/RATCHET	51481968	08/26/2025	415.98	
06-51-55-45-556 Parts-Vehicle, Mach, Equip	Refuse Fund	Refuse Disposal	Public Works		
FARM PLAN	PARTS	51479070	08/18/2025	74.97	
06-51-55-45-556 Parts-Vehicle, Mach, Equip	Refuse Fund	Refuse Disposal	Public Works		
FARM PLAN	PARTS	51482868	08/28/2025	39.47	
06-51-55-45-556 Parts-Vehicle, Mach, Equip	Refuse Fund	Refuse Disposal	Public Works		
FARM PLAN	PARTS	1463193	07/08/2025	13.35	
06-51-55-45-556 Parts-Vehicle, Mach, Equip	Refuse Fund	Refuse Disposal	Public Works		
FARM PLAN	PARTS	1466500	07/16/2025	46.98	
06-51-55-45-556 Parts-Vehicle, Mach, Equip	Refuse Fund	Refuse Disposal	Public Works		
FARM PLAN	PARTS	51479217	08/18/2025	23.96	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
06-51-55-45-556 Parts-Vehicle, Mach, Equip PANHANDLE BOLT COMPANY	Refuse Fund LANDFILL BOLTS	Refuse Disposal 34207	Public Works 09/04/2025	17.41	
06-51-55-45-556 Parts-Vehicle, Mach, Equip PANHANDLE FAB INC.	Refuse Fund LANDFILL CHAIN HOOKS	Refuse Disposal 43790	Public Works 08/26/2025	16.00	
06-51-55-45-556 Parts-Vehicle, Mach, Equip CARTER'S HOME HARDWARE & AP	Refuse Fund CARTER'S HOME HARDWARE & AP	Refuse Disposal 30111/1	Public Works 08/27/2025	4.89	
06-51-55-45-556 Parts-Vehicle, Mach, Equip CARTER'S HOME HARDWARE & AP	Refuse Fund CARTER'S HOME HARDWARE & AP	Refuse Disposal 30110/1	Public Works 08/27/2025	37.52	
06-51-55-45-556 Parts-Vehicle, Mach, Equip MURPHY TRACTOR	Refuse Fund JOHN DEERE 850K	Refuse Disposal 2475342	Public Works 06/25/2025	42.59	
06-51-55-59-950 Capital Outlay-Mach, Equip RECOVERY SYSTEMS COMPANY I	Refuse Fund Baler install	Refuse Disposal 49828	Public Works 08/14/2025	101,885.00	
Total Refuse Disposal:				110,214.32	
Total Public Works:				110,214.32	
Total Refuse Fund:				116,460.04	
Sewer Fund					
07-0000-07710 Merchandise Inventory NORTHWEST PIPE FITTINGS INC	Sewer Fund FLEX TEE SADDLE W/CLAMPS	290390	08/22/2025	61.65	
Total :				61.65	
Total :				61.65	
07-52-58-42-294 Conferences, Cont Education NEBRASKA RURAL WATER ASSN	Sewer Fund BACKFLOW CLASS-ERIC/JASON	Sewer 757696	Public Works 09/05/2025	450.00	
07-52-58-44-488 Utility Locate Services ONE CALL CONCEPTS INC	Sewer Fund LOCATES SEWER	Sewer 5080104	Public Works 08/31/2025	19.63	
07-52-58-45-526 Other Supplies IDEAL LINEN INC	Sewer Fund TOWELS	Sewer 11285456	Public Works 08/26/2025	55.00	
07-52-58-45-532 Protective Gear FIRSTBANK CARD	Sewer Fund EMBROIDERY	Sewer GRANT 8/25	Public Works 08/19/2025	20.00	
07-52-58-45-534 Safety Commodities FIRSTBANK CARD	Sewer Fund EMBROIDERY	Sewer GRANT 8/25	Public Works 08/19/2025	38.00	
07-52-58-45-541 Office Furniture, Equipment FIRSTBANK CARD	Sewer Fund CHARGERS	Sewer GRANT 8/25	Public Works 08/19/2025	47.96	
07-52-58-45-551 Fuel,Oil,Lube-Veh,Mach,Equip VOYAGER FLEET SYSTEMS INC	Sewer Fund FUEL	Sewer 869456715253	Public Works 09/01/2025	534.54	
07-52-58-45-556 Parts-Vehicle, Mach, Equip BERNIES ACE HARDWARE	Sewer Fund PARTS	Sewer 324459	Public Works 09/02/2025	42.93	
Total Sewer:				1,208.06	
Total Public Works:				1,208.06	
Total Sewer Fund:				1,269.71	
Water Fund					
08-0000-07710 Merchandise Inventory NORTHWEST PIPE FITTINGS INC	Water Fund Tapping Saddle 12" x 1" CC steel	289832	08/22/2025	392.29	
Total :				392.29	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
Total :				392.29	
08-52-51-45-532 Protective Gear	Water Fund	Water Treatment	Public Works		
FIRSTBANK CARD	COAT	GRANT 8/25	08/19/2025	165.79	
08-52-51-45-532 Protective Gear	Water Fund	Water Treatment	Public Works		
FIRSTBANK CARD	COAT RETURNED	GRANT 8/25	08/19/2025	160.50	
08-52-51-45-544 Small Tools, Equipment	Water Fund	Water Treatment	Public Works		
FARM PLAN	TOOLS	51483866	08/31/2025	57.88	
08-52-51-45-544 Small Tools, Equipment	Water Fund	Water Treatment	Public Works		
FARM PLAN	TOOLS	51483187	08/29/2025	104.82	
08-52-51-45-551 Fuel,Oil,Lube-Veh,Mach,Equip	Water Fund	Water Treatment	Public Works		
VOYAGER FLEET SYSTEMS INC	FUEL	869456715253	09/01/2025	818.90	
08-52-51-45-556 Parts-Vehicle, Mach, Equip	Water Fund	Water Treatment	Public Works		
FIRSTBANK CARD	PARTS	GRANT 8/25	08/19/2025	92.49	
08-52-51-45-556 Parts-Vehicle, Mach, Equip	Water Fund	Water Treatment	Public Works		
GRAINGER	FUSE	9619433155	08/25/2025	148.74	
08-52-51-45-556 Parts-Vehicle, Mach, Equip	Water Fund	Water Treatment	Public Works		
DARREN'S CARQUEST AUTO PART	PARTS	2723-519756	09/05/2025	182.96	
08-52-51-46-629 Other Chemicals	Water Fund	Water Treatment	Public Works		
HAWKINS INC		7184537	08/29/2025	177.19	
08-52-51-46-629 Other Chemicals	Water Fund	Water Treatment	Public Works		
HAWKINS INC	Chemical	7184537	08/29/2025	4,554.71	
Total Water Treatment:				6,463.98	
08-52-52-42-294 Conferences, Cont Education	Water Fund	Distribution	Public Works		
FIRSTBANK CARD	MEALS	SWEDEEN 8/2	08/20/2025	35.71	
08-52-52-44-436 Mail, Delivery Services	Water Fund	Distribution	Public Works		
QUADIENT FINANCE USA INC	WATER	AUGUST 2025	08/01/2025	49.58	
08-52-52-44-488 Utility Locate Services	Water Fund	Distribution	Public Works		
ONE CALL CONCEPTS INC	LOCATES WATER	5080104	08/31/2025	19.63	
08-52-52-45-544 Small Tools, Equipment	Water Fund	Distribution	Public Works		
FARM PLAN	TOOLS	51482829	08/28/2025	24.17	
08-52-52-45-556 Parts-Vehicle, Mach, Equip	Water Fund	Distribution	Public Works		
CARTER'S HOME HARDWARE & AP	PARTS	30130/1	08/28/2025	5.49	
08-52-52-55-915 Capital Outlay-Buildings	Water Fund	Distribution	Public Works		
FIRSTBANK CARD	MAILING	GRANT 8/25	08/19/2025	10.50	
Total Distribution:				145.08	
Total Public Works:				6,609.06	
Total Water Fund:				7,001.35	
Golf Course					
21-71-75-44-433 Other Advertising Services	Golf Course	Golf Course	Cultural and Leisure		
EAGLE COMMUNICATIONS INC	RADIO ADVERTISING	MC-125075275	07/31/2025	930.00	
21-71-75-44-451 Telephone Line Expense	Golf Course	Golf Course	Cultural and Leisure		
MOBIUS COMMUNICATIONS CO.	308-762-1446	757692	09/01/2025	154.95	
21-71-75-44-451 Telephone Line Expense	Golf Course	Golf Course	Cultural and Leisure		
MOBIUS COMMUNICATIONS CO.	308-762-7069	757693	09/01/2025	79.37	
21-71-75-44-486 NRCNTSVC-Veh, Equip, Tire Rep	Golf Course	Golf Course	Cultural and Leisure		
DARREN'S CARQUEST AUTO PART	TIRE REPAIR	2723-518952	08/25/2025	36.89	
21-71-75-45-544 Small Tools, Equipment	Golf Course	Golf Course	Cultural and Leisure		
FIRSTBANK CARD	GOLF ITEMS	BROWN 8/25	08/13/2025	1,482.02	
21-71-75-45-544 Small Tools, Equipment	Golf Course	Golf Course	Cultural and Leisure		
ALL STAR PRO GOLF	LEAD REFILL FOR MARKERS	INV42609	08/18/2025	74.36	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
21-71-75-45-575 Fertilizer	Golf Course	Golf Course	Cultural and Leisure		
JIRDON AGRIC CHEMICALS INC	PRIMER SELECT FERTILIZER	82-36448	08/27/2025	346.05	
21-71-75-46-625 Concession Supplies	Golf Course	Golf Course	Cultural and Leisure		
GROCERY KART INC	CONCESSIONS	7474	08/17/2025	50.69	
21-71-75-46-625 Concession Supplies	Golf Course	Golf Course	Cultural and Leisure		
GROCERY KART INC	CONCESSION SUPPLIES	7474	08/17/2025	43.41	
21-71-75-46-625 Concession Supplies	Golf Course	Golf Course	Cultural and Leisure		
HARRIS SALES COMPANY	CONCESSIONS	1186233	08/22/2025	24.00	
21-71-75-46-625 Concession Supplies	Golf Course	Golf Course	Cultural and Leisure		
HARRIS SALES COMPANY	CONCESSIONS	1186066	08/07/2025	49.56	
21-71-75-46-625 Concession Supplies	Golf Course	Golf Course	Cultural and Leisure		
HARRIS SALES COMPANY	CONCESSIONS	1186218	08/21/2025	42.03	
21-71-75-46-625 Concession Supplies	Golf Course	Golf Course	Cultural and Leisure		
HARRIS SALES COMPANY	CONCESSIONS	1186233	08/22/2025	50.00	
21-71-75-46-625 Concession Supplies	Golf Course	Golf Course	Cultural and Leisure		
HARRIS SALES COMPANY	CONCESSIONS	1186144	08/14/2025	80.83	
21-71-75-46-625 Concession Supplies	Golf Course	Golf Course	Cultural and Leisure		
HARRIS SALES COMPANY	CONCESSIONS	1186233	08/22/2025	16.12	
21-71-75-46-625 Concession Supplies	Golf Course	Golf Course	Cultural and Leisure		
PEPSI COLA OF WESTERN NEBRA	CONCESSION	5100169233	08/14/2025	383.60	
21-71-75-46-625 Concession Supplies	Golf Course	Golf Course	Cultural and Leisure		
PEPSI COLA OF WESTERN NEBRA	CONCESSION	5100169775	08/21/2025	342.90	
21-71-75-46-626 Inventory Costs	Golf Course	Golf Course	Cultural and Leisure		
BLACK CLOVER ENTERPRISES LL	CLOTHING	BCE217492	08/25/2025	403.59	
21-71-75-46-626 Inventory Costs	Golf Course	Golf Course	Cultural and Leisure		
ACUSHNET COMPANY	BALLS	921240797	08/18/2025	1,022.52	
21-71-75-46-626 Inventory Costs	Golf Course	Golf Course	Cultural and Leisure		
ACUSHNET COMPANY	BALLS	921170601	08/07/2025	558.11	
21-71-75-46-626 Inventory Costs	Golf Course	Golf Course	Cultural and Leisure		
ACUSHNET COMPANY	BALLS	921188260	08/09/2025	746.50	
21-71-75-46-626 Inventory Costs	Golf Course	Golf Course	Cultural and Leisure		
CALLAWAY GOLF SALES CO	FOOTBALL TRUVIS	941019845	08/15/2025	283.50	
21-71-75-46-626 Inventory Costs	Golf Course	Golf Course	Cultural and Leisure		
CALLAWAY GOLF SALES CO	SUPERSOFT	941019846	08/15/2025	168.00-	
21-71-75-46-626 Inventory Costs	Golf Course	Golf Course	Cultural and Leisure		
CALLAWAY GOLF SALES CO	DEMO TRIAL SETS	940303584	05/09/2025	667.91	
21-71-75-46-627 Special Order Costs	Golf Course	Golf Course	Cultural and Leisure		
VW GOLF INC	SPECIAL ORDER	93289	08/12/2025	110.89	
21-71-75-46-627 Special Order Costs	Golf Course	Golf Course	Cultural and Leisure		
VW GOLF INC	SPECIAL ORDER	93725	08/22/2025	141.49	
21-71-75-46-627 Special Order Costs	Golf Course	Golf Course	Cultural and Leisure		
CALLAWAY GOLF SALES CO	WEDGE	941032056	08/18/2025	15.00-	
21-71-75-46-627 Special Order Costs	Golf Course	Golf Course	Cultural and Leisure		
CALLAWAY GOLF SALES CO	SPECIAL ORDER FARMER/RANCHE	940975219	08/08/2025	234.96	
21-71-75-59-950 Capital Outlay-Mach, Equip	Golf Course	Golf Course	Cultural and Leisure		
COLORADO GOLF & TURF INC	RANGE PICKER	01-181591	08/13/2025	6,400.00	
Total Golf Course:				14,573.25	
Total Cultural and Leisure Services:				14,573.25	
Total Golf Course:				14,573.25	
Airport					
22-41-43-43-335 Other Technical Services	Airport	Airport Operations	Airport		
TELVENT DTN	AV SENTRY ONLINE FBO EDITION	210-00171847	05/15/2025	737.10	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
22-41-43-43-335 Other Technical Services VOLAIRE AVIATION	Airport AIR SVC DEVELOPMENT RETAINER	Airport Operations 7788	Airport 09/01/2025	1,500.00	
22-41-43-44-451 Telephone Line Expense MOBIUS COMMUNICATIONS CO.	Airport 308-762-4512	Airport Operations 757694	Airport 09/01/2025	85.60	
22-41-43-44-451 Telephone Line Expense MOBIUS COMMUNICATIONS CO.	Airport 308-762-1214	Airport Operations 757695	Airport 09/01/2025	76.42	
22-41-43-44-452 Long Distance Expense MOBIUS COMMUNICATIONS CO.	Airport 308-762-4512	Airport Operations 757694	Airport 09/01/2025	14.49	
22-41-43-44-476 CNTSVC-FBO Operator HEARTLAND AVIATION INC	Airport CONTRACT SERVICES	Airport Operations 757691	Airport 08/31/2025	875.00	
22-41-43-44-477 CNTSVC-Hangar Management HEARTLAND AVIATION INC	Airport HANGAR MANAGEMENT	Airport Operations 757691	Airport 08/31/2025	597.35	
22-41-43-44-477 CNTSVC-Hangar Management HEARTLAND AVIATION INC	Airport HANGAR MANAGEMENT	Airport Operations 757691	Airport 08/31/2025	5.92	
22-41-43-44-483 NRCNTSVC-Building Public Wrks JACK'S REFRIGERATION INC	Airport STOPPED UP DRAIN TO AHU TO PU	Airport Operations 68899	Airport 08/25/2025	106.00	
22-41-43-44-483 NRCNTSVC-Building Public Wrks MOBIUS COMMUNICATIONS CO.	Airport 308-762-4512	Airport Operations 757694	Airport 09/01/2025	303.95	
22-41-43-45-544 Small Tools, Equipment FRANK PARTS COMPANY	Airport POWERWASHER PURCHASE	Airport Operations 959676	Airport 08/26/2025	4,800.00	
22-41-43-45-544 Small Tools, Equipment FRANK PARTS COMPANY	Airport POWERWASHER PURCHASE	Airport Operations 959676	Airport 08/26/2025	199.00	
22-41-43-45-551 Fuel,Oil,Lube-Veh,Mach,Equip WESTCO	Airport BULK FUEL	Airport Operations U3325867	Airport 09/08/2025	1,418.50	
22-41-43-45-556 Parts-Vehicle, Mach, Equip BERNIES ACE HARDWARE	Airport FASTENERS/PIN-TYPE PLUG	Airport Operations 324543	Airport 09/04/2025	30.17	
22-41-43-45-556 Parts-Vehicle, Mach, Equip MURPHY TRACTOR	Airport DRIVE MOTOR REPLACEMENT FO	Airport Operations 2518375	Airport 09/03/2025	3,486.98	
22-41-43-45-561 Bldg Maintenance Material BLOEDORN LUMBER - ALLIANCE	Airport TOILET	Airport Operations 8967016	Airport 08/28/2025	170.99	
22-41-43-45-561 Bldg Maintenance Material BLOEDORN LUMBER - ALLIANCE	Airport CEILING TILES TERMINAL	Airport Operations 8972817	Airport 09/02/2025	158.65	
22-41-43-45-574 Misc Grounds Maintenance FARM PLAN	Airport OTHER SUPPLIES	Airport Operations 51484544	Airport 09/02/2025	131.96	
22-41-43-45-574 Misc Grounds Maintenance FARM PLAN	Airport PARTS	Airport Operations 51484544	Airport 09/02/2025	300.00	
22-41-43-45-576 Herbicides, Pesticides FIRSTBANK CARD	Airport GAS CARTIDGES	Airport Operations PLACEK 8/25	Airport 08/05/2025	1,881.16	
22-41-43-45-576 Herbicides, Pesticides WESTCO	Airport ALUMINUM PHOSPHIDE	Airport Operations 14804000	Airport 09/02/2025	556.08	
22-41-43-45-576 Herbicides, Pesticides WESTCO	Airport BRASH	Airport Operations 70-131510	Airport 07/08/2025	81.12	
22-41-43-56-911 Runway Rejuvenation M.C. SCHAFF & ASSOCIATES INC	Airport ELECTRICAL PROJECT ENGINEERI	Airport Operations 25317	Airport 09/09/2025	4,552.00	
Total Airport Operations:				22,068.44	
Total Airport:				22,068.44	
Total Airport:				22,068.44	
Public Transit Fund					
23-72-71-44-451 Telephone Line Expense CLEARFLY COMMUNICATIONS	Public Transit Fund 308-761-7433 PUBLIC TRANSIT	Transit - Administration INV744536	Public Works 09/01/2025	4.60	
23-72-71-44-451 Telephone Line Expense CLEARFLY COMMUNICATIONS	Public Transit Fund 2302	Transit - Administration INV744536	Public Works 09/01/2025	.35	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
23-72-71-45-526 Other Nonoperating Sup/Expense	Public Transit Fund	Transit - Administration	Public Works		
FIRSTBANK CARD	TRANSIT ORDER	SORENSEN 8/	08/24/2025	271.56	
Total Transit - Administration:				276.51	
23-72-72-45-551 Fuel,Oil,Lube-Veh,Mach,Equip	Public Transit Fund	Transit - Operations	Public Works		
VOYAGER FLEET SYSTEMS INC	FUEL	869456715253	09/01/2025	1,812.36	
Total Transit - Operations:				1,812.36	
Total Public Works:				2,088.87	
Total Public Transit Fund:				2,088.87	
Street Fund					
24-41-41-44-451 Telephone Line Expense	Street Fund	Streets	Public Works		
CLEARFLY COMMUNICATIONS	308-313-2071 PUBLIC WORKS	INV744536	09/01/2025	30.54	
24-41-41-44-451 Telephone Line Expense	Street Fund	Streets	Public Works		
CLEARFLY COMMUNICATIONS	1907	INV744536	09/01/2025	4.59	
24-41-41-45-543 Small Tools, Equipment	Street Fund	Streets	Public Works		
FARM PLAN	Tools	51485556	09/05/2025	147.98	
24-41-41-45-543 Small Tools, Equipment	Street Fund	Streets	Public Works		
FARM PLAN	Tools	51482354	08/27/2025	134.87	
24-41-41-45-543 Small Tools, Equipment	Street Fund	Streets	Public Works		
FARM PLAN	Tools	51485024	09/03/2025	51.76	
24-41-41-45-543 Small Tools, Equipment	Street Fund	Streets	Public Works		
FIRSTBANK CARD	SUBSCRIPTION	GRANT 8/25	08/19/2025	5.00	
24-41-41-45-553 Streets-Fuel	Street Fund	Streets	Public Works		
VOYAGER FLEET SYSTEMS INC	FUEL	869456715253	09/01/2025	234.51	
24-41-41-45-553 Streets-Fuel	Street Fund	Streets	Public Works		
VOYAGER FLEET SYSTEMS INC	FUEL	869456715253	09/01/2025	1,200.00	
24-41-41-45-556 Parts-Vehicle, Mach, Equip	Street Fund	Streets	Public Works		
CARTER'S HOME HARDWARE & AP	PARTS	30148/1	08/29/2025	18.99	
24-41-41-45-556 Parts-Vehicle, Mach, Equip	Street Fund	Streets	Public Works		
DARREN'S CARQUEST AUTO PART	PARTS	2723-518668	08/21/2025	16.00	
24-41-41-45-556 Parts-Vehicle, Mach, Equip	Street Fund	Streets	Public Works		
FREMAREK INC	Patrol Dry-Moly Lubrucant	0857392-IN	08/22/2025	273.00	
24-41-41-45-556 Parts-Vehicle, Mach, Equip	Street Fund	Streets	Public Works		
FREMAREK INC	Break-A-Way II Penetrating Oil	0857392-IN	08/22/2025	226.00	
24-41-41-45-556 Parts-Vehicle, Mach, Equip	Street Fund	Streets	Public Works		
FREMAREK INC	Thermo-Guard Grease	0857392-IN	08/22/2025	600.00	
24-41-41-45-563 Cleaning Supplies	Street Fund	Streets	Public Works		
IDEAL LINEN INC	TOWELS	11286403	09/02/2025	55.00	
24-41-41-45-564 Concrete	Street Fund	Streets	Public Works		
CROELL REDI MIX INC	CONCRETE	1003635	08/27/2025	436.00	
Total Streets:				3,434.24	
Total Public Works:				3,434.24	
Total Street Fund:				3,434.24	
Retired Senior Vol Program					
26-71-70-44-451 Telephone Line Expense	Retired Senior Vol P	Retired Senior Vol Program	Cultural and Leisure		
CLEARFLY COMMUNICATIONS	308-762-1293 RSVP	INV744536	09/01/2025	.17	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
Total Retired Senior Vol Program:				.17	
Total Cultural and Leisure Services:				.17	
Total Retired Senior Vol Program:				.17	
Economic Development Fund					
35-61-64-47-752 Box Butte Development Corp	Economic Develop	Economic Development Support	Community Develop		
BOX BUTTE DEVELOPMENT CORP	QUARTERLY CONTRIBUTION	202504	07/05/2025	19,562.50	
Total Economic Development Support:				19,562.50	
Total Community Development:				19,562.50	
Total Economic Development Fund:				19,562.50	
LB 840 -Economic Development					
36-61-64-58-842 LB840 Small Grants	LB 840 -Economic	LB 840 Fund	Community Develop		
FLANNEL BROTHERS	PROMISSORY NOTE-FLANNEL BRO	757690	08/06/2025	5,000.00	
Total LB 840 Fund:				5,000.00	
Total Community Development:				5,000.00	
Total LB 840 -Economic Development:				5,000.00	
Administration Internal Service					
51-13-13-42-242 Employee Assistance Program	Administration Intern	Personnel	Personnel		
FIRSTBANK CARD	CRIMINAL CHECK	MAYHEW 8/25	08/21/2025	60.00	
51-13-13-42-292 Interviewing Expense	Administration Intern	Personnel	Personnel		
FIRSTBANK CARD	MVR CHECKS	MAYHEW 8/25	08/21/2025	100.23	
51-13-13-42-294 Conferences, Cont Education	Administration Intern	Personnel	Personnel		
FIRSTBANK CARD	MEALS	MAYHEW 8/25	08/21/2025	47.36	
51-13-13-42-294 Conferences, Cont Education	Administration Intern	Personnel	Personnel		
FIRSTBANK CARD	MOTEL	MAYHEW 8/25	08/21/2025	.37	
51-13-13-43-381 DOT Testing	Administration Intern	Personnel	Personnel		
BOX BUTTE GENERAL HOSPITAL	DRUG TESTING	66	09/03/2025	265.00	
51-13-13-43-393 Pension Administrative Svc	Administration Intern	Personnel	Personnel		
BAIRD HOLM LLP	PENSION REVIEW	341204	09/04/2025	1,380.00	
51-13-13-44-431 Legal, Public Notices	Administration Intern	Personnel	Personnel		
ALLIANCE TIMES HERALD	Legal Ad-SALARY NOTICE	757678	08/06/2025	34.54	
51-13-13-44-432 Employment Notices	Administration Intern	Personnel	Personnel		
FIRSTBANK CARD	POSTING	MAYHEW 8/25	08/21/2025	53.00	
51-13-13-44-436 Mail, Delivery Services	Administration Intern	Personnel	Personnel		
FIRSTBANK CARD	MAILING	MAYHEW 8/25	08/21/2025	9.19	
51-13-13-44-436 Mail, Delivery Services	Administration Intern	Personnel	Personnel		
QUADIENT FINANCE USA INC	PERSONNEL	AUGUST 2025	08/01/2025	16.28	
51-13-13-44-451 Telephone Line Expense	Administration Intern	Personnel	Personnel		
CLEARFLY COMMUNICATIONS	308-313-2087	INV744536	09/01/2025	15.06	
51-13-13-44-451 Telephone Line Expense	Administration Intern	Personnel	Personnel		
CLEARFLY COMMUNICATIONS	308-313-2065 PERSONNEL	INV744536	09/01/2025	30.55	
51-13-13-44-451 Telephone Line Expense	Administration Intern	Personnel	Personnel		
CLEARFLY COMMUNICATIONS	308-313-2063 PERSONNEL	INV744536	09/01/2025	30.57	
Total Personnel:				2,042.15	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
Total Personnel:				2,042.15	
51-14-14-43-311 City Attorney Retainer	Administration Intern	Legal	Legal		
SIMMONS OLSEN LAW FIRM, P.C.	RETAINER	8155988	08/31/2025	6,027.50	
51-14-14-43-313 Other Attorney Fees	Administration Intern	Legal	Legal		
SIMMONS OLSEN LAW FIRM, P.C.	GARTON REAL ESTATE SALE	8155987	08/31/2025	737.50	
51-14-14-43-315 City Prosecutor	Administration Intern	Legal	Legal		
SIMMONS OLSEN LAW FIRM, P.C.	PROSECUTION FEES	8156066	08/31/2025	1,109.11	
Total Legal:				7,874.11	
51-14-16-47-731 Employee Bonds	Administration Intern	Risk Management	Legal		
FIRSTBANK CARD	BONDS	BEDIENT 08/2	09/09/2025	50.00	
Total Risk Management:				50.00	
Total Legal:				7,924.11	
51-17-17-43-335 Other Technical Services	Administration Intern	MIS	Technology		
BYTES COMPUTER	MONTHLY BILLING	CW42009	09/02/2025	10,595.72	
51-17-17-44-423 Database Subscriptions	Administration Intern	MIS	Technology		
CASELLE INC	MAINTENANCE	INV-10808	09/02/2025	1,747.00	
51-17-17-44-451 Telephone Line Expense	Administration Intern	MIS	Technology		
CHARTER COMMUNICATIONS	176247201	176247201081	08/14/2025	15.82	09/10/2025
51-17-17-44-457 Internet Operating Expense	Administration Intern	MIS	Technology		
MOBIUS COMMUNICATIONS CO.	012-762-9048	757681	09/01/2025	40.00	
51-17-17-44-457 Internet Operating Expense	Administration Intern	MIS	Technology		
MOBIUS COMMUNICATIONS CO.	308-762-4512	757694	09/01/2025	50.00	
51-17-17-45-511 Office Supplies	Administration Intern	MIS	Technology		
FIRSTBANK CARD	CDW GOVT	KUSEK 8/25	08/15/2025	528.32	
51-17-17-45-526 Other Supplies	Administration Intern	MIS	Technology		
FIRSTBANK CARD	CDW GOVT	KUSEK 8/25	08/15/2025	350.00	
51-17-17-45-526 Other Supplies	Administration Intern	MIS	Technology		
FIRSTBANK CARD	BATTERIES/SOAP/PT	KUSEK 8/25	08/15/2025	30.50	
51-17-17-59-942 Computer System	Administration Intern	MIS	Technology		
MOBIUS COMMUNICATIONS CO.	DATA CABLING	757682	08/28/2025	1,749.90	
Total MIS:				15,107.26	
Total Technology:				15,107.26	
51-21-21-43-321 Auditing Services	Administration Intern	Accounting	Finance		
FIFTH ASSET, INC	SUBSCRIPTION FEE	DB2005728	09/02/2025	5,250.00	
51-21-21-44-421 Membership Dues	Administration Intern	Accounting	Finance		
GOV'T FINANCE OFFICERS ASSN	MEMBERSHIP DUES	14522002-202	08/28/2025	250.00	
51-21-21-44-436 Mail, Delivery Services	Administration Intern	Accounting	Finance		
QUADIENT FINANCE USA INC	FINANCE	AUGUST 2025	08/01/2025	235.90	
51-21-21-44-451 Telephone Line Expense	Administration Intern	Accounting	Finance		
CLEARFLY COMMUNICATIONS	308-313-2066 ACCOUNTING	INV744536	09/01/2025	30.58	
51-21-21-45-511 Office Supplies	Administration Intern	Accounting	Finance		
SAFEGUARD BUSINESS SYSTEMS	LASER L2 CHECK 1PT RBLUE&TEA	9008643226	08/26/2025	1,503.26	
51-21-21-45-541 Office Furniture, Equipment	Administration Intern	Accounting	Finance		
EAKES INC	SORTKWIK/LETTER OPENER/BATT	9200663-0	09/05/2025	43.20	
Total Accounting:				7,312.94	

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
Total Finance:				7,312.94	
Total Administration Internal Service:				32,386.46	
Enterprise Internal Service					
55-21-23-44-434 Contract Printing Expense	Enterprise Internal S	Utility Customer Service	Finance		
PRINT EXPRESS	INDICIA LABELS	ALAL002	08/29/2025	146.27	
55-21-23-44-436 Mail, Delivery Services	Enterprise Internal S	Utility Customer Service	Finance		
QUADIENT FINANCE USA INC	UTILITIES	AUGUST 2025	08/01/2025	905.35	
55-21-23-44-451 Telephone Line Expense	Enterprise Internal S	Utility Customer Service	Finance		
CLEARFLY COMMUNICATIONS	5075	INV744536	09/01/2025	4.57	
55-21-23-44-462 Mail Machine Lease	Enterprise Internal S	Utility Customer Service	Finance		
QUADIENT LEASING USA INC	MAIL MACHINE LEASE	Q1984551	08/20/2025	705.00	
55-21-23-44-479 CNTSVC Other	Enterprise Internal S	Utility Customer Service	Finance		
PAYMENT SERVICE NETWORK INC	MONTHLY BILLING	315400	09/04/2025	135.00	
55-21-23-44-479 CNTSVC Other	Enterprise Internal S	Utility Customer Service	Finance		
PAYMENT SERVICE NETWORK INC	MONTHLY BILLING	314810	09/04/2025	89.80	
55-21-23-45-512 Computer Supplies	Enterprise Internal S	Utility Customer Service	Finance		
EAKES INC	RICOH PRINTER	INV682222	09/04/2025	1,595.87	
55-21-23-45-513 Copy Machine Supplies	Enterprise Internal S	Utility Customer Service	Finance		
STAPLES	TONER	6038346025	07/31/2025	122.06	
55-21-23-45-513 Copy Machine Supplies	Enterprise Internal S	Utility Customer Service	Finance		
STAPLES	TONER	6038346024	07/31/2025	296.80	
Total Utility Customer Service:				4,000.72	
Total Finance:				4,000.72	
55-51-56-43-379 Other Contract Operating Svcs	Enterprise Internal S	Warehouse	Utilitiy Superintenden		
IDEAL LINEN INC	MOPS/MATS	11286404	09/02/2025	112.73	
55-51-56-43-379 Other Contract Operating Svcs	Enterprise Internal S	Warehouse	Utilitiy Superintenden		
IDEAL LINEN INC	MOPS	11285468	08/26/2025	70.66	
55-51-56-43-379 Other Contract Operating Svcs	Enterprise Internal S	Warehouse	Utilitiy Superintenden		
IDEAL LINEN INC	MOPS/MATS	11282583	08/05/2025	112.73	
55-51-56-44-461 PMCNTSVC-Office Mach, Equip	Enterprise Internal S	Warehouse	Utilitiy Superintenden		
CENTURY BUSINESS PRODUCTS	COLOR IMAGES	808962	08/25/2025	133.89	
55-51-56-45-511 Office Supplies	Enterprise Internal S	Warehouse	Utilitiy Superintenden		
IDEAL LINEN INC	SPRAYER-CHEMICAL RESISTANT	500589	07/21/2025	11.94	
55-51-56-45-561 Bldg Maintenance Material	Enterprise Internal S	Warehouse	Utilitiy Superintenden		
BLOEDORN LUMBER - ALLIANCE	PAINTER TAPE/FILM	8977832	09/04/2025	22.03	
55-51-56-45-561 Bldg Maintenance Material	Enterprise Internal S	Warehouse	Utilitiy Superintenden		
BLOEDORN LUMBER - ALLIANCE	SAW BLADE/NAILS	8976104	09/03/2025	21.36	
55-51-56-45-561 Bldg Maintenance Material	Enterprise Internal S	Warehouse	Utilitiy Superintenden		
BLOEDORN LUMBER - ALLIANCE	CAP MOULD	8974601	09/02/2025	56.00	
55-51-56-45-561 Bldg Maintenance Material	Enterprise Internal S	Warehouse	Utilitiy Superintenden		
CHARTER COMMUNICATIONS	176246901	176246901082	08/21/2025	15.76	
55-51-56-45-561 Bldg Maintenance Material	Enterprise Internal S	Warehouse	Utilitiy Superintenden		
DUTTON-LAINSON COMPANY	Round LED High Bay Light-Warehous	917514	08/18/2025	279.28	
Total Warehouse:				836.38	
Total Utilitiy Superintendent:				836.38	
Total Enterprise Internal Service:				4,837.10	

Health Care Internal Service

GL Account and Title Vendor Name	Segment Fund Description	Segment Under Dept Invoice Number	Segment Department Invoice Date	Net Invoice Amount	Date Paid
57-81-81-42-231 Employee Life Insurance UNUM LIFE INSURANCE COMPANY	Health Care Internal EMPLOYEE LIFE INSURANCE	Health Support #091 AUGUST-25	Personnel 08/31/2025	859.68	09/04/2025
57-81-81-42-281 Specific Premium REGIONAL CARE, INC.	Health Care Internal SPECIFIC PREMIUM	Health Support SEPTEMBER-	Personnel 09/01/2025	40,561.95	09/04/2025
57-81-81-42-285 Transplant Coverage REGIONAL CARE, INC.	Health Care Internal TRANSPLANT COVERAGE	Health Support SEPTEMBER-	Personnel 09/01/2025	1,161.38	09/04/2025
57-81-81-42-286 Aggregate Premium REGIONAL CARE, INC.	Health Care Internal AGGREGATE PREMIUM	Health Support SEPTEMBER-	Personnel 09/01/2025	1,235.84	09/04/2025
57-81-81-42-287 Employee Claims REGIONAL CARE, INC.	Health Care Internal HEALTH CLAIMS	Health Support 08292025-HC	Personnel 08/29/2025	41,745.74	09/04/2025
57-81-81-42-287 Employee Claims REGIONAL CARE, INC.	Health Care Internal HEALTH CLAIMS	Health Support 08252025-HC	Personnel 08/25/2025	18,660.47	08/28/2025
57-81-81-42-287 Employee Claims REGIONAL CARE, INC.	Health Care Internal HEALTH CLAIMS	Health Support 09082025-HC	Personnel 09/08/2025	4,204.77	09/09/2025
57-81-81-42-288 Employee Insurance Admin REGIONAL CARE, INC.	Health Care Internal EMPLOYEE INSURANCE ADMINIST	Health Support SEPTEMBER-	Personnel 09/01/2025	2,338.40	09/04/2025
57-81-81-42-289 Vision Premium REGIONAL CARE, INC.	Health Care Internal VISION	Health Support SEPTEMBER-	Personnel 09/01/2025	1,632.58	09/04/2025
57-81-81-43-379 Other Contract Operating Svcs REGIONAL CARE, INC.	Health Care Internal HAYS PREMIUM	Health Support SEPTEMBER-	Personnel 09/01/2025	2,500.00	09/04/2025
Total Health Support:				114,900.81	
Total Personnel:				114,900.81	
Total Health Care Internal Service:				114,900.81	
Grand Totals:				519,050.58	

Dated: _____

Mayor: _____

City Manager: _____

City Treasurer: _____

Report Criteria:

Invoices with totals above \$0 included.

Paid and unpaid invoices included.

COUNCIL PROCEEDINGS

The Alliance, Nebraska City Council met in a Special Meeting on Tuesday, September 2, 2025 at 6:00 p.m. Present were Council Members McGhehey, Mashburn, Weisgerber and Turman.

Council acted on and/or discussed the following items of business:

1. Approved the nominated candidate Scott Yates for the vacancy on the City Council to serve the term ending May 12, 2025. Ayes: Turman, Mashburn, McGhehey. Nay: Weisgerber. Motion carried.

Meeting adjourned at 6:08 p.m.

(SEAL)

John McGhehey, Mayor

Attest:

Ammie L. Bedient, City Clerk

Complete minutes of the Alliance City Council may be viewed by the public during regular work hours at the City Clerk's Office, 324 Laramie Avenue, Alliance, Nebraska.

COUNCIL PROCEEDINGS

The Alliance, Nebraska City Council met in a Special Meeting on Tuesday, September 2, 2025 at 6:10 p.m. Present were Council Members McGhehey, Mashburn, Weisgerber, Turman and Yates.

Council acted on and/or discussed the following items of business:

1. Conducted a Public Hearing on the proposed 2025-2026 fiscal year budget for the City of Alliance proposed budget contains anticipated and estimated revenues and expenses for the next fiscal year.

Meeting adjourned at 6:28 p.m.

(SEAL)

John McGhehey, Mayor

Attest:

Ammie L. Bedient, City Clerk

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COUNCIL PROCEEDINGS

The Alliance, Nebraska City Council met in a Regular Meeting on Tuesday, September 2, 2025 at 7:00 p.m. Present were Council Members McGhehey, Mashburn, Weisgerber, Turman and Yates.

Council acted on and/or discussed the following items of business:

1. Approved the Consent Calendar. Ayes: Weisgerber, Turman, Mashburn, McGhehey. Abstaining: Yates. Motion carried.
2. Passed the second reading of Ordinance No. 3003, which will approve the City of Alliance annual appropriation bill for the fiscal year beginning October 1, 2025. The proposed budget contains anticipated and estimated revenues for the next fiscal year. Ayes: Turman, Weisgerber, Mashburn, McGhehey. Abstaining: Yates. Motion carried.
3. Adopted Ordinance No. 3004, which authorizes the sale of Lots 1, 2, 5, 6, 13, 14,15, 16, and 17, Block 4; Lot 1, Block 6; Lot 1, Block 7; Lots 1, 11 and 12, Block 5; and Lot 10A, Block a Replat of Lots 9 and 10, all in Replat of Homestead Second Addition and Portions of Homestead Third Addition, City of Alliance, Box Butte County Nebraska. Ayes: Weisgerber, Mashburn, Turman, McGhehey. Abstaining: Yates. Motion carried.
4. Resolution No. 25-100 was tabled for further discussion until the next scheduled City Council Meeting. Ayes: All. Motion carried.
5. Conducted a Public Hearing on the Blighted & Substandard Study for the area bordered by 28th Street Terrace to the North, Cheyenne Avenue to the East, West 25th Street to the South and Emerson Avenue to the West. The “AREA A” area consists of 11.6 acres area meeting the minimum requirements to be designated as Blighted & Substandard. Following the Public Hearing, Council approved Resolution No. 25-101 accepting and approving the Blighted & Substandard Study for the area bordered by 28th Street Terrace to the North, Cheyenne Avenue to the East, West 25th Street to the South and Emerson Avenue to the West. Ayes: Mashburn, Turman, Weisgerber, McGhehey. Abstaining: Yates. Motion carried.
6. Conducted a Public Hearing on the Blighted & Substandard Study for the area bound by Fourteenth Street to the North, Nebraska Highway 87 to the East, Tenth Street to the South and Missouri Avenue to the West except for those areas already included in Blighted and Substandard Area “5” in the Southeast corner. The “AREA B” area consists of 49.87 acres area meeting minimum requirements to be designated as Blighted & Substandard. Following the Public Hearing, Council approved Resolution No. 25-102 accepting and approving the Blighted & Substandard Study for the area bound by Fourteenth Street to the North, Nebraska Highway 87 to the East, Tenth Street to the South and Missouri Avenue to the West except for those areas already included in Blighted and Substandard Area “5” in the Southeast corner. Ayes: Mashburn, Weisgerber, Turman, McGhehey. Abstaining: Yates. Motion carried.

7. Conducted a Public Hearing on the Blighted & Substandard Study for the area bound by Emerson Avenue to the West, West Tenth Street to the North, Box Butte Avenue to the East, and West Seventh Street to the South. The “AREA H” area consists of 54.8 acres meeting the minimum requirements to be designated as Blighted & Substandard. Following the Public Hearing, Council approved Resolution No. 25-103 accepting and approving the Blighted & Substandard Study for the area bound by Emerson Avenue to the West, West Tenth Street to the North, Box Butte Avenue to the East, and West Seventh Street to the South. Ayes: Weisgerber, Turman, Mashburn, McGhehey. Abstaining: Yates. Motion carried.
8. Conducted a Public Hearing on the Blighted & Substandard Study for the area bound by Tenth Street to the North, Mississippi to the East, East Seventh Street to the South, and Box Butte Avenue to the West, except for those areas already included in Blighted and Substandard Area “9” in the Southwest corner. The “AREA I” area consists of 50.19 acres area meeting the minimum requirements to be designated as Blighted & Substandard. Following the Public Hearing, Council approved Resolution No. 25-104 accepting and approving the Blighted & Substandard Study for the area bound by Tenth Street to the North, Mississippi to the East, East Seventh Street to the South, and Box Butte Avenue to the West, except for those areas already included in Blighted and Substandard Area “9” in the Southwest corner. Ayes: Turman, Mashburn, Weisgerber, McGhehey. Abstaining: Yates. Motion carried.
9. Conducted a Public Hearing on the Blighted & Substandard Study for the area bound by Emerson Avenue to the West, West Seventh Street to the North, Laramie Avenue to the East, and West Third Street to the South. The “AREA M” area consists of 52.4 acres area meeting the minimum requirements to be designated as Blighted & Substandard. Following the Public Hearing, Council approved Resolution No. 25-105 accepting and approving the Blighted & Substandard Study for the area bound by Emerson Avenue to the West, West Seventh Street to the North, Laramie Avenue to the East, and West Third Street to the South. Ayes: Mashburn, Weisgerber, Turman, McGhehey. Abstaining: Yates. Motion carried.
10. Conducted a Public Hearing on the Blighted & Substandard Study for the area bordered by East Seventh Street to the North, Mississippi Avenue to the East, East First Street to the South, and Niobrara Avenue to the West. The “AREA N” area consists of 81.88 acres area meeting the minimum requirements to be designated as Blighted & Substandard. Following the Public Hearing, Council approved Resolution No. 25-106 accepting and approving the Blighted & Substandard Study for the area bordered by East Seventh Street to the North, Mississippi Avenue to the East, East First Street to the South, and Niobrara Avenue to the West. Ayes: Mashburn, Weisgerber, Turman, McGhehey. Abstaining: Yates. Motion carried.
11. Conducted a Public Hearing on the Blighted & Substandard Study for the area bordered by lands owned by Leonard and Kathryn Jedlicka to the North, BNSF railroad tracks to the East, West Third Street to the South and Cody Avenue to the West. The “AREA E”

area consists of approximately 37.5 acres area meeting the minimum requirements to be designated as Blighted & Substandard. Following the Public Hearing, Council approved Resolution No. 25-107 accepting and approving the Blighted & Substandard Study for the area bordered by lands owned by Leonard and Kathryn Jedlicka to the North, BNSF railroad tracks to the East, West Third Street to the South and Cody Avenue to the West. Ayes: Weisgerber, Turman, Mashburn, McGhehey. Abstaining: Yates. Motion carried.

12. Conducted a Public Hearing on the Blighted & Substandard Study for the area bordered by Tenth Street to the North, Area “5” to the East, Seventh Street to the South and Mississippi Avenue to the West. The “AREA J” area consists of approximately 40 acres area meeting the minimum requirements to be designated as Blighted & Substandard. Following the Public Hearing, Council approved Resolution No. 25-108 accepting and approving the Blighted & Substandard Study for the area bordered by Tenth Street to the North, Area “5” to the East, Seventh Street to the South and Mississippi Avenue to the West. Ayes: Turman, Mashburn, Weisgerber, McGhehey. Abstaining: Yates. Motion carried.
13. Conducted a Public Hearing on the Blighted & Substandard Study for the area bordered by First Street to the North, lands owned by Western Potatoes, Inc. to the East, Kansas Street to the South and South Mississippi Avenue to the West. The “AREA P” area consists approximately 44.9 acres area meeting the minimum requirements to be designated as Blighted & Substandard. Following the Public Hearing, Council approved Resolution No. 25-109 accepting and approving the Blighted & Substandard Study for the area bordered by First Street to the North, lands owned by Western Potatoes, Inc. to the East, Kansas Street to the South and South Mississippi Avenue to the West. Ayes: Mashburn, Weisgerber, Turman, McGhehey. Abstaining: Yates. Motion carried.
14. Conducted a Public Hearing on the Blighted & Substandard for the area bordered by Kansas Street to the North, County Road 59 to the East, lands owned by Joseph Weber to the South and lands owned by City of Alliance to the West. The “AREA Q” area consists of approximately 101.8 acres area meeting the minimum requirements to be designated as Blighted & Substandard. Following the Public Hearing, Council approved Resolution No. 25-110 accepting and approving the Blighted & Substandard Study for the area bordered by Kansas Street to the North, County Road 59 to the East, lands owned by Joseph Weber to the South and lands owned by City of Alliance to the West. Ayes: Mashburn, Weisgerber, Turman, McGhehey. Abstaining: Yates. Motion carried.
15. Discussion Item – School Zone Speed Restrictions.

Meeting adjourned at 7:47 p.m.

John McGhehey, Mayor

(SEAL)

Attest:

Ammie L. Bedient, City Clerk

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MEMORANDUM

To: AMMIE BEDIANT, CITY CLERK
From: TROY SHOEMAKER, FIRE CHIEF
Date: SEPTEMBER 11, 2025
Subject: UPDATED AVFD ROSTER



BELOW IS OUR ROSTER WITH OUR STRENGTH CURRENTLY BEING **43** VOLUNTEERS.

1. *DAISY BARBEE – ADD 9/10/25*
2. JACOB BEALS
3. ELIJAH BUDD
4. JOSHUA CARR
5. JOHN DAHLBERG
6. TONY DENTLER
7. SERON DILLARD
8. KIM GALYEN
9. DAN GILROY
10. TIFFANY GRAHAM
11. SHAWN GREEN
12. JESSE (KENT) GRIFFEN
13. BRANDON GUMM
14. RON HERRMAN
15. NICHOLAS HINMAN
16. ZANE HINMAN
17. KEN HUFF
18. MEGAN HUFF
19. JOSH JENSEN
20. EARL JONES
21. MARTY JONES
22. JEFFERY JURADO
23. DALTON KRUG
24. ALLEN LORENSEN
25. JEFF MEER
26. DAVID MEGGISON
27. KELLY MILDEBRANDT
28. MATTHEW MOOMEY
29. RANDY PRALL
30. THEODORE ROZMIAREK
31. BRAD SCHRUM
32. LAURA SHOEMAKER
33. TROY SHOEMAKER
34. MEAGAN SHREWSBURY
35. TROY STRANG
36. HOWARD J. TAYLOR III
37. FRANK THOMPSON
38. GROVER THOMPSON
39. DAVID WEARE, JR.
40. LEROY WEARE
41. YENISEY (HEREDIA) WEBER
42. DOROTHY ZANDER
43. KARL ZERCK

Narrative

September 16, 2025



RESOLUTION – APPROVE UPDATED DRUG FREE WORKPLACE POLICY

The City of Alliance is committed to ensuring a safe, productive, and healthy workplace for our employees, residents, and the public we serve. Section 15.13 of the Personnel Handbook establishes the City’s Drug-Free Workplace and Drug Testing Policy, which currently authorizes pre-employment, reasonable suspicion, post-accident, and follow-up drug and alcohol testing. Random testing is presently limited to positions regulated by the Department of Transportation (DOT).

As part of our responsibility to protect public safety, we have reviewed positions across the City and identified several roles that are **safety-sensitive** but not DOT-regulated. These are positions in which impaired performance could have a direct and immediate impact on the health, safety, or welfare of the employee, co-workers, or the public. Examples include employees who operate heavy equipment, handle hazardous materials, or are responsible for the safety of others in emergency situations.

With the legalization and increased use of medical and recreational marijuana in surrounding states, coupled with the continuing national emphasis on workplace safety, the City’s policy must reflect the higher risks associated with these roles. Relying only on reasonable suspicion or post-incident testing is reactive; implementing **random drug and alcohol testing for non-DOT safety-sensitive positions** provides a proactive safeguard that promotes accountability, deters misuse, and reinforces our safety-first culture.

Conclusion

Updating Section 15.13 to reflect the unique responsibilities of safety-sensitive employees provides clarity, enhances workplace safety, and reduces liability for the City. Adoption of this change will align the City with best practices and demonstrate our commitment to protecting both employees and the community.

RECOMMENDATION: APPROVE RESOLUTION AUTHORIZING ADOPTION OF 15.13 DRUG-FREE WORKPLACE, SUBSTANCE ABUSE AND DRUG TESTING POLICY TO THE CITY OF ALLIANCE PERSONNEL HANDBOOK.

RESOLUTION NO. 25-111

WHEREAS, The City of Alliance is revising certain Personnel Policies; and

WHEREAS, The proposed policy revisions have been reviewed by management and legal staff; and

WHEREAS, The following Policies are proposed to be revised and made part of the Personnel Policies of the City of Alliance:

15.13 Drug-Free Workplace and Drug Testing

WHEREAS, City Council has reviewed the proposed Policies and finds them appropriate for the needs of the Employees of the City of Alliance.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of Alliance, Nebraska, that the City of Alliance Personnel Policies set forth herein, are hereby approved, and adopted effective October 1, 2025, as the Policy of the City of Alliance.

PASSED AND APPROVED this 16th day of September, 2025.

(SEAL)

John McGhehey, Mayor

Attest:

Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Office, Legal Counsel

15.13 CITY OF ALLIANCE DRUG-FREE WORKPLACE, SUBSTANCE ABUSE AND DRUG TESTING POLICY

A. Purpose and Goal: The City of Alliance is committed to protecting the safety, health, and well-being of all employees and other individuals in our workplace. We recognize that alcohol abuse and drug use pose a significant threat to our goals. We have established a Drug-Free Workplace Program that balances our respect for individuals with the need to maintain an alcohol and drug-free environment. The City encourages employees to voluntarily seek help with drug and alcohol problems.

B. Covered Workers: Any individual who conducts business for the organization is applying for a position, or conducts business on the organization's property is covered by the Drug-Free Workplace Policy. The policy includes, but is not limited to, managers, supervisors, full-time employees, part-time or seasonal employees, and applicants.

B.1 Safety-Sensitive Position: Any position in which an employee's impaired performance, due to drugs or alcohol, could result in a significant risk of harm to the employee, coworkers, or the public. Safety-sensitive functions include, but are not limited to, operating motor vehicles or heavy equipment, handling hazardous or flammable materials, performing duties in public safety or emergency response, or any other task where impaired judgment, coordination, or reaction time would create an immediate threat to health and safety.

C. Applicability: The Drug-Free Workplace Policy is intended to apply whenever anyone is representing or conducting business for the organization. Therefore, this policy applies during all working hours, whenever conducting business or representing the organization, while on-call, on paid standby, and while on City property. **Employees are always prohibited from consuming alcohol while in uniform.**

D. Prohibited Behavior: It is a violation of the Drug-Free Workplace Policy to use, possess, sell, trade, and/or offer for sale alcohol, illegal drugs, or intoxicants. Although marijuana may be legal under certain state laws, it remains a prohibited substance under this policy and under federal law. A positive test for marijuana is considered a violation of this policy.

1. **Prescription Drugs:** Prescription and over-the-counter drugs are not prohibited when taken in standard dosage and according to a physician's prescription. Any employee taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and pharmacist to ascertain whether the medication may interfere with the safe performance of his job.

If an employee has a prescription for a prohibited drug, they should visit with their prescribing physician to determine if an alternative treatment or medication is available that does not render them medically unqualified under applicable regulations to perform their position or is likely to pose a significant safety risk. If the use of medication could compromise the safety of the employee, fellow employees, or the public, it is the

employee's responsibility to notify their Department Head and Human Resources. At the option of the City Manager, after consultation with the Department Head and Human Resources, an employee may be reassigned to less hazardous duty or be placed on sick leave if impaired work performance might pose a threat to the public confidence or the safety of the employee or others for a temporary period.

2. Misuse of Prescription Drugs: The illegal or unauthorized use of prescription drugs is prohibited including taking medication in a manner, dose, or timeframe other than prescribed, taking someone else's prescription, or nonmedical use of prescription drugs. It is a violation of our Drug-Free Workplace Policy to intentionally misuse or abuse prescription medications. Appropriate disciplinary action will be taken as determined by the City Manager.
3. An employee will be subject to the same consequences of a positive test if he refuses the screening or the test, adulterates or dilutes the specimen, substitutes the specimen, sends an imposter, does not sign the required forms, or refuses to cooperate in the testing process in such a way that prevents completion of the test.

E. Notification of Convictions: Any employee convicted of a criminal drug or alcohol violation must notify the organization in writing within **five (5) calendar days** of the conviction. The City will take appropriate action within **thirty (30) days** of notification. Federal contracting agencies will be notified when appropriate.

F. Searches: Entering the organization's property constitutes consent to searches and inspections. If an individual is suspected of violating the Drug-Free Workplace Policy, he may be asked to submit to a search or inspection at any time. Searches can be conducted of pockets and clothing, lockers, wallets, purses, briefcases and lunchboxes, desks and workstations, and vehicles and equipment. See 15.4 – City's Right to Search for additional information.

G. Drug Testing:

1. Record Keeping - All drug-testing information will be maintained in separate confidential records. The City shall perform and confirm all drug and alcohol tests, and preserve specimens resulting from such tests, in a manner consistent with and to the extent required under the Nebraska Drug and Alcohol Testing Act, NEB. REV. STAT. §§ 48-1901 to 1910.

2. Condition of Employment - Each employee, as a condition of employment, will be required to participate in drug and alcohol testing. Testing for DOT positions is also governed by the City's DOT FTA and FMCSA Drug and Alcohol Testing Policy.

3. Prohibited Substances - The prohibited substances that will be tested for are consistent with DOT regulations 49 CFR Part 40, as amended currently include marijuana, cocaine, amphetamines, opioids, and phencyclidine.

4. Drug and Alcohol Testing Procedures – DOT Drug and alcohol testing will be conducted as required by 49 CFR Part 40 as amended and Neb. Rev. Stat. 48-1901 to 48-1910.

H. Types of Tests:

(1) Pre-employment Testing: All applicants for covered positions will undergo drug testing, and a negative result must be obtained before commencing employment. If an applicant for employment fails a pre-employment drug test, the offer of employment will be withdrawn. ~~If testing is positive;~~ The applicant may reapply after one year and must successfully pass a pre-employment drug test.

(2) Reasonable Suspicion Drug Testing: The City may require an employee to submit to drug and alcohol testing when a manager, supervisor, or Department Head of the City has reasonable suspicion to believe the employee is under the influence of alcohol or illegal drugs at the workplace. Whether a manager, supervisor, or Department Head has reasonable suspicion depends on the totality of the circumstances. Factors that may be considered when determining reasonable suspicion exists include, *but are not limited to*, the following: the employee's appearance, behavior, odors, and speech; the employee's involvement in a crime involving illegal drug use; reliable reports of alcohol use or intoxication at the workplace or illegal drug use by the employee; the employee's involvement in a workplace accident; and the employee's attendance and punctuality.

The City is responsible for transporting the employee to the testing site. Supervisors should avoid placing themselves or others in a situation that might endanger the physical safety of those present. Two employer representatives should always be present. The employee will be placed on administrative leave pending the result of the test. An employee who refuses an instruction to submit to a drug and/or alcohol test shall not be permitted to finish their shift and shall immediately be placed on administrative leave pending disciplinary action. A written record of the observations that led to a drug and alcohol test based on reasonable suspicion shall be prepared and signed by the supervisor making the observation. This written record shall be submitted to Human Resources.

(3) Post-Accident Testing: As soon as practicable following an occurrence involving the loss of life, an at-fault motor vehicle accident, an accident where an injury occurred (to the employee or a non-employee), or damage greater than a value determined by the City Manager, employees will be tested for prohibited drugs and alcohol. Depending on the circumstances and as outlined by the City of Alliance DOT FTA and FMCSA Drug and Alcohol Testing Policy, Employees also covered by DOT may be tested under DOT authority, rather than City Policy.

(4) Return-to-Duty and Follow-up Testing: An employee who previously tested positive on a drug or alcohol test or refused a test and is given a second-chance opportunity, must test negative for drugs, alcohol, or both and be evaluated and released by the Substance Abuse Professional before returning to work. Employees who have returned to duty following a positive or refused test will be required to undergo frequent, unannounced drug and/or alcohol testing following their return-to-duty test. The follow-up testing will be performed for a period of one to five years as determined by a Substance Abuse Professional, with a minimum of six tests to be performed in the first year.

(5) Department of Transportation (DOT) Drug Testing: The City is committed to following all relevant Federal regulations regarding workplace drug and alcohol abuse and misuse. This

includes, but is not limited to: Pre-Employment Drug Testing, Employee Random Drug Testing, Suspicion-Based Testing, Post-Accident Testing, Return to Duty Testing, and Follow-up Testing. Applicants for DOT-covered positions who fail the pre-employment drug test will not be considered for employment, but may reapply in accordance with the City of Alliance DOT FTA and FMCSA Drug and Alcohol Testing policy.

(6) Random Testing for Safety-Sensitive Positions (Non-DOT): Employees working in positions designated as safety-sensitive are subject to unannounced random drug and/or alcohol testing. Selection will be made by a neutral, scientifically valid method to ensure fairness and compliance with the Nebraska Drug and Alcohol Testing Act.

I. Consequences: One of the goals of the Drug-Free Workplace Program is to encourage employees to voluntarily seek help with alcohol and/or drug problems. If, however, an individual violates the policy, the consequences are serious. If an employee violates the policy, he or she will be subject to disciplinary action, up to and including termination. The City may discipline or terminate an employee possessing, consuming, controlling, selling, or using alcohol, drugs, or other controlled substances during work hours. The City may also discipline or terminate an employee who exhibits an ongoing dependence on alcohol, drugs, or other controlled substances which, in the City's opinion, impairs the employee's work performance, poses a threat to the public confidence, or is a safety risk to the City or others.

For safety-sensitive employees (DOT and non-DOT), a positive test result, refusal, or tampering may lead to immediate removal from safety-sensitive duties, and possibly termination, consistent with City policy and safety needs. The City may suspend any employee pending the outcome of any drug and/or alcohol test.

J. Second-Chance Policy: Without limiting the foregoing, upon an employee's first violation of being under the influence of alcohol or drugs at the workplace, the City may, in its sole discretion, allow the employee to participate in an appropriate drug or alcohol counseling or rehabilitation program as determined by a certified chemical use counselor or physician trained in the diagnosis and treatment of chemical dependency. The employee will be responsible for paying all costs associated with an evaluation, subsequent treatment, and testing as outlined in section H(4) of this policy.

This policy is intended to align with all applicable laws and is separate from the City's policies and practices related to drug and alcohol testing required by the Department of Transportation and State of Nebraska. If any provision of this Policy is found to be inoperative, unenforceable, or invalid in a specific instance, such a finding will not affect the enforceability or validity of that provision in other circumstances, nor will it impact the validity of other provisions. This Policy does not prevent an employee from being disciplined or discharged for other violations or performance issues.

K. Voluntary Report: Employees who voluntarily report an alcohol, drug, or controlled substance dependency problem may use leave to attend a bona fide treatment or counseling program. The City may condition continued employment on the employee's successful completion of treatment

or counseling programs and future avoidance of alcohol, drugs, or other controlled substances. Upon successful completion of an education or treatment program, as determined by a drug and alcohol abuse evaluation expert, the employee may be returned to such functions. ~~Any safety-sensitive employee may be immediately removed from such functions.~~ Self-reporting does not exempt a safety-sensitive employee from removal from such duties until cleared by a medical professional or a Substance Abuse Professional.

A voluntary report will be considered when it is not done to avoid testing under the requirements of this policy and is done before performing job functions (i.e., before reporting for duty under the influence). Self-referral for safety-sensitive employees, including those covered by the Federal Transit Administration and the Federal Motor Carrier Safety Administration, is governed by the City of Alliance DOT FTA and FMCSA Drug and Alcohol Testing Policy, as amended.

L. Assistance: The City of Alliance recognizes that alcohol and drug abuse and addiction are treatable illnesses. We also realize that early intervention and support improve the success of rehabilitation. To support our employees, our drug-free workplace policy:

- Encourages employees to seek help if they are concerned that they or their family members may have a drug and/or alcohol problem.
- Encourages employees to utilize the services of qualified professionals in the community to assess the seriousness of suspected drug or alcohol problems and identify appropriate sources of help.
- Offers all employees and their family members assistance with alcohol and drug problems through the Employee Assistance Program (EAP).
- Allows the use of accrued paid leave while seeking treatment for alcohol and other drug problems.
- Treatment for alcoholism and/or other drug use disorders may be covered by the employee benefit plan. However, the ultimate financial responsibility for recommended treatment belongs to the employee.

M. Confidentiality: All information received by the organization through the Drug-Free Workplace Program is confidential communication. Access to this information is limited to those who have a legitimate need to know in compliance with relevant laws and management policies. The City and its agents, including any testing laboratory used, shall not release or disclose any test results to the public, except that such results shall be released as required by law or to the employee upon request. Test results may be released to those officers, agents, or employees of the City who need to know the information for reasons connected to their employment with or service to the City.

N. Shared Responsibility: Maintaining a safe and productive drug-free workplace requires cooperation and shared responsibility from both employees and management. Everyone has a role to play. Employees are expected not to report to work or be on duty if their ability to perform job duties is impaired using alcohol or other drugs, whether on or off duty.

In addition, employees are encouraged to:

- Prioritize working in a safe environment.
- Support coworkers in seeking help.

- Utilize the Employee Assistance Program (EAP).
- Report unsafe or dangerous behavior to their supervisor.

Supervisors are responsible for:

- Informing employees about the Drug-Free Workplace Policy.
- Monitoring and evaluating employee performance.
- Investigating reports of unsafe practices.
- Documenting performance issues or concerning behaviors.
- Providing guidance on improving performance.
- Referring employees to the Employee Assistance Program.
- Clearly communicating the consequences of policy violations.

O. Communication: Effective communication is key to the success of our Drug-Free Workplace Policy. To ensure all employees understand their role in supporting a drug-free environment:

- Every employee will receive a copy of the policy, which will be reviewed during new employee orientation.
- Posters and brochures will be available at all locations.
- Employee education on the risks of alcohol and drug use, as well as available support, will be provided, as well as training on the meaning of “safety-sensitive” so employees clearly understand why certain positions have stricter rules.
- All supervisors will be trained to recognize and address issues related to alcohol and drug use in the workplace.

Narrative

September 16, 2025



RESOLUTION – SOLAR FIELD TRANSFORMER PURCHASE

In December of 2022, the City of Alliance entered into an Interconnection Agreement with Sandhills Energy to purchase electricity generated by a solar field they planned to build. As part of the agreement, the City of Alliance is responsible for 30.74% of the interconnection expense. The largest part of this expense is a step-up transformer. In December of 2023, the City made a down payment of \$69,232.50 for the transformer. The remaining balance due is \$42,538.14. This resolution will approve the final payment on the step-up transformer. Funds for this payment will come from Rural Rebuilds GL #05-51-54-53-948.



RECOMMENDATION: APPROVE FINAL PAYMENT ON STEP-UP TRANSFORMER FOR THE SOLAR FIELD

RESOLUTION NO. 25-112

WHEREAS, The City of Alliance oversees and operates the Electric Department;

WHEREAS, The Alliance Electric Department provides power within the City of Alliance and some surrounding area; and

WHEREAS, In December of 2022, the City of Alliance entered into an Interconnection Agreement with Sandhills Energy to purchase electricity generated by a solar field they planned to construct, which required the City to pay 30.74% of the total interconnection expense; and

WHEREAS, The largest portion of this expense was the purchase of a step-up transformer; and

WHEREAS, in December of 2023, the City of Alliance made a down payment of Sixty-Nine Thousand Two Hundred Thirty-Two and 50/100 Dollars (\$69,232.50) toward the purchase of the transformer, leaving a remaining balance due of Forty-Two Thousand Five Hundred Thirty-Eight and 14/100 Dollars (\$42,538.14).

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of the City of Alliance, Nebraska, that the final payment in the amount of Forty-Two Thousand Five Hundred Thirty-Eight and 14/100 Dollars (\$42,538.14) is authorized to be paid from Rural Rebuilds GL # 05-51-54-53-948 for the remaining balance of the transformer purchase.

PASSED AND APPROVED this 16th day of September, 2025.

(SEAL)

John McGhehey, Mayor

Attest: _____

Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Office, Legal Counsel

SE Construction, LLC

INVOICE

1403 Harney Street, Suite 200
Omaha NE 68102

BILL TO:
City of Alliance, Nebraska
United States

DATE:
08/01/2025
INVOICE #:
INV323

PO #	DUE DATE	TERMS
	08/01/2025	Due on receipt

ITEM	DESCRIPTION	QTY	RATE	NET AMOUNT
54120 Transformer Asset	Replacement Invoice for INV130, INV131 and CM44	1	\$42,538.14	\$42,538.14

SUBTOTAL	\$42,538.14
TAX TOTAL	\$0.00
TOTAL	\$42,538.14
AMOUNT PAID	\$0.00
AMOUNT DUE	\$42,538.14

Do not recreate or revise the pages of this document, as revisions and recreations will not be accepted. Failure to **return both pages of the original document** by the filing deadline (October 31, 2025) may result in the suspension of Highway Allocation funds until the documents are filed.

RESOLUTION

**SIGNING OF THE
MUNICIPAL ANNUAL CERTIFICATION OF PROGRAM COMPLIANCE
2025**

Resolution No. 25-113

Whereas: State of Nebraska Statutes, sections 39-2115, 39-2119, 39-2120, 39-2121, and 39-2520(2), requires an annual certification of program compliance to the Nebraska Board of Public Roads Classifications and standards; and

Whereas: State of Nebraska Statute, section 39-2120 also requires that the annual certification of program compliance by each municipality shall be signed by the Mayor or Village Board Chairperson and shall include the resolution of the governing body of the municipality authorizing the signing of the certification.

Be it resolved that the Mayor Village Board Chairperson of City of Alliance
(Check one box) (Print name of municipality)
is hereby authorized to sign the Municipal Annual Certification of Program Compliance.

Adopted this _____ day of _____, 20____ at _____ Nebraska.
(Month)

City Council/Village Board Members

City Council/Village Board Member _____
Moved the adoption of said resolution
Member _____ Seconded the Motion
Roll Call: _____ Yes _____ No _____ Abstained _____ Absent
Resolution adopted, signed, and billed as adopted.

Attest:

(Signature of Clerk)

Do not recreate or revise the pages of this document, as revisions and recreations will not be accepted. Failure to **return both pages of the original document** by the filing deadline (October 31, 2025) may result in the suspension of Highway Allocation funds until the documents are filed.

**MUNICIPAL
ANNUAL CERTIFICATION OF PROGRAM COMPLIANCE
TO
NEBRASKA BOARD OF PUBLIC ROADS CLASSIFICATIONS
AND STANDARDS
2025**

In compliance with the provisions of the State of Nebraska Statutes, sections 39-2115, 39-2119, 39-2120, 39-2121, and 39-2520(2), requiring annual certification of program compliance to the Board of Public Roads

Classifications and Standards, the City Village of _____
(Check one box) (Print name of municipality)

hereby certifies that it:

- ✓ has developed, adopted, and included in its public records the plans, programs, or standards required by sections 39-2115 and 39-2119;
- ✓ meets the plans, programs, or standards of design, construction, and maintenance for its highways, roads, or streets;
- ✓ expends all tax revenue for highway, road, or street purposes in accordance with approved plans, programs, or standards, including county and municipal tax revenue as well as highway-user revenue allocations;
- ✓ uses a system of revenue and costs accounting which clearly includes a comparison of receipts and expenditures for approved budgets, plans, programs, and standards;
- ✓ uses a system of budgeting which reflects uses and sources of funds in terms of plans, programs, or standards and accomplishments;
- ✓ uses an accounting system including an inventory of machinery, equipment, and supplies;
- ✓ uses an accounting system that tracks equipment operation costs;
- ✓ has included in its public records the information required under subsection (2) of section 39-2520; and
- ✓ **has included in its public records a copy of this certification and the resolution of the governing body authorizing the signing of this certification by the Mayor or Village Board Chairperson.**

Signature of Mayor Village Board Chairperson (Required)

(Date)

Signature of City Street Superintendent (Optional)

(Date)

Return the completed original signing resolution and annual certification of program compliance by October 31, 2025 to:

Nebraska Board of Public Roads Classifications and Standards
PO Box 94759
Lincoln NE 68509



Narrative

September 16, 2025



RESOLUTION--

Interdepartmental loans to the Airport from the Electric Fund (Res: 19-74 and Res: 22-32) were originally approved for 12-month terms and have been brought before Council semi-annually since their originations for extensions and revised interest rates. The combined current total of these loans is \$550,000.

RECOMMENDATION:

Set a fixed interest rate of 4% with a 10-year repayment plan for the combined remaining total of the two airport loans listed above plus interest for 2024-25.

RESOLUTION NO. 25-114

WHEREAS, The City of Alliance originally approved Resolutions 19-74 and 22-32 in the amounts of \$550,000 and \$500,000 to support Airport projects; and

WHEREAS, Semi-annual resolutions since the original resolutions have assigned extensions of the loan and revised interest rates applied: and

WHEREAS, setting a repayment timeline for repayment of funds will facilitate budget planning for future years; and

WHEREAS, Staff believes the most appropriate option is to set a fixed interest rate with a timeline for repayment for the existing interdepartmental loans.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the City of Alliance, Nebraska, that existing Interdepartmental loan from the Electric Fund to the Airport Fund be set at an interest rate of 4% in an amount of \$575,814.00 (remaining balance of principal plus interest for 2024-25) for a period of 120 months (10 years).

PASSED AND APPROVED this 16th day of September, 2025.

John McGhehey, Mayor

(SEAL)

Attest:

Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Office, Legal Counsel

RESOLUTION NO. 19-74

WHEREAS, The City of Alliance would like to utilize Electric Fund reserves to provide an interim loan to the Airport Fund to pay for the City's portion the snow plow and runway improvements which are in progress pending permanent financing; and

WHEREAS, Interest at the rate of 2.50% will be paid for the funds being borrowed; and

WHEREAS, Loaning the money with interest will be in lieu of investing the reserve funds in a money market account; and

WHEREAS, Staff believes this is a viable option for financing the needed improvements within the Airport Fund and providing the Electric Fund reasonable returns on reserves.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the City of Alliance, Nebraska, that the use of Electric Fund cash reserves may be used for an interim interdepartmental loan to the Airport Fund at the interest rate of 2.50% in an amount not to exceed \$500,000 for a period not to exceed 12 months.

BE IT FURTHER RESOLVED that budget authority is being transferred from the Urban Rebuild Account No. 05-51-53-53-948 and Capital Outlay-Vehicles Account No. 05-51-53-59-960 to the Electric Loans to Other Funds Account No. 05-51-50-38-863.

PASSED AND APPROVED this 20th day of August, 2019.


Mike Dafney, Mayor

(SEAL)

Attest: 
Linda S. Jines, City Clerk

Approved as to Form and Legality:


Simmons Olsen Law Office, Legal Counsel

RESOLUTION NO. 22-32

WHEREAS, The City of Alliance utilized Electric Fund reserves to provide an interim inter-department loan to the Airport Fund to pay for the City's portion of the Airport Taxiway and Apron Rehabilitation Projects; and

WHEREAS, The inter-department loan will be in the amount of \$500,000 for a term of one-year at the rate of 2.00%; and

WHEREAS, A budget transfer in the amount of \$500,000 from Electric budget authority, Urban Rebuilds (GL #05-51-53-53-948) and Rural Rebuilds (GL #05-51-54-59-948) to Loans To-From Other Funds (#GL #05-51-50-38-863) is required for the interim inter-department financing.

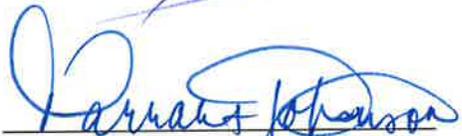
NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the City of Alliance, Nebraska, that interim inter-department loan from Urban Rebuilds (GL #05-51-53-53-948) and Rural Rebuilds (GL #05-51-54-59-948) to Loans To-From Other Funds (#GL #05-51-50-38-863) in the amount of \$500,000 from a term of one-year at the rate of 2.00% is hereby approved.

PASSED AND APPROVED this 7th day of June, 2022

(SEAL)


Mike Dafney, Mayor

Attest:


Tarrah S. Johnson, City Clerk

Approved as to Form and Legality:


Simmons Olsen Law Office, Legal Counsel

Amortization Schedule for Airport Fund loan from Electric 2022

10-Yr loan	4.00%	Loan Original					\$575,814.00
Payment number	Date	Payment		Principal	Interest		Principal Balance
1	Sept. 2026	2026		\$80,613.96	\$57,581.40	23,032.56	\$518,232.60
2	Sept. 2027	2027		\$78,310.70	\$57,581.40	20,729.30	\$460,651.20
3	Sept. 2028	2028		\$76,007.45	\$57,581.40	18,426.05	\$403,069.80
4	Sept. 2029	2029		\$73,704.19	\$57,581.40	16,122.79	\$345,488.40
5	Sept. 2030	2030		\$71,400.94	\$57,581.40	13,819.54	\$287,907.00
6	Sept. 2031	2031		\$69,097.68	\$57,581.40	11,516.28	\$230,325.60
7	Sept. 2032	2032		\$66,794.42	\$57,581.40	9,213.02	\$172,744.20
8	Sept. 2033	2033		\$64,491.17	\$57,581.40	6,909.77	\$115,162.80
9	Sept. 2034	2034		\$62,187.91	\$57,581.40	4,606.51	\$57,581.40
10	Sept. 2035	2035		\$59,884.66	\$57,581.40	2,303.26	\$0.00
Total				\$575,814.00	\$126,679.08		

consolidate 2 loans (\$400,00 and \$150,000)

Loan approved June 2022 Res. 22-32

Narrative

September 16, 2025



RESOLUTION--

An Interdepartmental loan to the General Fund from the Electric Fund (Res: 23-38) in the amount of 2,300,000 to purchase the golf course property from the Airport and to pay for HVAC replacement at the Library has been presented to the Council semi-annually for extensions and revised interest rates. The original Resolution does not state a repayment time frame.

RECOMMENDATION:

Set a fixed interest rate of 4% with a 15-year repayment plan for the amount of the loan plus interest for the 2024-25 FY.

RESOLUTION NO. 25-115

WHEREAS, The City of Alliance originally approved Resolution 23-38 in the amount of \$2,300,000 to purchase the golf course property from the Airport and to pay for HVAC replacement at the Library; and

WHEREAS, Semi-annual resolutions since the original resolution have assigned extensions of the loan and revised interest rates applied: and

WHEREAS, setting a repayment timeline for repayment of funds will facilitate budget planning for future years; and

WHEREAS, Staff believes the most appropriate option is to set a fixed interest rate with a timeline for repayment for the existing interdepartmental loan.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the City of Alliance, Nebraska, that existing Interdepartmental loan from the Electric Fund to the General Fund be set at an interest rate of 4% in an amount of \$2,407,951.92 (original amount plus interest for 2024-25) for a period of 180 months (15 years).

PASSED AND APPROVED this 16th day of September, 2025.

John McGhehey, Mayor

(SEAL)

Attest:

Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Office, Legal Counsel

RESOLUTION NO. 23-38

WHEREAS, The City of Alliance desires to utilize Electric Fund reserves to provide an interim inter-department loan to the General Fund to purchase the golf course property from the Airport and to pay for HVAC improvements to the Alliance Learning Center; and

WHEREAS, The City of Alliance budgeted for this loan, transfer, and associated purchases as part of the adopted FY 2022-2023 budget; and

WHEREAS, \$2,300,000 in Electric Fund reserves will be transferred to the General Fund with \$1,018,000 earmarked for purchase of the golf course and \$1,282,000 earmarked for the library HVAC project; and

WHEREAS, Staff is recommending that a loan in the amount of \$2,300,000 from Electric Fund reserves to the General Fund be made with an effective date of June 1, 2023 at a rate of 4.25%.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the City of Alliance, Nebraska, that an interim inter-department loan in the amount of \$2,300,000 from Electric Fund reserves to the General Fund with an effective date of June 1, 2023 at a rate of 4.25% is hereby approved.

PASSED AND APPROVED this 16th day of May, 2023.



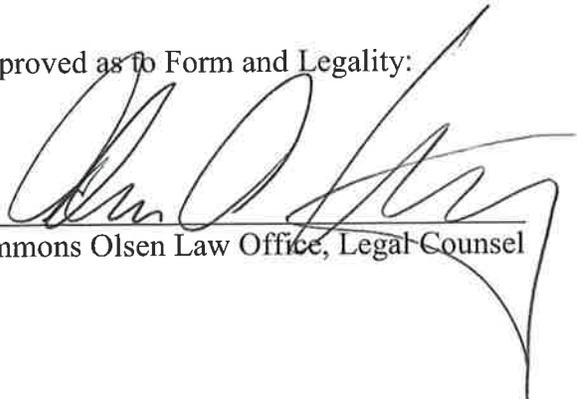
John McGhehey, Vice-Mayor

(SEAL)

Attest: 

Shelbi C. Pitt, City Clerk

Approved as to Form and Legality:



Simmons Olsen Law Office, Legal Counsel

RESOLUTION NO. 25-116

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

Recitals:

a. On April 15, 2025, the City Council elected, by Resolution 25-50, to allow expedited reviews of redevelopment plans that meet the requirements in Section 18-2155(2) of the Community Development Law (NEB. REV. STAT. § 18-2101 *et seq.*).

b. Bruce and Debra Dopheide (the “Redevelopers”) have submitted an Application for Expedited Review of Community Redevelopment Plan (the “Plan”) for the *424 Toluca Avenue Project* (the “Project”), dated May 30, 2025. The Redevelopers have paid the application fee for the Plan.

c. The Plan proposes to redevelop an area of the City that the City Council has declared to be blighted and substandard and in need of redevelopment. The Plan includes the use of tax increment financing.

d. The City Manager or designee has conducted an expedited review of the Plan, determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law, and recommended approval of the Plan.

Resolved:

1. The City Council has determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law and is consistent with the City’s Comprehensive Plan.
2. The City Council approves the Plan and the Project.
3. The City Manager and designees and the Community Redevelopment Authority are authorized and directed to execute such documents and take such further actions as are necessary to carry out the purposes and intent of this Resolution and the Plan according to Section 18-2155 of the Community Development Law.
4. This Resolution shall become effective immediately upon its adoption.

PASSED and APPROVED on September 16, 2025

John McGhehey, Mayor

(SEAL)

Attest: _____
Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Office, Legal Counsel

**Application for Expedited Review
of Community Redevelopment Plan
Tax Increment Financing (TIF) Project**

For Official Use

Date Received 9/10/25 AD

Date of Review _____

___ Approved ___ Denied

County Name <u>Box Butte County</u>	City <u>Alliance</u>
Redeveloper (Owner) <u>Bruce and Debra Dopheide</u>	
Redevelopment Project Name <u>424 Toluca Avenue</u>	
Parcel Number <u>0070103259</u>	
Application Date of the Expedited Redevelopment <u>Sept. 10, 2025</u>	

1. What are the existing uses and condition of the property within the redevelopment project area? <u>Single Family Residence</u>
2. What are the proposed uses of the property within the redevelopment project area? <u>Single Family Residence</u>
3a. Has the structure been within the corporate limits of the city for at least sixty years? Yes <u>X</u> No ___
3b. If the project includes the redevelopment of a vacant lot that is within the corporate limits of the city, has that lot been platted for at least sixty years? <u>N/A</u> Yes ___ No ___
4. What is the current assessed value of the property within the redevelopment project area? <u>\$97,416⁰⁰</u>
5. What the increase in the assessed value of the property within the redevelopment project area that is estimated to occur as a result of the redevelopment project? <u>230,000</u>
6. Will the redevelopment project be financed in whole or in part through the division of taxes as provided in section 18-2147? Yes ___ No <u>X</u>
7. What are the agreed-upon costs of the redevelopment project? <u>\$ 101,200</u>

Debra Q. Dopheide
Redeveloper's Signature

Sept. 10, 2025
Date

Upon completion of this form, the redeveloper must provide the original to the City or Community Redevelopment Authority.

(see form instructions on reverse)

RESOLUTION NO. 25-117

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

Recitals:

a. On April 15, 2025, the City Council elected, by Resolution 25-50, to allow expedited reviews of redevelopment plans that meet the requirements in Section 18-2155(2) of the Community Development Law (NEB. REV. STAT. § 18-2101 *et seq.*).

b. Wildflower Haven, LLC (the “Redeveloper”) has submitted an Application for Expedited Review of Community Redevelopment Plan (the “Plan”) for the *424 Mississippi Avenue Project* (the “Project”), dated June 6, 2025. The Redeveloper has paid the application fee for the Plan.

c. The Plan proposes to redevelop an area of the City that the City Council has declared to be blighted and substandard and in need of redevelopment. The Plan includes the use of tax increment financing.

d. The City Manager or designee has conducted an expedited review of the Plan, determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law, and recommended approval of the Plan.

Resolved:

1. The City Council has determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law and is consistent with the City’s Comprehensive Plan.
2. The City Council approves the Plan and the Project.
3. The City Manager and designees and the Community Redevelopment Authority are authorized and directed to execute such documents and take such further actions as are necessary to carry out the purposes and intent of this Resolution and the Plan according to Section 18-2155 of the Community Development Law.
4. This Resolution shall become effective immediately upon its adoption.

PASSED and APPROVED on September 16, 2025

John McGhehey, Mayor

(SEAL)

Attest: _____
Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Office, Legal Counsel

For Official Use
 Date Received 9/10/25 AD
 Date of Review _____
 ___ Approved ___ Denied

**Application for Expedited Review
 of Community Redevelopment Plan
 Tax Increment Financing (TIF) Project**

County Name <u>Box Butte</u>	City <u>Alliance</u>
Redeveloper (Owner) <u>Wildflower Haven LLC c/o Christina Yates</u>	
Redevelopment Project Name <u>424 Mississippi</u>	
Parcel Number <u>070015554</u>	
Application Date of the Expedited Redevelopment <u>9/10/25</u>	

1. What are the existing uses and condition of the property within the redevelopment project area?
Rental property

2. What are the proposed uses of the property within the redevelopment project area?
Rental property

3a. Has the structure been within the corporate limits of the city for at least sixty years? Yes No

3b. If the project includes the redevelopment of a vacant lot that is within the corporate limits of the city, has that lot been platted for at least sixty years? Yes No N/A

4. What is the current assessed value of the property within the redevelopment project area?
82,995

5. What the increase in the assessed value of the property within the redevelopment project area that is estimated to occur as a result of the redevelopment project?
\$20,000

6. Will the redevelopment project be financed in whole or in part through the division of taxes as provided in section 18-2147? Yes No cash paid \$6000 balance for new

7. What are the agreed-upon costs of the redevelopment project?
\$15,000 water heaters and fixing chimney which is falling apart

[Signature] Redeveloper's Signature 9/10/25 Date

Upon completion of this form, the redeveloper must provide the original to the City or Community Redevelopment Authority.

RESOLUTION NO. 25-118

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

Recitals:

a. On April 15, 2025, the City Council elected, by Resolution 25-50, to allow expedited reviews of redevelopment plans that meet the requirements in Section 18-2155(2) of the Community Development Law (NEB. REV. STAT. § 18-2101 *et seq.*).

b. Wildflower Haven, LLC (the “Redeveloper”) has submitted an Application for Expedited Review of Community Redevelopment Plan (the “Plan”) for the *507 Toluca Avenue Project* (the “Project”), dated June 6, 2025. The Redeveloper has paid the application fee for the Plan.

c. The Plan proposes to redevelop an area of the City that the City Council has declared to be blighted and substandard and in need of redevelopment. The Plan includes the use of tax increment financing.

d. The City Manager or designee has conducted an expedited review of the Plan, determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law, and recommended approval of the Plan.

Resolved:

1. The City Council has determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law and is consistent with the City’s Comprehensive Plan.
2. The City Council approves the Plan and the Project.
3. The City Manager and designees and the Community Redevelopment Authority are authorized and directed to execute such documents and take such further actions as are necessary to carry out the purposes and intent of this Resolution and the Plan according to Section 18-2155 of the Community Development Law.
4. This Resolution shall become effective immediately upon its adoption.

PASSED and APPROVED on September 16, 2025

John McGhehey, Mayor

(SEAL)

Attest: _____
Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Office, Legal Counsel

For Official Use

Date Received 9/10/25 *Arch A*

Date of Review _____

___ Approved ___ Denied

Application for Expedited Review of Community Redevelopment Plan Tax Increment Financing (TIF) Project

County Name	<u>Box Butte</u>	City	<u>Alliance</u>
Redeveloper (Owner)	<u>Wildflower Haven LLC c/o Christina Yates</u>		
Redevelopment Project Name	<u>507 Toluca</u>		
Parcel Number	<u>07 0103321</u>		
Application Date of the Expedited Redevelopment	<u>9/10/25</u>		

1. What are the existing uses and condition of the property within the redevelopment project area?
Rental property

2. What are the proposed uses of the property within the redevelopment project area?
Rental property

3a. Has the structure been within the corporate limits of the city for at least sixty years? Yes No

3b. If the project includes the redevelopment of a vacant lot that is within the corporate limits of the city, has that lot been platted for at least sixty years? Yes No N/A

4. What is the current assessed value of the property within the redevelopment project area?
\$111,305

5. What the increase in the assessed value of the property within the redevelopment project area that is estimated to occur as a result of the redevelopment project? Backyard/driveway will need concrete removal & repaving
\$30,000

6. Will the redevelopment project be financed in whole or in part through the division of taxes as provided in section 18-2147? Yes No part pd cash (\$7,000) need funding for

7. What are the agreed-upon costs of the redevelopment project? rest \$ _____
\$30,000

[Signature] 9/10/25
 Redeveloper's Signature Date

Upon completion of this form, the redeveloper must provide the original to the City or Community Redevelopment Authority.

RESOLUTION NO. 25-119

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

Recitals:

a. On April 15, 2025, the City Council elected, by Resolution 25-50, to allow expedited reviews of redevelopment plans that meet the requirements in Section 18-2155(2) of the Community Development Law (NEB. REV. STAT. § 18-2101 *et seq.*).

b. Christina and Scott Yates (the “Redevelopers”) have submitted an Application for Expedited Review of Community Redevelopment Plan (the “Plan”) for the *820 Missouri Avenue Project* (the “Project”), dated June 6, 2025. The Redevelopers have paid the application fee for the Plan.

c. The Plan proposes to redevelop an area of the City that the City Council has declared to be blighted and substandard and in need of redevelopment. The Plan includes the use of tax increment financing.

d. The City Manager or designee has conducted an expedited review of the Plan, determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law, and recommended approval of the Plan.

Resolved:

1. The City Council has determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law and is consistent with the City’s Comprehensive Plan.
2. The City Council approves the Plan and the Project.
3. The City Manager and designees and the Community Redevelopment Authority are authorized and directed to execute such documents and take such further actions as are necessary to carry out the purposes and intent of this Resolution and the Plan according to Section 18-2155 of the Community Development Law.
4. This Resolution shall become effective immediately upon its adoption.

PASSED and APPROVED on September 16, 2025

John McGhehey, Mayor

(SEAL)

Attest: _____
Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Office, Legal Counsel

For Official Use

Date Received Sub AA 9/10/25

Date of Review _____

Approved Denied

Application for Expedited Review of Community Redevelopment Plan Tax Increment Financing (TIF) Project

County Name <u>Box Butte</u>	City <u>Alliance</u>
Redeveloper (Owner) <u>Christina & Scott Yates</u>	
Redevelopment Project Name <u>820 Missouri Ave</u>	
Parcel Number <u>070036586</u>	
Application Date of the Expedited Redevelopment <u>9/10/25</u>	

1. What are the existing uses and condition of the property within the redevelopment project area?
Primary residence Fair+

2. What are the proposed uses of the property within the redevelopment project area?
Primary residence

3a. Has the structure been within the corporate limits of the city for at least sixty years? Yes No

3b. If the project includes the redevelopment of a vacant lot that is within the corporate limits of the city, has that lot been platted for at least sixty years? Yes No N/A

4. What is the current assessed value of the property within the redevelopment project area?
\$144,694 remodeled basement

5. What the increase in the assessed value of the property within the redevelopment project area that is estimated to occur as a result of the redevelopment project? \$5,000 egress windows now 3bd instead of 2bd
new furnace/ac

6. Will the redevelopment project be financed in whole or in part through the division of taxes as provided in section 18-2147? Yes No pd out of pocket w/cash

7. What are the agreed-upon costs of the redevelopment project? \$20,000 would like add funding

[Signature] 9/10/25
 Redeveloper's Signature Date

Upon completion of this form, the redeveloper must provide the original to the City or Community Redevelopment Authority.

RESOLUTION NO. 25-120

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

Recitals:

a. On April 15, 2025, the City Council elected, by Resolution 25-50, to allow expedited reviews of redevelopment plans that meet the requirements in Section 18-2155(2) of the Community Development Law (NEB. REV. STAT. § 18-2101 *et seq.*).

b. Gary and Kelly Rasmussen (the “Redevelopers”) have submitted an Application for Expedited Review of Community Redevelopment Plan (the “Plan”) for the *613 Cheyenne Avenue Project* (the “Project”), dated August 28, 2025. The Redevelopers have paid the application fee for the Plan.

c. The Plan proposes to redevelop an area of the City that the City Council has declared to be blighted and substandard and in need of redevelopment. The Plan includes the use of tax increment financing.

d. The City Manager or designee has conducted an expedited review of the Plan, determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law, and recommended approval of the Plan.

Resolved:

1. The City Council has determined that the Plan meets the requirements of Section 18-2155(2) of the Community Development Law and is consistent with the City’s Comprehensive Plan.

2. The City Council approves the Plan and the Project.

3. The City Manager and designees and the Community Redevelopment Authority are authorized and directed to execute such documents and take such further actions as are necessary to carry out the purposes and intent of this Resolution and the Plan according to Section 18-2155 of the Community Development Law.

4. This Resolution shall become effective immediately upon its adoption.

PASSED and APPROVED on September 16, 2025

John McGhehey, Mayor

(SEAL)

Attest: _____
Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Office, Legal Counsel

For Official Use

Date Received 8/28/25 AS

Date of Review _____

___ Approved ___ Denied

Application for Expedited Review of Community Redevelopment Plan Tax Increment Financing (TIF) Project

County Name <u>Box Butte</u>	City <u>Allamore</u>
Redeveloper (Owner) <u>Garry & Kelly Rasmussen</u>	
Redevelopment Project Name <u>613 Cheyenne</u>	
Parcel Number <u>070003629</u>	
Application Date of the Expedited Redevelopment <u>8/28/25</u>	

1. What are the existing uses and condition of the property within the redevelopment project area? <u>RESIDENTIAL, PROPERTY IN POOR CONDITION, ROOF LEAKS, BROKEN WINDOWS, DEAD TREES</u>
2. What are the proposed uses of the property within the redevelopment project area? <u>RESIDENTIAL, COMPLETE REDO OF PROPERTY, NEW ROOF, SIDINGS, WINDOWS, REAR DECK, PORCH, BATHROOM & KITCHEN</u>
3a. Has the structure been within the corporate limits of the city for at least sixty years? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
3b. If the project includes the redevelopment of a vacant lot that is within the corporate limits of the city, has that lot been platted for at least sixty years? Yes <input type="checkbox"/> No <input type="checkbox"/> <u>BUILT 1903</u>
4. What is the current assessed value of the property within the redevelopment project area? <u>2025 - \$73755</u>
5. What the increase in the assessed value of the property within the redevelopment project area that is estimated to occur as a result of the redevelopment project? <u>\$17500</u>
6. Will the redevelopment project be financed in whole or in part through the division of taxes as provided in section 18-2147? Yes <input type="checkbox"/> No <input type="checkbox"/>
7. What are the agreed-upon costs of the redevelopment project? \$ <u>73750</u>


8-28-25
 Redeveloper's Signature Date

Upon completion of this form, the redeveloper must provide the original to the City or Community Redevelopment Authority.

(see form instructions on reverse)

Narrative

September 16, 2025

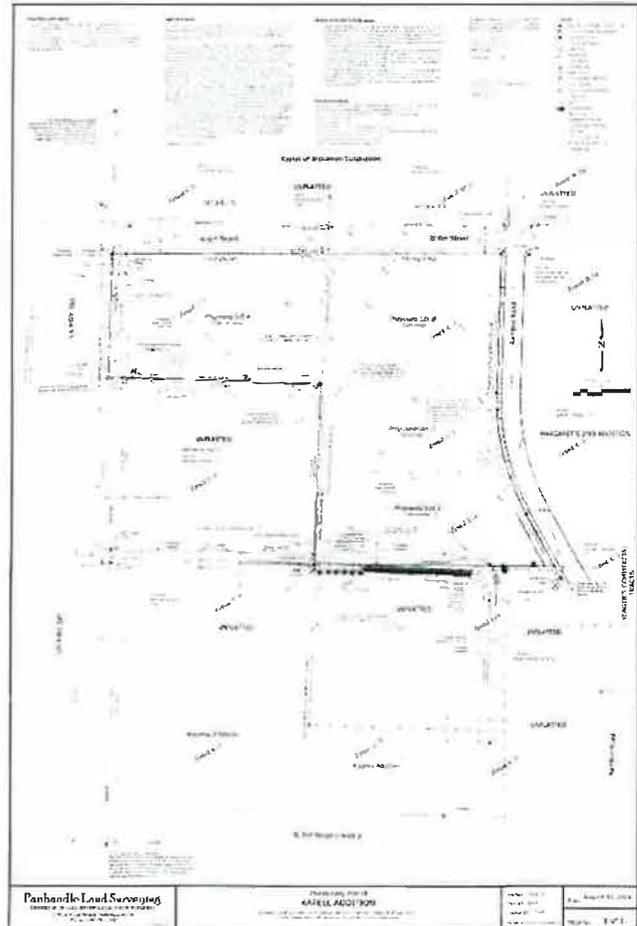


ORDINANCE – FINAL PLAT OF KARELL ADDITION TO THE CITY OF ALLIANCE, BOX BUTTE COUNTY, NEBRASKA.

The City of Alliance is in receipt of an application for a Final Plat for the dedication of Karell Addition to the City of Alliance, Box Butte County, Nebraska.

The proposed addition is located at the southwest corner of West 6th Street and Ramblin Rd. The addition is bordered by Ag, Agriculture zoning to the west, R-4, Atypical Residential Housing and C-3 Heavy Commercial to the north, R-1a, Single Family Residential and C-3 Heavy Commercial to the east, and C-3 Heavy Commercial to the south. The zoning is not proposed to change as part of this subdivision.

The proposed lots are currently vacant. The proposed land use of Lot 3 is camper storage, Lot 2 is cold storage, and Lot 1 is storage. Lot 4s proposed land use is currently unknown. Camper storage will require a Conditional Use Permit. The proposed subdivision is bordered by single family homes to the north, agriculture to the west, a tree trimming and landscaping business to the south, storage units and vacant land to the east.



The plat creates a 20 foot wide utility easement along the east side of proposed Lots 1, 2, and 3 for water main extension. It is a general utility easement so other utilities may co-locate there. The plat will create a 20 foot wide alley between proposed Lots 1-3 and the land to the west (Lot 4). This is primarily to replace an easement for a sanitary sewer trunk main installed in 1968 and provide a secondary means of access to the lots. The alley dead ends at the south end of the proposed subdivision. The Planning Commission recommended adding a 40' x 40' cul-de-sac at the south end of the alley for a turn around and the developer was agreeable to that.

The subdivision is bordered by Nebraska State Highway 2 / US Highway 385 to the west, West 6th Street to the north, and Ramblin Road to the east. There are not any proposed streets but there is proposed an approximately 650 foot alley north and south through the subdivision. Highway 2 is a principal arterial and Ramblin Road has begun to function as a minor arterial since the construction of the W 10th Street overpass (Transportation Pg. 2). West 6th Street is not paved but it would provide access between Ramblin Rd. and Highway 2 and the north sides of Lots 4 and 3 if it were. Ramblin Rd. and Highway 2 would be able to accommodate additional traffic from development of the proposed commercial lots.

Typically, technical drawings and installation guarantees for public improvements are required as part of the subdivision of property located in the City and adjacent to the City. The applicant is requesting the City waive the requirement to install watermain along Ramblin Road. Should Council choose to waive this requirement, staff

Narrative

September 16, 2025



recommends requiring the applicant enter into a deferment agreement with the City that allows the deferment currently and guarantees installation at a future time according to the conditions in the agreement. These conditions are usually things like development, water system looping, pressure requirements, etc.

The City of Alliance Planning Commission met at its regular meeting February 11, 2025 and found that the final plat was consistent with the goals in the Comprehensive Plan and met the minimum requirements of the Alliance Municipal Code. They voted yes on a recommendation to the Alliance City Council for the

approval of Karell Addition to the City of Alliance, Box Butte County, Nebraska provided a 40' X 40' cul-de-sac be added at the south end of the alley, after making the following findings of fact:

- The subdivision would permit additional commercial development along Ramblin Road and Nebraska Highway 2.
- The commercial subdivision is consistent with the neighborhood identification in page LU 9 as commercial.
- The Final Plat contains all components required by Section 107-82 of the Alliance Municipal Code.
- Transportation routes along the west and east lot lines would provide sufficient access to the proposed lots.
- The subdivision meets the minimum requirements of Section 109-51 C-3, Heavy Commercial District (zoning) of the Alliance Municipal Code.

Possible reasons not to approve the plat would be:

- The alley proposed to be dedicated is a dead end.
- West 6th Street is not paved.
- The applicant is asking the public improvements not be required for platting.

RECOMMENDATION: THE APPROVAL OF THE FINAL PLAT OF KARELL ADDITION TO THE CITY OF ALLIANCE, BOX BUTTE COUNTY, NEBRASKA PROVIDED THE APPLICANT ENTER INTO A DEFERMENT AGREEMENT WITH THE CITY IN LIEU OF A COMPLETE WAIVER OF THE REQUIREMENT TO INSTALL THE PUBLIC IMPROVEMENTS.

ORDINANCE NO. 3005

AN ORDINANCE OF THE CITY OF ALLIANCE, NEBRASKA APPROVING THE FINAL PLAT FOR KARELL ADDITION, A 9.14 ACRE TRACT OF LAND DESCRIBED AS PART OF THE SOUTHEAST QUARTER OF THE NORTHEAST QUARTER OF SECTION 34 AND PART OF THE SOUTHWEST QUARTER OF THE NORTHWEST QUARTER OF SECTION 35, TOWNSHIP 25 NORTH, RANGE 48 WEST OF THE 6TH PRINCIPAL MERIDIAN, ALLIANCE, BOX BUTTE COUNTY, NEBRASKA; AUTHORIZING THE MAYOR TO SIGN THE PLAT; ORDERING THE FINAL PLAT TO BE FILED IN THE OFFICE OF THE REGISTER OF DEEDS OF BOX BUTTE COUNTY; AND PROVIDING FOR AN EFFECTIVE DATE.

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

SECTION 1. The City of Alliance has received the application for approval of the Final Plat of Karell Addition, a 9.14 acre tract of land described as part of the Southeast Quarter of the Northeast Quarter of Section 34 and part of the Southwest Quarter of the Northwest Quarter of Section 35, Township 25 North, Range 48 West of the 6th Principal Meridian, Alliance, Box Butte County, Nebraska from James Karell, President of Karell Remodeling Services and Properties, Inc.

SECTION 2. The Planning Commission held a public hearing on February 11, 2025, and has recommended the approval of the Final Plat.

SECTION 3. The Final Plat of Karell Addition, a 9.14 acre tract of land described as part of the Southeast Quarter of the Northeast Quarter of Section 34 and part of the Southwest Quarter of the Northwest Quarter of Section 35, Township 25 North, Range 48 West of the 6th Principal Meridian, Alliance, Box Butte County, Nebraska is approved by the City of Alliance.

SECTION 4. The Mayor is authorized to sign the Final Plat on behalf of the City of Alliance, Nebraska. Such Final Plat and related documents are ordered to be filed and recorded in the office of the Register of Deeds, Box Butte County, Nebraska

SECTION 5. This ordinance shall be in full force and effect from and after its approval, passage, and publication according to law.

PASSED and APPROVED on September ___, 2025

John McGhehey, Mayor

(SEAL)

Attest: _____
Ammie L. Bedient, City Clerk

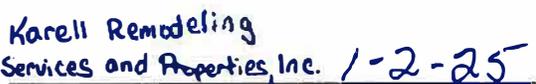
Approved as to Form and Legality:

Application for Final Plat



Building the Best Hometown in America®

City of Alliance
 Community Development Department
 P.O. Box D – 324 Laramie Avenue
 Alliance, NE 69301
 308-762-5400 / Fax 308-762-7848

Name of Applicant James Karell		Daytime Phone # 308-760-0386	
Address 656 W 20th	City Alliance	State / Zip NE 69301	
Name of Property Owner <i>(Owner of Record ONLY)</i> Karell Remodeling Services and Properties, Inc		Daytime Phone # 308-760-0386	
Address 656 W 20th	City Alliance	State / Zip NE 69301	
Name of Property Owner <i>(Owner of Record ONLY)</i> NA		Daytime Phone #	
Address	City	State / Zip	
Reason for requesting a Final Plat			
<p>The applicant hereby consents to the provisions of Chapter 107 of the Alliance Municipal Code. A summary of the submittal requirements has been included on the final pages of this application. To ensure timely processing, please make sure that all required material has been submitted with the application and all necessary information is shown on the Final Plat.</p>			
Signatures:			
 Applicant		 Owner of Record	
Date		Date	
Applicant		Owner of Record	
Date		Date	

Shaded Area for Office Use Only

Date Received <u>JAN 11, 2025</u>	Filing Fee - \$150.00 <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Received By <u>KCOHRAD</u>
Total Acreage or Sq. Footage <u>9.14 ACRES</u>	Mylar / 7 Paper Copies Included? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Date of Public Hearing <u>FEB 11, 2025</u>
Receipt # _____	Zoning District _____	Number of Lots <u>4</u>

Has a variance, rezoning, or a conditional use permit been granted for this property? Yes No

If yes, list the case number _____

Comments: _____

CHECKLIST - (Items to be included on the Final Plat)

<input checked="" type="checkbox"/> 1) 1 Mylar and 7 paper copies.	<input checked="" type="checkbox"/> 9) Lots shall be numbered clearly. If blocks are to be numbered or lettered, these shall be shown clearly in the centre of the block.
<input checked="" type="checkbox"/> 2) Prepared by a Surveyor licensed by the State of Nebraska.	<input checked="" type="checkbox"/> 10) The exact locations, widths, and names of all streets to be dedicated.
<input checked="" type="checkbox"/> 3) Scale of 1" = 100' or a scale that is easily read and reproduced.	<input checked="" type="checkbox"/> 11) Locations and width of all easements to be dedicated and their designated purpose.
<input checked="" type="checkbox"/> 4) Sheet size of at least 8.5" X 14" but no more than 24" X 36".	<input checked="" type="checkbox"/> 12) Building lines on front and side streets in residential areas, including dimensions.
<input checked="" type="checkbox"/> 5) The name of the subdivision present on the plat.	<input checked="" type="checkbox"/> 13) Name and address of developer, surveyor making the plat, and the owners of record at the time of submittal, plus any lien or mortgage holders of record at the time of submittal.
<input checked="" type="checkbox"/> 6) Descriptive boundaries of the subdivision, based on an accurate traverse, giving angular and linear dimensions of second-order-surveying accuracy. All calculations shall be furnished showing bearings and distances of all boundary lines and lot lines and the square foot area of each lot.	<input checked="" type="checkbox"/> 14) Scale of plat (the scale to be shown graphically and in feet per inch), date, and north arrow.
<input checked="" type="checkbox"/> 7) Location of boundaries shall be shown in reference to existing official monuments or the nearest established street lines, including true angles and distances to such reference points or monuments.	<input checked="" type="checkbox"/> 15) Statement dedicating all easements, lots or tracts, streets, and other public property, properly signed and acknowledged by appropriate persons, surveyors, certification, and other language as shown on the following page.
<input checked="" type="checkbox"/> 8) Location of lots, streets, public highways, alleys, parks, and other features with accurate dimensions in feet and decimals of feet, with the length and radii and/or arcs of all curves, and with all other information necessary to reproduce the plat on the ground. Dimensions shall be shown from all angle points and points of curve to lot lines.	<input checked="" type="checkbox"/> 16) A Surveyors certificate stating that permanent monuments have been or shall be placed at all boundary, block, and lot corners. The certificate shall be executed by a registered land surveyor licensed in the State of Nebraska.

Legal Description:

Part of the Southeast Quarter of the Northeast Quarter (SE1/4NE1/4) of Section 34 and part of the Southwest Quarter of the Northwest Quarter (SW1/4NW1/4) of Section 35, Township 25 North, Range 48 West of the 6th Principal Meridian, Alliance, Box Butte County, Nebraska, more particularly described as follows:

With reference to the southwest corner of said SW 1/4NW1/4, thence on the west line of said SW 1/4NW1/4 N0°27'11"E (basis of bearing) a distance of 606.00 feet to the intersection of said west line with the south line of a 50 foot drainage easement recorded in Deed Book 46, Page 478; thence, at right angles to said west line, on said south line S89°32'43"E, a distance of 441.79 feet to the intersection of said south line with the southerly extension of the east line of a tract of land described in Deed Book 64, Page 255, said point being the POINT OF BEGINNING of this description; thence on said extension and on said east line N1°46'43"E a distance of 389.91 feet to the northeast corner of said tract; thence on the north line of said tract and on the extension of said north line N88°13'53"W a distance of 450.91 feet to the intersection of said extension line with said west line of said SW1/4NW1/4; thence continuing on said extension line N88°13'53"W a distance of 8.85 feet to a point on the east right-of-way (ROW) line of US Highway 385; thence on said ROW line N1°47'39"E a distance of 265.25 feet to the intersection of said ROW line with the south ROW line of West 6th Street; thence on said south ROW line N89°57'36"E a distance of 2.65 feet to a point on said west line of said SW1/4NW1/4; thence continuing on said south ROW line N89°57'36"E a distance of 837.38 feet to the intersection of said south ROW line with the west ROW line of Ramblin Road; thence on said west ROW line S1°48'22"W a distance of 299.21 feet; thence continuing on said west ROW line a distance of 273.71 feet on a tangent curve to the left, said curve having a radius of 501.586 feet, an included angle of 31°15'57", and a long chord bearing of S13°49'38"E a distance of 270.33 feet; thence continuing on said west ROW line, tangent to foresaid curve S29°29'41"E a distance of 128.88 feet to the intersection of said west ROW line with the extension of said south line of said 50 foot drainage easement; thence on said extension of said south line and on said south line N89°32'43"W a distance of 519.54 feet to the point of beginning, containing 9.14 acres more or less.

OWNER'S STATEMENT:

The undersigned, being the Owner of the tract of land described in the foregoing Legal Description and shown on the accompanying plat, have caused such real estate to be platted as and shall be hereafter known as: LOTS 1, 2, 3, & 4, KARELL ADDITION, TO THE CITY OF ALLIANCE, BOX BUTTE COUNTY, NEBRASKA, as shown on the accompanying plat. It shall be sufficient description of the lots on this plat to hereafter designate the same by the number appearing near the center of the lot followed by the words: KARELL ADDITION, TO THE CITY OF ALLIANCE, BOX BUTTE COUNTY, NEBRASKA.

The alleys and easements are hereby dedicated to the use and benefit of the public. Building lines are hereby established as shown on this plat. The foregoing plat is made with our free consent and in accordance with the desires of the undersigned Owner

In testimony whereof, the undersigned have hereunto set their hands this 2 day of January, 2025.

James D Karell
Jim Karell, President
Karell Remodeling Services and Properties, Inc.

SURVEYOR'S CERTIFICATE:

I, Donald A. Brush, Nebraska Registered Land Surveyor Number 511, duly registered under the Land Surveyor's Regulation Act, do hereby certify that, between July 11, 2024, and July 26, 2024, I have performed a survey of the land depicted on the accompanying drawing; that said drawing is a correct delineation of said survey performed by me or under my direct supervision, that said survey was made with reference to known and recorded monuments marked as shown, and to the best of my knowledge and belief is true, correct and in accordance with the Minimum Standards for Surveys in Nebraska in effect at the time of this survey.

WITNESS MY HAND AND SEAL this 2nd day of January, 2025.
Donald A. Brush
Nebraska Registered Land Surveyor Number 511



APPROVAL AND ACCEPTANCE:

The foregoing plat was approved by the Planning Commission of the City of Alliance, Nebraska. Approved this 1st day of February, 2025.

[Signature]
Planning Commission Chairman

The foregoing plat and dedication was approved and accepted by the City Council of the City of Alliance, Nebraska.

Approved this ___ day of _____, 2025.

Ordinance No. _____

Mayor _____

ATTEST:

By: _____
City Clerk

ACKNOWLEDGMENT

STATE OF NEBRASKA }
COUNTY OF BOX BUTTE } ss.

Before me, a notary public, qualified and acting in said County, personally came Jim Karell, President, Karell Remodeling Services and Properties, Inc., known to me to be the identical person who signed the foregoing "Owner Statement" and acknowledged the execution thereof to be his voluntary act and deed.

WITNESS MY HAND AND NOTARIAL SEAL

this 22 day of January, 2025.

[Signature]
Notary Public



My Commission Expires: Nov 30, 2026

Note: See Sheet 1 of 2 for layout of plat.

Sheet No. 2 of 2

Date: Jan 2025

Final Plat of

LOTS 1, 2, 3, & 4

KARELL ADDITION,

to the City of Alliance, Box Butte County, Nebraska.

Job No.: 2024-01-27 Drawn by: NAB / Checked by: DAB Date Plotted: 1/2/2025

Panhandle Land Surveying

Donald A. Brush, Professional Land Surveyor
870 SB Road, Merrill, Nebraska, 68958
Phone: (308) 247-2602

Community Development Staff Report - Brent Kusek

Applicant: Karell Remodeling Services and Properties Inc.
656 West 20th Street
Alliance, NE 69301

Property Owners: Same as Applicant

Surveyor: Panhandle Land Surveying
Donald Brush
870 SB Road
Morrill, NE 69358

Proposal: The request is to plat Karell Addition to the City of Alliance, Box Butte County, Nebraska.

Legal Description: A 9.14 acre tract of land described as Part of the Southeast Quarter of the Northeast Quarter of Section 34, and Part of the Southwest Quarter of the Northwest Quarter of Section 35, Township 25 North, Range 48 West of the 6th Principal Meridian, Alliance, Box Butte County, Nebraska.

Location: The proposed plat is located at the southwest corner of West 6th Street and Ramblin Road.

Planning Analysis:

Zoning: The proposed subdivision is zoned C-3, Heavy Commercial. It is adjacent to Ag, Agriculture zoning to the west, R-4, Atypical Residential Housing and C-3 Heavy Commercial to the north, R-1a, Single Family Residential and C-3 Heavy Commercial to the east, and C-3 Heavy Commercial to the south. The zoning is not proposed to change as part of this subdivision nor is it recommended to change in the 2022-2023 Comprehensive Plan (LU 10).

Transportation: The subdivision is bordered by Nebraska State Highway 2 / US Highway 385 to the west, West 6th Street to the north, and Ramblin Road to the east. There are not any proposed streets but there is proposed an approximately 650 foot alley north and south through the subdivision. Highway 2 is a principal arterial and Ramblin Road has begun to function as a minor arterial since the construction of the W 10th Street overpass (Transportation Pg. 2). West 6th Street is not paved but it would provide access between Ramblin Rd. and Highway 2 if it were. Ramblin Rd. and Highway 2 would be able to accommodate additional traffic from development of the proposed commercial lots.

Land Use: The proposed subdivision is currently used for farming. The proposed land use of Lot 3 is camper storage, Lot 2 is cold storage, and Lot 1 is storage. Lot 4s proposed land use is currently unknown. Camper storage will require a Conditional Use Permit. The proposed subdivision is bordered by single family homes to the north, agriculture to the west, a tree trimming and landscaping business to the south, storage units and vacant land to the east (LU 3).

Lot Size/Area: There aren't any minimum or maximum lot size requirements in the C-3 Heavy Commercial Zoning District (Section 109-51).

Setbacks: The lots are currently undeveloped and the proposed plat will not create any new non-conforming yards or structures.

Easements: The plat creates a 20 foot wide utility easement along the east side of proposed Lots 1, 2, and 3 for water main extension. It is a general utility easement so other utilities may co-locate there.

Rights of Way: The plat will create a 20 foot wide alley between proposed Lots 1-3 and the land to the west. This is primarily to replace an easement for a sanitary sewer trunk main installed in 1968. The alley dead ends at the south end of the proposed subdivision in a cul de sac.

Comprehensive Plan: The proposed subdivision is located in the West Gateway Neighborhood as identified on page Land Use 5 (LU5) of the Comprehensive Plan. It is described as "an eclectic mix of uses and functions. As the primary gateway into the community, the overarching theme of the area is difficult to grasp. The lack of continuity between uses and streetscape conditions detracts from the initial impression of the community." The Plan doesn't recommend any rezones in this particular tract of land and it was zoned commercial before the Plan was adopted. Subdividing this land would not detract from the overall commercial nature of the neighborhood and permit additional commercial development.

Plat Review: The Final Plat was reviewed by City Staff to ensure conformance with Section 107-82 of the Alliance Municipal Code. The Final Plat contains all of the necessary components required by that section of code.

Public Works Elements: Water main extension is required along Ramblin Road. As of the date of writing this staff report, we have not received the public works elements including engineering drawings or performance guarantees. These need to be submitted and reviewed by staff before final approval of the plat.

Staff Comments: The dead-end alley was revised to include a 40' x 40' cul de sac for traffic to turn around.

Findings of Fact:

To Recommend

- The subdivision would permit additional commercial development along Ramblin Road and Nebraska Highway 2.
- The commercial subdivision is consistent with the neighborhood identification in page LU 9 as commercial.
- The Final Plat contains all components required by Section 107-82 of the Alliance Municipal Code.
- Transportation routes along the west and east lot lines would provide sufficient access to the proposed lots.
- The subdivision meets the minimum requirements of Section 109-51 C-3, Heavy Commercial District (zoning) of the Alliance Municipal Code.

Not to Recommend:

- West 6th Street is not paved.
- Staff has not received the public works elements portion of the project.

Staff Recommendation:

The Planning Commission recommend approval of the Final Plat of Karell Addition to the City of Alliance, Box Butte County, Nebraska provided the public works elements be submitted and approved by staff before final approval.

Narrative

September 16, 2025



ORDINANCE - Municipal Code Amendment Chapter 26-52, School Zones

Due to later dismissal times related to the four-day school week, the Alliance Police Department is recommending an adjustment to school zone times, extending the duration on school days by one hour. In addition, we are requesting to lower the school zone speed limit to 15MPH, except for school zones on Box Butte Ave and East 10th St., which will remain 20MPH. After discussion with the SRO and other staff, it was decided that maintaining school zone speed limits for the duration of the entire school day was best. This allows for slower speeds as students and staff come and go from the schools due to lunch, physical education and other activities.

Sec. 26-52. - School zones.

(a)The school zones are described as follows:

(1)Alliance Middle School, Alliance High School and St. Agnes Academy: Box Butte Avenue from the north line of Tenth Street to the north line of Sixteenth Street; Laramie Avenue from the north line of Tenth Street to the north line of Fourteenth Street; Cheyenne Avenue from the north line of Tenth Street to the north line of Sixteenth Street; Big Horn Avenue from the north line of Tenth Street to the south line of Sixteenth Street; Eleventh Street from the east line of Box Butte Avenue to the west line of Laramie and the from the east line of Toluca Avenue to the east line of Cheyenne; Twelfth Street from the west line of Big Horn Avenue to the east line of Box Butte Avenue; Fourteenth Street from the west line of Big Horn Avenue to the east line of Box Butte Avenue; and Sixteenth Street from the east line of Box Butte Avenue to the west line of Cheyenne Avenue.

(2)Emerson Elementary School: Dakota Avenue from the south line of Sixth Street to the south line of Ninth Street; Colorado Avenue from the south line of Eighth Street to the south line of Ninth Street; Black Hills Avenue from the south line of Sixth Street to the south line of Ninth Street, Sixth Street from the west line of Platte Avenue to the west line of Dakota Avenue; Seventh Street from the west line of Platte Avenue to the west line of Dakota Avenue.

(3)Grandview Elementary School: Potash Avenue and Grand Avenue from the north line of Fifth Street to the north line of Seventh Street; from the east line of Mississippi Avenue to the west line of Hudson Avenue; and Seventh Street from the east line of Mississippi Avenue to the west line of Hudson Avenue.

(4)Little Angels Emanuel Lutheran School: Tenth Street from the west line of Block 1 of the YMCA Addition to the west line of Lot 4 of the Leo Rosa 2nd Addition.

(b)The speed limit within all school zones shall be 20 miles per hour between the hours of 7:00 a.m. and 4:00 p.m. when school is in session.

(4) (b) to be revised as follows:

(b)

Narrative

September 16, 2025



The speed limit within all school zones shall be 15 miles per hour between the hours of 7:00 a.m. and 5:00 p.m. when school is in session, with the exception of school zones on Box Butte Ave and East 10th St. which shall be 20 miles per hour between the hours of 7:00 a.m. and 5:00 p.m. when school is in session.

Ordinance No. 3006

AN ORDINANCE OF THE CITY OF ALLIANCE, NEBRASKA AMENDING SECTION 26-52 OF THE ALLIANCE MUNICIPAL CODE TO PROVIDE THAT THE SPEED LIMIT WITHIN ALL SCHOOL ZONES SHALL BE 15 MILES PER HOUR BETWEEN THE HOURS OF 7:00 A.M. AND 5:00 P.M. WHEN SCHOOL IS IN SESSION, WITH THE EXCEPTION OF SCHOOL ZONES ON BOX BUTTE AVE AND EAST 10TH ST. WHICH SHALL BE 20 MILES PER HOUR BETWEEN THE HOURS OF 7:00 A.M. AND 5:00 P.M. WHEN SCHOOL IS IN SESSION; REPEALING EXISTING PROVISIONS OF THE CITY CODE NOT CONSISTENT WITH THIS ORDINANCE; AND PROVIDING FOR AN EFFECTIVE DATE.

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

SECTION 1. Section 26-52 of the Alliance Municipal Code is amended as follows:

Sec. 26-52. School zones.

(a) The school zones are described as follows:

(1) Alliance Middle School, Alliance High School and St. Agnes Academy: Box Butte Avenue from the north line of Tenth Street to the north line of Sixteenth Street; Laramie Avenue from the north line of Tenth Street to the north line of Fourteenth Street; Cheyenne Avenue from the north line of Tenth Street to the north line of Sixteenth Street; Big Horn Avenue from the north line of Tenth Street to the south line of Sixteenth Street; Eleventh Street from the east line of Box Butte Avenue to the west line of Laramie and the from the east line of Toluca Avenue to the east line of Cheyenne; Twelfth Street from the west line of Big Horn Avenue to the east line of Box Butte Avenue; Fourteenth Street from the west line of Big Horn Avenue to the east line of Box Butte Avenue; and Sixteenth Street from the east line of Box Butte Avenue to the west line of Cheyenne Avenue.

(2) Emerson Elementary School: Dakota Avenue from the south line of Sixth Street to the south line of Ninth Street; Colorado Avenue from the south line of Eighth Street to the south line of Ninth Street; Black Hills Avenue from the south line of Sixth Street to the south line of Ninth Street, Sixth Street from the west line of Platte Avenue to the west line of Dakota Avenue; Seventh Street from the west line of Platte Avenue to the west line of Dakota Avenue.

(3) Grandview Elementary School: Potash Avenue and Grand Avenue from the north line of Fifth Street to the north line of Seventh Street; from the east line of Mississippi Avenue to the west line of Hudson Avenue; and Seventh Street from the east line of Mississippi Avenue to the west line of Hudson Avenue.

(4) Little Angels Emanuel Lutheran School: Tenth Street from the west line of Block 1 of the YMCA Addition to the west line of Lot 4 of the Leo Rosa 2nd Addition.

(b) The speed limit within all school zones shall be 15 miles per hour between the hours of 7:00 a.m. and 5:00 p.m. when school is in session, with the exception of school zones on Box Butte Ave and East 10th St. which shall be 20 miles per hour between the hours of 7:00 a.m. and 5:00 p.m. when school is in session.

SECTION 2. All ordinances, parts of ordinances, resolutions, and policies of the City of Alliance in conflict with this ordinance are hereby repealed.

SECTION 3. This ordinance shall be in full force and effect from and after its approval, passage, and publication according to law.

PASSED and APPROVED on September ____, 2025

(SEAL)

John McGhehey, Mayor

Attest: _____
Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Office, Legal Counsel

Narrative

September 16, 2025



RESOLUTION - CLASSIFICATION AND COMPENSATION PLANS

This resolution adopts the Classification and Compensation Plan incorporated as a part of the FY 2025-26 budget, effective October 1, 2025.

A. Background - City of Alliance – Pay System

The City of Alliance's pay system is designed to provide fair, competitive wages while offering employees opportunities for career growth and performance-based increases. The City maintains four pay classification plans: 1) Exempt, which includes salaried employees who are not eligible for overtime; 2) Non-Exempt, the largest group, consists of hourly employees who are eligible for overtime; 3) a separate pay structure for fire department personnel; and 4) Police. Wages within our police department are negotiated and accepted through the adoption of a union contract.

The Non-Exempt classification consists of 30 pay grades, with each job assigned a grade based on the required knowledge, skills, and abilities (KSAs). To ensure fair compensation, the City uses a comparability wage survey, aligning wages with similar positions in other municipalities rather than comparing different job types within the City. For example, a Refuse Collection Driver's wage in Alliance is compared to Refuse Drivers in Chadron, rather than to Water Department employee wages within the City of Alliance. This is the statutory method of pay comparison for municipalities.

B. Pay Progression and COLA

The pay structure follows a tiered system where each upward pay grade is higher than the last. When employees stay with the City and receive satisfactory performance reviews, they are eligible to advance through the 9 steps within each grade. Employees can grow in their careers by advancing through progressive job levels (e.g., I → II → Foreman → Superintendent), which correlate to higher pay grades or transferring to other departments to explore new opportunities that may have higher pay grades.

Within each grade, employees may advance through 8 additional steps (if they started at entry-level wages), receiving an increase per step. Employees who have reached the highest step in their pay grade are then eligible for a one-time \$1,000 payment, contingent upon receiving a satisfactory annual review. This system is intended to pay for performance, but does not directly address inflation. To deal with inflation, the City Council has historically applied a Cost-of-Living Adjustment (COLA) to the entire pay grid.

COLA applies a percentage increase to the entire pay scale, raising all wages across all grades. The City has historically used the previous calendar year's average annual inflation percentage as the COLA, which means that the COLA adjustment is always "behind the curve" by 10 months. Applying COLA to the entire grid keeps the City competitive with inflation and other cities, but also introduces a compounding effect. As an example: With a 2% COLA applied annually to a starting wage (step 1) of \$20/hour, the new top wage would be \$29.04/hour at the end of 9 years, instead of the \$24.80/hour top wage (step 9) in place when the employee first started with the City.

C. Minimum Wage Increase – Impact on the Pay System

Beginning January 1, 2023, the State of Nebraska introduced a new schedule for increasing the minimum wage. This schedule began at \$10.50/hour and goes up \$1.50/hour each year from 2023 until reaching \$15.00/hour on January 1, 2026. Raising the State's minimum wage has introduced wage compression into our pay grid. "Compression" means that newly hired employees could be making the same wage as employees who have been with the City for several years, eliminating the differentiation normally preserved by using a pay grid system.

Narrative

September 16, 2025



Since 2022 the City has accommodated this compression through cost of living adjustments and increasing an employee's step within their respective grade. In 2024, we eliminated the beginning steps for those positions closer to the minimum wage. Now, with the last known minimum wage increase going into effect, staff has reworked the pay grid to account for compression and attempt to reestablish the utility of the pay grid for separation of duties career advancement.

The City has conducted an internal wage study and utilized the wage study report prepared by a third party to recreate the proposed pay grid to be comparable to other cities in the state and region. As we attempt to stay \pm 5% of those cities within our comparability range, the proposed grid does not necessarily follow straight rules for pay advancement horizontally and vertically (i.e. 5% between each grade and 3% between each step), but rather is "warped" to match the data obtained in the above-mentioned studies. Renumbering of grades to positions was done to accommodate the best fit for each job title to remain within \pm 5% and comparable job duties in comparison cities.

D. Recommendation

It is the recommendation of staff that a new pay scale be adopted, as outlined above and attached hereto, in addition to a Cost-of-Living Adjustment (COLA) of 3.0%. The COLA would go into effect on October 1, 2025 for all pay groups, except the police pay group, which are negotiated separately. Employees would receive the benefit of the new pay grid upon reaching their employment anniversary date and receiving a satisfactory annual review from their supervisor.

E. Summary

The proposed COLA and grid aligns with the City's goals of providing competitive compensation while supporting career growth opportunities for employees. This approach allows the City to maintain the integrity of the pay progression and keep pay grades differentiated. This change will also start new employees at the appropriate pay rate, keeping the City competitive.

RECOMMENDATION: APPROVE RESOLUTION AUTHORIZING THE CLASSIFICATION AND COMPENSATION PLAN FOR 2025-26.

RESOLUTION NO. 25-100

WHEREAS, The City Council of the City of Alliance passed and approved Ordinance No. 2964 effective September 19, 2023, providing for the future adoption and amendment to the classification plan and pay schedule by resolution of the City Council; and

WHEREAS, the City Manager has proposed a classification plan and compensation amendment for Fiscal Year 2025-2026, which is attached to this Resolution;

WHEREAS, the City Council agrees with the proposals of the City Manager.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of the City of Alliance that the Classification Plan attached hereto is hereby adopted for the Fiscal Year 2025-2026, effective October 1, 2025.

PASSED AND APPROVED this 16th day of September, 2025

(SEAL)

John McGhehey, Mayor

Attest: _____
Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Firm, Legal Counsel

City of Alliance
10/1/2025 - COLA ADJUSTMENT

Job Title	Grade	Minimum	Maximum
Exempt Classifications			
Golf Course Administrator	101	\$53,102.40	\$71,905.60
Airport Director	102	\$55,681.60	\$75,358.40
Library Director	103	\$58,385.60	\$79,040.00
Police Lieutenant	104	\$61,172.80	\$82,888.00
Assistant Fire Chief	104	\$61,172.80	\$82,888.00
Community Development Director	104	\$61,172.80	\$82,888.00
City Treasurer	105	\$64,105.60	\$86,944.00
Cultural & Leisure Services Director	106	\$67,204.80	\$88,504.00
Human Resource Director	106	\$67,204.80	\$88,504.00
Police Captain	106	\$67,204.80	\$88,504.00
City Clerk	107	\$70,449.60	\$95,659.20
Finance Director	109	\$77,438.40	\$105,144.00
Fire Chief	109	\$77,438.40	\$105,144.00
Police Chief	109	\$77,438.40	\$105,144.00
Public Works Director	109	\$77,438.40	\$105,144.00
Electric Superintendent	110	\$81,203.20	\$110,281.60
Non-Exempt Classifications			
Library Page	201	\$13.50	\$14.57
Museum Support Clerk	202	\$13.50	\$15.17
Nutrition Delivery Driver	202	\$13.50	\$15.00
Nutrition Aide	204	\$13.50	\$15.00
Cook	206	\$14.51	\$17.88
RSVP Clerk	206	\$14.51	\$17.88
Library Clerk	207	\$14.68	\$18.62
Museum Clerk	207	\$14.68	\$18.62
Public Transit Driver/Dispatcher	209	\$15.92	\$20.26
Account Clerk I	211	\$17.29	\$22.00
Grounds Maintenance Worker I	211	\$17.29	\$22.00
Golf Course Maintenance Worker I	212	\$18.03	\$22.94
Secretary	212	\$18.03	\$22.94
Meter Reader	212	\$18.03	\$22.94
Account Clerk II	213	\$18.76	\$23.93
Airport Maintenance Worker I	213	\$18.76	\$23.93
Streets Maintenance Worker I	213	\$18.76	\$23.93
Water Maintenance Worker I	214	\$19.56	\$24.94
Refuse Collection Driver	214	\$19.56	\$24.94
Landfill Transfer Station Operator	214	\$19.56	\$24.94
Facilities Maintenance Worker	214	\$19.56	\$24.94
Assistant Museum Director	214	\$19.56	\$24.94
Librarians	214	\$19.56	\$24.94
Children's/Youth Services			
Outreach/Adult Services			
Outreach/Technical Services			
Grounds Maintenance Worker II	214	\$19.56	\$24.94
Administrative Secretary	214	\$19.56	\$24.94
Administration			
Culture and Leisure Services			

City of Alliance

10/1/2025 - COLA ADJUSTMENT

Warehouse Manager	214	\$19.56	\$24.94
Animal Control Officer	215	\$20.39	\$26.01
Code Enforcement Officer	215	\$20.39	\$26.01
Account Clerk III	215	\$20.39	\$26.01
Golf Course Assistant Superintendent	215	\$20.39	\$26.01
Streets Maintenance Worker II	215	\$20.39	\$26.01
Airport Maintenance Worker II	216	\$21.26	\$27.14
Landfill Heavy Equipment Operator	216	\$21.26	\$27.14
Purchasing Manager	216	\$21.26	\$27.14
Deputy City Clerk	216	\$21.26	\$27.14
Permit Technician I	216	\$21.26	\$27.14
Personnel Technician I	216	\$21.26	\$27.14
RSVP Director	216	\$21.26	\$27.14
Public Transit Director	216	\$21.26	\$27.14
Museum Director	217	\$22.18	\$28.34
Water Maintenance Worker II	217	\$22.18	\$28.34
Electric Apprentice Line Worker			
Apprentice I	220/1	\$25.17	
Apprentice II	220/5	\$28.41	
Apprentice III	223/6	\$33.30	
Apprentice IV	223/9	\$36.53	
Utility Services Office Manager	220	\$25.17	\$32.15
Landfill Foreman	220	\$25.17	\$32.15
Grounds Maintenance Foreman	220	\$25.17	\$32.15
Golf Course Superintendent	220	\$25.17	\$32.15
Street Foreman	220	\$25.17	\$32.15
Airport Maintenance Foreman	221	\$26.22	\$33.55
Building & Code Inspector	221	\$26.22	\$33.55
Water Foreman	221	\$26.22	\$33.55
Electric Journey Line Worker	227	\$33.80	\$43.39
Metering & Load Control Technician	228	\$35.29	\$45.26
Electric Foreman	229	\$36.82	\$47.24

Fire Classifications

Fire Apparatus Engineer/EMT	520	\$19.28	\$24.57
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Police Classification

Police Officer Trainee 90% of Grade 1 of Police Officer Wages

CITY OF ALLIANCE
 COMPENSATION SCHEDULE - EXEMPT
 (40 HOUR WORK WEEK)
 EFFECTIVE: October 1, 2025

Pay Grade	1	2	3	4	5	6	7	8	9
101 Annual	\$ 53,102.40	\$ 55,161.60	\$ 57,283.20	\$ 59,488.00	\$ 61,796.80	\$ 64,188.80	\$ 66,643.20	\$ 69,243.20	\$ 71,905.60
101 Bi-Weekly	\$ 2,042.40	\$ 2,121.60	\$ 2,203.20	\$ 2,288.00	\$ 2,376.80	\$ 2,468.80	\$ 2,563.20	\$ 2,663.20	\$ 2,765.60
101 Monthly	\$ 4,425.20	\$ 4,596.80	\$ 4,773.60	\$ 4,957.33	\$ 5,149.73	\$ 5,349.07	\$ 5,553.60	\$ 5,770.27	\$ 5,992.13
101 Hourly	\$ 25.53	\$ 26.52	\$ 27.54	\$ 28.60	\$ 29.71	\$ 30.86	\$ 32.04	\$ 33.29	\$ 34.57
102 Annual	\$ 55,681.60	\$ 57,803.20	\$ 60,028.80	\$ 62,316.80	\$ 64,750.40	\$ 67,225.60	\$ 69,846.40	\$ 72,571.20	\$ 75,358.40
102 Bi-Weekly	\$ 2,141.60	\$ 2,223.20	\$ 2,308.80	\$ 2,396.80	\$ 2,490.40	\$ 2,585.60	\$ 2,686.40	\$ 2,791.20	\$ 2,898.40
102 Monthly	\$ 4,640.13	\$ 4,816.93	\$ 5,002.40	\$ 5,193.07	\$ 5,395.87	\$ 5,602.13	\$ 5,820.53	\$ 6,047.60	\$ 6,279.87
102 Hourly	\$ 26.77	\$ 27.79	\$ 28.86	\$ 29.96	\$ 31.13	\$ 32.32	\$ 33.58	\$ 34.89	\$ 36.23
103 Annual	\$ 58,385.60	\$ 60,569.60	\$ 62,899.20	\$ 65,353.60	\$ 67,870.40	\$ 70,512.00	\$ 73,278.40	\$ 76,107.20	\$ 79,040.00
103 Bi-Weekly	\$ 2,245.60	\$ 2,329.60	\$ 2,419.20	\$ 2,513.60	\$ 2,610.40	\$ 2,712.00	\$ 2,818.40	\$ 2,927.20	\$ 3,040.00
103 Monthly	\$ 4,865.47	\$ 5,047.47	\$ 5,241.60	\$ 5,446.13	\$ 5,655.87	\$ 5,876.00	\$ 6,106.53	\$ 6,342.27	\$ 6,586.67
103 Hourly	\$ 28.07	\$ 29.12	\$ 30.24	\$ 31.42	\$ 32.63	\$ 33.90	\$ 35.23	\$ 36.59	\$ 38.00
104 Annual	\$ 61,172.80	\$ 63,544.00	\$ 65,956.80	\$ 68,536.00	\$ 71,219.20	\$ 73,944.00	\$ 76,793.60	\$ 79,768.00	\$ 82,888.00
104 Bi-Weekly	\$ 2,352.80	\$ 2,444.00	\$ 2,536.80	\$ 2,636.00	\$ 2,739.20	\$ 2,844.00	\$ 2,953.60	\$ 3,068.00	\$ 3,188.00
104 Monthly	\$ 5,097.73	\$ 5,295.33	\$ 5,496.40	\$ 5,711.33	\$ 5,934.93	\$ 6,162.00	\$ 6,399.47	\$ 6,647.33	\$ 6,907.33
104 Hourly	\$ 29.41	\$ 30.55	\$ 31.71	\$ 32.95	\$ 34.24	\$ 35.55	\$ 36.92	\$ 38.35	\$ 39.85
105 Annual	\$ 64,105.60	\$ 66,601.60	\$ 69,180.80	\$ 71,864.00	\$ 74,651.20	\$ 77,542.40	\$ 80,579.20	\$ 83,657.60	\$ 86,944.00
105 Bi-Weekly	\$ 2,465.60	\$ 2,561.60	\$ 2,660.80	\$ 2,764.00	\$ 2,871.20	\$ 2,982.40	\$ 3,099.20	\$ 3,217.60	\$ 3,344.00
105 Monthly	\$ 5,342.13	\$ 5,550.13	\$ 5,765.07	\$ 5,988.67	\$ 6,220.93	\$ 6,461.87	\$ 6,714.93	\$ 6,971.47	\$ 7,245.33
105 Hourly	\$ 30.82	\$ 32.02	\$ 33.26	\$ 34.55	\$ 35.89	\$ 37.28	\$ 38.74	\$ 40.22	\$ 41.80
106 Annual	\$ 67,204.80	\$ 67,766.40	\$ 70,428.80	\$ 73,132.80	\$ 76,003.20	\$ 78,915.20	\$ 81,972.80	\$ 85,196.80	\$ 88,504.00
106 Bi-Weekly	\$ 2,584.80	\$ 2,606.40	\$ 2,708.80	\$ 2,812.80	\$ 2,923.20	\$ 3,035.20	\$ 3,152.80	\$ 3,276.80	\$ 3,404.00
106 Monthly	\$ 5,600.40	\$ 5,647.20	\$ 5,869.07	\$ 6,094.40	\$ 6,333.60	\$ 6,576.27	\$ 6,831.07	\$ 7,099.73	\$ 7,375.33
106 Hourly	\$ 32.31	\$ 32.58	\$ 33.86	\$ 35.16	\$ 36.54	\$ 37.94	\$ 39.41	\$ 40.96	\$ 42.55
107 Annual	\$ 70,449.60	\$ 73,216.00	\$ 76,065.60	\$ 78,998.40	\$ 82,076.80	\$ 85,259.20	\$ 88,587.20	\$ 92,019.20	\$ 95,659.20
107 Bi-Weekly	\$ 2,709.60	\$ 2,816.00	\$ 2,925.60	\$ 3,038.40	\$ 3,156.80	\$ 3,279.20	\$ 3,407.20	\$ 3,539.20	\$ 3,679.20
107 Monthly	\$ 5,870.80	\$ 6,101.33	\$ 6,338.80	\$ 6,583.20	\$ 6,839.73	\$ 7,104.93	\$ 7,382.27	\$ 7,668.27	\$ 7,971.60
107 Hourly	\$ 33.87	\$ 35.20	\$ 36.57	\$ 37.98	\$ 39.46	\$ 40.99	\$ 42.59	\$ 44.24	\$ 45.99
108 Annual	\$ 73,860.80	\$ 76,710.40	\$ 79,705.60	\$ 82,825.60	\$ 86,028.80	\$ 89,377.60	\$ 92,851.20	\$ 96,491.20	\$ 100,256.00
108 Bi-Weekly	\$ 2,840.80	\$ 2,950.40	\$ 3,065.60	\$ 3,185.60	\$ 3,308.80	\$ 3,437.60	\$ 3,571.20	\$ 3,711.20	\$ 3,856.00
108 Monthly	\$ 6,155.07	\$ 6,392.53	\$ 6,642.13	\$ 6,902.13	\$ 7,169.07	\$ 7,448.13	\$ 7,737.60	\$ 8,040.93	\$ 8,354.67
108 Hourly	\$ 35.51	\$ 36.88	\$ 38.32	\$ 39.82	\$ 41.36	\$ 42.97	\$ 44.64	\$ 46.39	\$ 48.20
109 Annual	\$ 77,438.40	\$ 80,475.20	\$ 83,574.40	\$ 86,840.00	\$ 90,188.80	\$ 93,745.60	\$ 97,364.80	\$ 101,171.20	\$ 105,144.00
109 Bi-Weekly	\$ 2,978.40	\$ 3,095.20	\$ 3,214.40	\$ 3,340.00	\$ 3,468.80	\$ 3,605.60	\$ 3,744.80	\$ 3,891.20	\$ 4,044.00
109 Monthly	\$ 6,453.20	\$ 6,706.27	\$ 6,964.53	\$ 7,236.67	\$ 7,515.73	\$ 7,812.13	\$ 8,113.73	\$ 8,430.93	\$ 8,762.00
109 Hourly	\$ 37.23	\$ 38.69	\$ 40.18	\$ 41.75	\$ 43.36	\$ 45.07	\$ 46.81	\$ 48.64	\$ 50.55
110 Annual	\$ 81,203.20	\$ 84,344.00	\$ 87,651.20	\$ 91,083.20	\$ 94,598.40	\$ 98,342.40	\$ 102,148.80	\$ 106,184.00	\$ 110,281.60
110 Bi-Weekly	\$ 3,123.20	\$ 3,244.00	\$ 3,371.20	\$ 3,503.20	\$ 3,638.40	\$ 3,782.40	\$ 3,928.80	\$ 4,084.00	\$ 4,241.60
110 Monthly	\$ 6,766.93	\$ 7,028.67	\$ 7,304.27	\$ 7,590.27	\$ 7,883.20	\$ 8,195.20	\$ 8,512.40	\$ 8,848.67	\$ 9,190.13
110 Hourly	\$ 39.04	\$ 40.55	\$ 42.14	\$ 43.79	\$ 45.48	\$ 47.28	\$ 49.11	\$ 51.05	\$ 53.02

Non-Exempt

CITY OF ALLIANCE
 COMPENSATION SCHEDULE - NON EXEMPT
 (40 HOUR WORK WEEK)
 EFFECTIVE: October 1, 2025

P.G.	1	2	3	4	5	6	7	8	9
A	\$ 27,765.50	\$ 28,601.04	\$ 29,458.00	\$ 30,314.96					
B	\$ 1,067.90	\$ 1,100.04	\$ 1,133.00	\$ 1,165.96					
201 M	\$ 2,313.79	\$ 2,383.42	\$ 2,454.83	\$ 2,526.25					
H	13.35	13.75	14.16	14.57					
A	\$ 28,022.59	\$ 28,879.55	\$ 29,779.36	\$ 30,657.74	\$ 31,557.55				
B	\$ 1,077.79	\$ 1,110.75	\$ 1,145.36	\$ 1,179.14	\$ 1,213.75				
202 M	\$ 2,335.22	\$ 2,406.63	\$ 2,481.61	\$ 2,554.81	\$ 2,629.80				
H	13.47	13.88	14.32	14.74	15.17				
A	\$ 28,365.38	\$ 29,179.49	\$ 30,079.30	\$ 30,957.68	\$ 31,900.34	\$ 32,842.99			
B	\$ 1,090.98	\$ 1,122.29	\$ 1,156.90	\$ 1,190.68	\$ 1,226.94	\$ 1,263.19			
203 M	\$ 2,363.78	\$ 2,431.62	\$ 2,506.61	\$ 2,579.81	\$ 2,658.36	\$ 2,736.92			
H	\$ 13.64	\$ 14.03	\$ 14.46	\$ 14.88	\$ 15.34	\$ 15.79			
A	\$ 28,708.16	\$ 29,586.54	\$ 30,422.08	\$ 31,343.31	\$ 32,307.39	\$ 33,292.90	\$ 34,278.40		
B	\$ 1,104.16	\$ 1,137.94	\$ 1,170.08	\$ 1,205.51	\$ 1,242.59	\$ 1,280.50	\$ 1,318.40		
204 M	\$ 2,392.35	\$ 2,465.55	\$ 2,535.17	\$ 2,611.94	\$ 2,692.28	\$ 2,774.41	\$ 2,856.53		
H	\$ 13.80	\$ 14.22	\$ 14.63	\$ 15.07	\$ 15.53	\$ 16.01	\$ 16.48		
A	\$ 29,868.80	\$ 30,763.20	\$ 31,678.40	\$ 32,614.40	\$ 33,612.80	\$ 34,652.80	\$ 35,672.00		
B	\$ 1,148.80	\$ 1,183.20	\$ 1,218.40	\$ 1,254.40	\$ 1,292.80	\$ 1,332.80	\$ 1,372.00		
205 M	\$ 2,489.07	\$ 2,563.60	\$ 2,639.87	\$ 2,717.87	\$ 2,801.07	\$ 2,887.73	\$ 2,972.67		
H	\$ 14.36	\$ 14.79	\$ 15.23	\$ 15.68	\$ 16.16	\$ 16.66	\$ 17.15		
A	\$ 30,180.80	\$ 31,096.00	\$ 32,094.40	\$ 32,988.80	\$ 34,008.00	\$ 35,027.20	\$ 36,088.00	\$ 37,190.40	
B	\$ 1,160.80	\$ 1,196.00	\$ 1,234.40	\$ 1,268.80	\$ 1,308.00	\$ 1,347.20	\$ 1,388.00	\$ 1,430.40	
206 M	\$ 2,515.07	\$ 2,591.33	\$ 2,674.53	\$ 2,749.07	\$ 2,834.00	\$ 2,918.93	\$ 3,007.33	\$ 3,099.20	
H	\$ 14.51	\$ 14.95	\$ 15.43	\$ 15.86	\$ 16.35	\$ 16.84	\$ 17.35	\$ 17.88	
A	\$ 30,534.40	\$ 31,408.00	\$ 32,364.80	\$ 33,363.20	\$ 34,361.60	\$ 35,380.80	\$ 36,483.20	\$ 37,606.40	\$ 38,729.60
B	\$ 1,174.40	\$ 1,208.00	\$ 1,244.80	\$ 1,283.20	\$ 1,321.60	\$ 1,360.80	\$ 1,403.20	\$ 1,446.40	\$ 1,489.60
207 M	\$ 2,544.53	\$ 2,617.33	\$ 2,697.07	\$ 2,780.27	\$ 2,863.47	\$ 2,948.40	\$ 3,040.27	\$ 3,133.87	\$ 3,227.47
H	\$ 14.68	\$ 15.10	\$ 15.56	\$ 16.04	\$ 16.52	\$ 17.01	\$ 17.54	\$ 18.08	\$ 18.62
A	\$ 31,803.20	\$ 32,739.20	\$ 33,737.60	\$ 34,819.20	\$ 35,817.60	\$ 36,920.00	\$ 38,022.40	\$ 39,187.20	\$ 40,414.40
B	\$ 1,223.20	\$ 1,259.20	\$ 1,297.60	\$ 1,339.20	\$ 1,377.60	\$ 1,420.00	\$ 1,462.40	\$ 1,507.20	\$ 1,554.40
208 M	\$ 2,650.27	\$ 2,728.27	\$ 2,811.47	\$ 2,901.60	\$ 2,984.80	\$ 3,076.67	\$ 3,168.53	\$ 3,265.60	\$ 3,367.87
H	\$ 15.29	\$ 15.74	\$ 16.22	\$ 16.74	\$ 17.22	\$ 17.75	\$ 18.28	\$ 18.84	\$ 19.43
A	\$ 33,113.60	\$ 34,132.80	\$ 35,172.80	\$ 36,233.60	\$ 37,336.00	\$ 38,500.80	\$ 39,686.40	\$ 40,872.00	\$ 42,140.80
B	\$ 1,273.60	\$ 1,312.80	\$ 1,352.80	\$ 1,393.60	\$ 1,436.00	\$ 1,480.80	\$ 1,526.40	\$ 1,572.00	\$ 1,620.80
209 M	\$ 2,759.47	\$ 2,844.40	\$ 2,931.07	\$ 3,019.47	\$ 3,111.33	\$ 3,208.40	\$ 3,307.20	\$ 3,406.00	\$ 3,511.73
H	\$ 15.92	\$ 16.41	\$ 16.91	\$ 17.42	\$ 17.95	\$ 18.51	\$ 19.08	\$ 19.65	\$ 20.26
A	\$ 34,528.00	\$ 35,588.80	\$ 36,608.00	\$ 37,731.20	\$ 38,854.40	\$ 40,081.60	\$ 41,288.00	\$ 42,619.20	\$ 43,846.40
B	\$ 1,328.00	\$ 1,368.80	\$ 1,408.00	\$ 1,451.20	\$ 1,494.40	\$ 1,541.60	\$ 1,588.00	\$ 1,639.20	\$ 1,686.40
210 M	\$ 2,877.33	\$ 2,965.73	\$ 3,050.67	\$ 3,144.27	\$ 3,237.87	\$ 3,340.13	\$ 3,440.67	\$ 3,551.60	\$ 3,653.87
H	\$ 16.60	\$ 17.11	\$ 17.60	\$ 18.14	\$ 18.68	\$ 19.27	\$ 19.85	\$ 20.49	\$ 21.08
A	\$ 35,963.20	\$ 37,086.40	\$ 38,147.20	\$ 39,353.60	\$ 40,560.00	\$ 41,828.80	\$ 43,056.00	\$ 44,408.00	\$ 45,760.00
B	\$ 1,383.20	\$ 1,426.40	\$ 1,467.20	\$ 1,513.60	\$ 1,560.00	\$ 1,608.80	\$ 1,656.00	\$ 1,708.00	\$ 1,760.00
211 M	\$ 2,996.93	\$ 3,090.53	\$ 3,178.93	\$ 3,279.47	\$ 3,380.00	\$ 3,485.73	\$ 3,588.00	\$ 3,700.67	\$ 3,813.33
H	\$ 17.29	\$ 17.83	\$ 18.34	\$ 18.92	\$ 19.50	\$ 20.11	\$ 20.70	\$ 21.35	\$ 22.00
A	\$ 37,502.40	\$ 38,625.60	\$ 39,811.20	\$ 41,017.60	\$ 42,244.80	\$ 43,555.20	\$ 44,907.20	\$ 46,259.20	\$ 47,715.20
B	\$ 1,442.40	\$ 1,485.60	\$ 1,531.20	\$ 1,577.60	\$ 1,624.80	\$ 1,675.20	\$ 1,727.20	\$ 1,779.20	\$ 1,835.20
212 M	\$ 3,125.20	\$ 3,218.80	\$ 3,317.60	\$ 3,418.13	\$ 3,520.40	\$ 3,629.60	\$ 3,742.27	\$ 3,854.93	\$ 3,976.27
H	\$ 18.03	\$ 18.57	\$ 19.14	\$ 19.72	\$ 20.31	\$ 20.94	\$ 21.59	\$ 22.24	\$ 22.94

Non-Exempt

P.G.	1	2	3	4	5	6	7	8	9
A	\$ 39,020.80	\$ 40,227.20	\$ 41,454.40	\$ 42,764.80	\$ 44,054.40	\$ 45,427.20	\$ 46,800.00	\$ 48,235.20	\$ 49,774.40
B	\$ 1,500.80	\$ 1,547.20	\$ 1,594.40	\$ 1,644.80	\$ 1,694.40	\$ 1,747.20	\$ 1,800.00	\$ 1,855.20	\$ 1,914.40
213 M	\$ 3,251.73	\$ 3,352.27	\$ 3,454.53	\$ 3,563.73	\$ 3,671.20	\$ 3,785.60	\$ 3,900.00	\$ 4,019.60	\$ 4,147.87
H	\$ 18.76	\$ 19.34	\$ 19.93	\$ 20.56	\$ 21.18	\$ 21.84	\$ 22.50	\$ 23.19	\$ 23.93
A	\$ 40,684.80	\$ 41,953.60	\$ 43,222.40	\$ 44,595.20	\$ 45,926.40	\$ 47,382.40	\$ 48,859.20	\$ 50,356.80	\$ 51,875.20
B	\$ 1,564.80	\$ 1,613.60	\$ 1,662.40	\$ 1,715.20	\$ 1,766.40	\$ 1,822.40	\$ 1,879.20	\$ 1,936.80	\$ 1,995.20
214 M	\$ 3,390.40	\$ 3,496.13	\$ 3,601.87	\$ 3,716.27	\$ 3,827.20	\$ 3,948.53	\$ 4,071.60	\$ 4,196.40	\$ 4,322.93
H	\$ 19.56	\$ 20.17	\$ 20.78	\$ 21.44	\$ 22.08	\$ 22.78	\$ 23.49	\$ 24.21	\$ 24.94
A	\$ 42,411.20	\$ 43,721.60	\$ 45,052.80	\$ 46,488.00	\$ 47,902.40	\$ 49,358.40	\$ 50,897.60	\$ 52,520.00	\$ 54,100.80
B	\$ 1,631.20	\$ 1,681.60	\$ 1,732.80	\$ 1,788.00	\$ 1,842.40	\$ 1,898.40	\$ 1,957.60	\$ 2,020.00	\$ 2,080.80
215 M	\$ 3,534.27	\$ 3,643.47	\$ 3,754.40	\$ 3,874.00	\$ 3,991.87	\$ 4,113.20	\$ 4,241.47	\$ 4,376.67	\$ 4,508.40
H	\$ 20.39	\$ 21.02	\$ 21.66	\$ 22.35	\$ 23.03	\$ 23.73	\$ 24.47	\$ 25.25	\$ 26.01
A	\$ 44,220.80	\$ 45,572.80	\$ 46,966.40	\$ 48,443.20	\$ 49,961.60	\$ 51,500.80	\$ 53,060.80	\$ 54,766.40	\$ 56,451.20
B	\$ 1,700.80	\$ 1,752.80	\$ 1,806.40	\$ 1,863.20	\$ 1,921.60	\$ 1,980.80	\$ 2,040.80	\$ 2,106.40	\$ 2,171.20
216 M	\$ 3,685.07	\$ 3,797.73	\$ 3,913.87	\$ 4,036.93	\$ 4,163.47	\$ 4,291.73	\$ 4,421.73	\$ 4,563.87	\$ 4,704.27
H	\$ 21.26	\$ 21.91	\$ 22.58	\$ 23.29	\$ 24.02	\$ 24.76	\$ 25.51	\$ 26.33	\$ 27.14
A	\$ 46,134.40	\$ 47,590.40	\$ 49,025.60	\$ 50,564.80	\$ 52,124.80	\$ 53,768.00	\$ 55,452.80	\$ 57,200.00	\$ 58,947.20
B	\$ 1,774.40	\$ 1,830.40	\$ 1,885.60	\$ 1,944.80	\$ 2,004.80	\$ 2,068.00	\$ 2,132.80	\$ 2,200.00	\$ 2,267.20
217 M	\$ 3,844.53	\$ 3,965.87	\$ 4,085.47	\$ 4,213.73	\$ 4,343.73	\$ 4,480.67	\$ 4,621.07	\$ 4,766.67	\$ 4,912.27
H	\$ 22.18	\$ 22.88	\$ 23.57	\$ 24.31	\$ 25.06	\$ 25.85	\$ 26.66	\$ 27.50	\$ 28.34
A	\$ 48,068.80	\$ 49,587.20	\$ 51,105.60	\$ 52,707.20	\$ 54,308.80	\$ 55,993.60	\$ 57,761.60	\$ 59,508.80	\$ 61,422.40
B	\$ 1,848.80	\$ 1,907.20	\$ 1,965.60	\$ 2,027.20	\$ 2,088.80	\$ 2,153.60	\$ 2,221.60	\$ 2,288.80	\$ 2,362.40
218 M	\$ 4,005.73	\$ 4,132.27	\$ 4,258.80	\$ 4,392.27	\$ 4,525.73	\$ 4,666.13	\$ 4,813.47	\$ 4,959.07	\$ 5,118.53
H	\$ 23.11	\$ 23.84	\$ 24.57	\$ 25.34	\$ 26.11	\$ 26.92	\$ 27.77	\$ 28.61	\$ 29.53
A	\$ 50,128.00	\$ 51,667.20	\$ 53,289.60	\$ 54,974.40	\$ 56,617.60	\$ 58,468.80	\$ 60,257.60	\$ 62,150.40	\$ 64,043.20
B	\$ 1,928.00	\$ 1,987.20	\$ 2,049.60	\$ 2,114.40	\$ 2,177.60	\$ 2,248.80	\$ 2,317.60	\$ 2,390.40	\$ 2,463.20
219 M	\$ 4,177.33	\$ 4,305.60	\$ 4,440.80	\$ 4,581.20	\$ 4,718.13	\$ 4,872.40	\$ 5,021.47	\$ 5,179.20	\$ 5,336.93
H	\$ 24.10	\$ 24.84	\$ 25.62	\$ 26.43	\$ 27.22	\$ 28.11	\$ 28.97	\$ 29.88	\$ 30.79
A	\$ 52,353.60	\$ 53,934.40	\$ 55,598.40	\$ 57,366.40	\$ 59,092.80	\$ 60,964.80	\$ 62,878.40	\$ 64,875.20	\$ 66,872.00
B	\$ 2,013.60	\$ 2,074.40	\$ 2,138.40	\$ 2,206.40	\$ 2,272.80	\$ 2,344.80	\$ 2,418.40	\$ 2,495.20	\$ 2,572.00
220 M	\$ 4,362.80	\$ 4,494.53	\$ 4,633.20	\$ 4,780.53	\$ 4,924.40	\$ 5,080.40	\$ 5,239.87	\$ 5,406.27	\$ 5,572.67
H	\$ 25.17	\$ 25.93	\$ 26.73	\$ 27.58	\$ 28.41	\$ 29.31	\$ 30.23	\$ 31.19	\$ 32.15
A	\$ 54,537.60	\$ 56,264.00	\$ 57,969.60	\$ 59,841.60	\$ 61,651.20	\$ 63,606.40	\$ 65,603.20	\$ 67,641.60	\$ 69,784.00
B	\$ 2,097.60	\$ 2,164.00	\$ 2,229.60	\$ 2,301.60	\$ 2,371.20	\$ 2,446.40	\$ 2,523.20	\$ 2,601.60	\$ 2,684.00
221 M	\$ 4,544.80	\$ 4,688.67	\$ 4,830.80	\$ 4,986.80	\$ 5,137.60	\$ 5,300.53	\$ 5,466.93	\$ 5,636.80	\$ 5,815.33
H	\$ 26.22	\$ 27.05	\$ 27.87	\$ 28.77	\$ 29.64	\$ 30.58	\$ 31.54	\$ 32.52	\$ 33.55
A	\$ 56,908.80	\$ 58,676.80	\$ 60,507.20	\$ 62,400.00	\$ 64,313.60	\$ 66,372.80	\$ 68,432.00	\$ 70,574.40	\$ 72,800.00
B	\$ 2,188.80	\$ 2,256.80	\$ 2,327.20	\$ 2,400.00	\$ 2,473.60	\$ 2,552.80	\$ 2,632.00	\$ 2,714.40	\$ 2,800.00
222 M	\$ 4,742.40	\$ 4,889.73	\$ 5,042.27	\$ 5,200.00	\$ 5,359.47	\$ 5,531.07	\$ 5,702.67	\$ 5,881.20	\$ 6,066.67
H	\$ 27.36	\$ 28.21	\$ 29.09	\$ 30.00	\$ 30.92	\$ 31.91	\$ 32.90	\$ 33.93	\$ 35.00
A	\$ 59,342.40	\$ 61,235.20	\$ 63,128.00	\$ 65,124.80	\$ 67,121.60	\$ 69,264.00	\$ 71,406.40	\$ 73,652.80	\$ 75,982.40
B	\$ 2,282.40	\$ 2,355.20	\$ 2,428.00	\$ 2,504.80	\$ 2,581.60	\$ 2,664.00	\$ 2,746.40	\$ 2,832.80	\$ 2,922.40
223 M	\$ 4,945.20	\$ 5,102.93	\$ 5,260.67	\$ 5,427.07	\$ 5,593.47	\$ 5,772.00	\$ 5,950.53	\$ 6,137.73	\$ 6,331.87
H	\$ 28.53	\$ 29.44	\$ 30.35	\$ 31.31	\$ 32.27	\$ 33.30	\$ 34.33	\$ 35.41	\$ 36.53
A	\$ 61,900.80	\$ 63,856.00	\$ 65,852.80	\$ 67,912.00	\$ 70,096.00	\$ 72,259.20	\$ 74,526.40	\$ 76,876.80	\$ 79,289.60
B	\$ 2,380.80	\$ 2,456.00	\$ 2,532.80	\$ 2,612.00	\$ 2,696.00	\$ 2,779.20	\$ 2,866.40	\$ 2,956.80	\$ 3,049.60
224 M	\$ 5,158.40	\$ 5,321.33	\$ 5,487.73	\$ 5,659.33	\$ 5,841.33	\$ 6,021.60	\$ 6,210.53	\$ 6,406.40	\$ 6,607.47
H	\$ 29.76	\$ 30.70	\$ 31.66	\$ 32.65	\$ 33.70	\$ 34.74	\$ 35.83	\$ 36.96	\$ 38.12
A	\$ 64,604.80	\$ 66,622.40	\$ 68,702.40	\$ 70,886.40	\$ 73,132.80	\$ 75,420.80	\$ 77,812.80	\$ 80,225.60	\$ 82,742.40
B	\$ 2,484.80	\$ 2,562.40	\$ 2,642.40	\$ 2,726.40	\$ 2,812.80	\$ 2,900.80	\$ 2,992.80	\$ 3,085.60	\$ 3,182.40
225 M	\$ 5,383.73	\$ 5,551.87	\$ 5,725.20	\$ 5,907.20	\$ 6,094.40	\$ 6,285.07	\$ 6,484.40	\$ 6,685.47	\$ 6,895.20
H	\$ 31.06	\$ 32.03	\$ 33.03	\$ 34.08	\$ 35.16	\$ 36.26	\$ 37.41	\$ 38.57	\$ 39.78

Non-Exempt

P.G.	1	2	3	4	5	6	7	8	9
A	\$ 67,412.80	\$ 69,513.60	\$ 71,718.40	\$ 73,985.60	\$ 76,336.00	\$ 78,748.80	\$ 81,265.60	\$ 83,803.20	\$ 86,444.80
B	\$ 2,592.80	\$ 2,673.60	\$ 2,758.40	\$ 2,845.60	\$ 2,936.00	\$ 3,028.80	\$ 3,125.60	\$ 3,223.20	\$ 3,324.80
226 M	\$ 5,617.73	\$ 5,792.80	\$ 5,976.53	\$ 6,165.47	\$ 6,361.33	\$ 6,562.40	\$ 6,772.13	\$ 6,983.60	\$ 7,203.73
H	\$ 32.41	\$ 33.42	\$ 34.48	\$ 35.57	\$ 36.70	\$ 37.86	\$ 39.07	\$ 40.29	\$ 41.56
A	\$ 70,304.00	\$ 72,592.00	\$ 74,838.40	\$ 77,209.60	\$ 79,643.20	\$ 82,180.80	\$ 84,718.40	\$ 87,443.20	\$ 90,251.20
B	\$ 2,704.00	\$ 2,792.00	\$ 2,878.40	\$ 2,969.60	\$ 3,063.20	\$ 3,160.80	\$ 3,258.40	\$ 3,363.20	\$ 3,471.20
227 M	\$ 5,858.67	\$ 6,049.33	\$ 6,236.53	\$ 6,434.13	\$ 6,636.93	\$ 6,848.40	\$ 7,059.87	\$ 7,286.93	\$ 7,520.93
H	\$ 33.80	\$ 34.90	\$ 35.98	\$ 37.12	\$ 38.29	\$ 39.51	\$ 40.73	\$ 42.04	\$ 43.39
A	\$ 73,403.20	\$ 75,712.00	\$ 78,104.00	\$ 80,600.00	\$ 83,116.80	\$ 85,737.60	\$ 88,462.40	\$ 91,249.60	\$ 94,140.80
B	\$ 2,823.20	\$ 2,912.00	\$ 3,004.00	\$ 3,100.00	\$ 3,196.80	\$ 3,297.60	\$ 3,402.40	\$ 3,509.60	\$ 3,620.80
228 M	\$ 6,116.93	\$ 6,309.33	\$ 6,508.67	\$ 6,716.67	\$ 6,926.40	\$ 7,144.80	\$ 7,371.87	\$ 7,604.13	\$ 7,845.07
H	\$ 35.29	\$ 36.40	\$ 37.55	\$ 38.75	\$ 39.96	\$ 41.22	\$ 42.53	\$ 43.87	\$ 45.26
A	\$ 76,585.60	\$ 79,060.80	\$ 81,515.20	\$ 84,115.20	\$ 86,736.00	\$ 89,460.80	\$ 92,310.40	\$ 95,201.60	\$ 98,259.20
B	\$ 2,945.60	\$ 3,040.80	\$ 3,135.20	\$ 3,235.20	\$ 3,336.00	\$ 3,440.80	\$ 3,550.40	\$ 3,661.60	\$ 3,779.20
229 M	\$ 6,382.13	\$ 6,588.40	\$ 6,792.93	\$ 7,009.60	\$ 7,228.00	\$ 7,455.07	\$ 7,692.53	\$ 7,933.47	\$ 8,188.27
H	\$ 36.82	\$ 38.01	\$ 39.19	\$ 40.44	\$ 41.70	\$ 43.01	\$ 44.38	\$ 45.77	\$ 47.24

Fire

CITY OF ALLIANCE
 COMPENSATION SCHEDULE - FIRE DEPARTMENT
 EFFECTIVE: October 1, 2025

P.G.	1	2	3	4	5	6	7	8	9
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A	\$ 51,013.56	\$ 52,584.48	\$ 54,155.40	\$ 55,836.56	\$ 57,545.28	\$ 59,309.12	\$ 61,128.08	\$ 63,057.28	\$ 64,958.92
B	\$ 1,962.06	\$ 2,022.48	\$ 2,082.90	\$ 2,147.56	\$ 2,213.28	\$ 2,281.12	\$ 2,351.08	\$ 2,425.28	\$ 2,498.42
519 M	\$ 4,251.13	\$ 4,382.04	\$ 4,512.95	\$ 4,653.05	\$ 4,795.44	\$ 4,942.43	\$ 5,094.01	\$ 5,254.77	\$ 5,413.24
H	\$ 18.51	\$ 19.08	\$ 19.65	\$ 20.26	\$ 20.88	\$ 21.52	\$ 22.18	\$ 22.88	\$ 23.57
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A	\$ 53,135.68	\$ 54,761.72	\$ 56,498.00	\$ 58,151.60	\$ 59,970.56	\$ 61,789.52	\$ 63,718.72	\$ 65,703.04	\$ 67,714.92
B	\$ 2,043.68	\$ 2,106.22	\$ 2,173.00	\$ 2,236.60	\$ 2,306.56	\$ 2,376.52	\$ 2,450.72	\$ 2,527.04	\$ 2,604.42
520 M	\$ 4,427.97	\$ 4,563.48	\$ 4,708.17	\$ 4,845.97	\$ 4,997.55	\$ 5,149.13	\$ 5,309.89	\$ 5,475.25	\$ 5,642.91
H	\$ 19.28	\$ 19.87	\$ 20.50	\$ 21.10	\$ 21.76	\$ 22.42	\$ 23.12	\$ 23.84	\$ 24.57
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A	\$ 55,450.72	\$ 57,076.76	\$ 58,895.72	\$ 60,687.12	\$ 62,588.76	\$ 64,435.28	\$ 66,447.16	\$ 68,486.60	\$ 70,636.28
B	\$ 2,132.72	\$ 2,195.26	\$ 2,265.22	\$ 2,334.12	\$ 2,407.26	\$ 2,478.28	\$ 2,555.66	\$ 2,634.10	\$ 2,716.78
521 M	\$ 4,620.89	\$ 4,756.40	\$ 4,907.98	\$ 5,057.26	\$ 5,215.73	\$ 5,369.61	\$ 5,537.26	\$ 5,707.22	\$ 5,886.36
H	\$ 20.12	\$ 20.71	\$ 21.37	\$ 22.02	\$ 22.71	\$ 23.38	\$ 24.11	\$ 24.85	\$ 25.63
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A	\$ 57,765.76	\$ 59,557.16	\$ 61,403.68	\$ 63,277.76	\$ 65,206.96	\$ 67,246.40	\$ 69,396.08	\$ 71,490.64	\$ 73,695.44
B	\$ 2,221.76	\$ 2,290.66	\$ 2,361.68	\$ 2,433.76	\$ 2,507.96	\$ 2,586.40	\$ 2,669.08	\$ 2,749.64	\$ 2,834.44
522 M	\$ 4,813.81	\$ 4,963.10	\$ 5,116.97	\$ 5,273.15	\$ 5,433.91	\$ 5,603.87	\$ 5,783.01	\$ 5,957.55	\$ 6,141.29
H	\$ 20.96	\$ 21.61	\$ 22.28	\$ 22.96	\$ 23.66	\$ 24.40	\$ 25.18	\$ 25.94	\$ 26.74
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A	\$ 60,246.16	\$ 62,092.68	\$ 64,049.44	\$ 66,006.20	\$ 68,045.64	\$ 70,167.76	\$ 72,400.12	\$ 74,632.48	\$ 76,919.96
B	\$ 2,317.16	\$ 2,388.18	\$ 2,463.44	\$ 2,538.70	\$ 2,617.14	\$ 2,698.76	\$ 2,784.62	\$ 2,870.48	\$ 2,958.46
523 M	\$ 5,020.51	\$ 5,174.39	\$ 5,337.45	\$ 5,500.52	\$ 5,670.47	\$ 5,847.31	\$ 6,033.34	\$ 6,219.37	\$ 6,410.00
H	\$ 21.86	\$ 22.53	\$ 23.24	\$ 23.95	\$ 24.69	\$ 25.46	\$ 26.27	\$ 27.08	\$ 27.91

Job Title	Grade	Minimum	Maximum
Exempt Classifications			
Golf Course Administrator	101	\$51,563.20	\$69,804.80
Airport Director	102	\$54,059.20	\$73,153.60
Library Director	103	\$56,680.00	\$76,731.20
Assistant Fire Chief	104	\$59,384.00	\$80,475.20
Community Development Director	104	\$59,384.00	\$80,475.20
Police Lieutenant	105	\$62,233.60	\$84,406.40
City Treasurer	105	\$62,233.60	\$84,406.40
Cultural & Leisure Services Director	106	\$65,249.60	\$88,504.00
Human Resource Director	106	\$65,249.60	\$88,504.00
Police Captain	106	\$65,249.60	\$88,504.00
City Clerk	107	\$68,390.40	\$92,872.00
Finance Director	109	\$75,192.00	\$102,086.40
Fire Chief	109	\$75,192.00	\$102,086.40
Police Chief	109	\$75,192.00	\$102,086.40
Public Works Director	109	\$75,192.00	\$102,086.40
Electric Superintendent	110	\$78,832.00	\$107,078.40
Non-Exempt Classifications			
Library Page	201	\$12.00	\$14.15
Museum Support Clerk	202	\$12.00	\$14.73
Nutrition Delivery Driver	202	\$12.00	\$14.73
Nutrition Aide	204	\$12.00	\$16.00
Cook	206	\$13.68	\$17.36
RSVP Clerk	206	\$13.68	\$17.36
Library Clerk	207	\$14.25	\$18.08
Museum Clerk	207	\$14.25	\$18.08
Public Transit Driver/Dispatcher	209	\$15.46	\$19.67
Account Clerk I	211	\$16.79	\$21.36
Grounds Maintenance Worker I	211	\$16.79	\$21.36
Golf Course Maintenance Worker I	212	\$17.50	\$22.27
Secretary	212	\$17.50	\$22.27
Meter Reader	212	\$17.50	\$22.27
Account Clerk II	213	\$18.21	\$23.23
Airport Maintenance Worker I	213	\$18.21	\$23.23
Streets Maintenance Worker I	213	\$18.21	\$23.23
Water Maintenance Worker I	214	\$18.99	\$24.21
Refuse Collection Driver	214	\$18.99	\$24.21
Landfill Transfer Station Operator	214	\$18.99	\$24.21
Facilities Maintenance Worker	214	\$18.99	\$24.21
Assistant Museum Director	214	\$18.99	\$24.21
Librarians	214	\$18.99	\$24.21
Children's/Youth Services			
Outreach/Adult Services			
Outreach/Technical Services			
Grounds Maintenance Worker II	214	\$18.99	\$24.21
Administrative Secretary	214	\$18.99	\$24.21
Administration			
Culture and Leisure Services			
Warehouse Manager	214	\$18.99	\$24.21
Animal Control Officer	215	\$19.80	\$25.25

City of Alliance
Classification Plan

Effective: July 1, 2025

Code Enforcement Officer	215	\$19.80	\$25.25
Account Clerk III	215	\$19.80	\$25.25
Golf Course Assistant Superintendent	215	\$19.80	\$25.25
Streets Maintenance Worker II	215	\$19.80	\$25.25
Airport Maintenance Worker II	216	\$20.64	\$26.35
Landfill Heavy Equipment Operator	216	\$20.64	\$26.35
Purchasing Manager	216	\$20.64	\$26.35
Deputy City Clerk	216	\$20.64	\$26.35
Permit Technician I	216	\$20.64	\$26.35
Personnel Technician I	216	\$20.64	\$26.35
RSVP Director	216	\$20.64	\$26.35
Public Transit Director	216	\$20.64	\$26.35
Museum Director	217	\$21.53	\$27.51
Water Maintenance Worker II	217	\$21.53	\$27.51
Electric Apprentice Line Worker			
Apprentice I	220/1	\$24.44	
Apprentice II	220/5	\$27.58	
Apprentice III	223/6	\$32.33	
Apprentice IV	223/9	\$35.47	
Utility Services Office Manager	220	\$24.44	\$31.21
Landfill Foreman	220	\$24.44	\$31.21
Grounds Maintenance Foreman	220	\$24.44	\$31.21
Golf Course Superintendent	220	\$24.44	\$31.21
Street Foreman	220	\$24.44	\$31.21
Airport Maintenance Foreman	221	\$25.46	\$32.57
Building & Code Inspector	221	\$25.46	\$32.57
Water Foreman	221	\$25.46	\$32.57
Electric Journey Line Worker	227	\$32.82	\$42.13
Metering & Load Control Technician	228	\$34.26	\$43.94
Electric Foreman	229	\$35.75	\$45.86

Fire Classifications

Fire Apparatus Engineer/EMT	520	\$18.72	\$23.85
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Police Classification

Police Officer Trainee	90% of Grade 1 of Police Officer Wages		
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CITY OF ALLIANCE
 COMPENSATION SCHEDULE - EXEMPT
 (40 HOUR WORK WEEK)
 EFFECTIVE: October 1, 2024

Pay Grade	1	2	3	4	5	6	7	8	9
101 Annual	\$ 51,563.20	\$ 53,560.00	\$ 55,619.20	\$ 57,761.60	\$ 59,987.20	\$ 62,316.80	\$ 64,708.80	\$ 67,225.60	\$ 69,804.80
101 Bi-Weekly	\$ 1,983.20	\$ 2,060.00	\$ 2,139.20	\$ 2,221.60	\$ 2,307.20	\$ 2,396.80	\$ 2,488.80	\$ 2,585.60	\$ 2,684.80
101 Monthly	\$ 4,296.93	\$ 4,463.33	\$ 4,634.93	\$ 4,813.47	\$ 4,998.93	\$ 5,193.07	\$ 5,392.40	\$ 5,602.13	\$ 5,817.07
101 Hourly	\$ 24.79	\$ 25.75	\$ 26.74	\$ 27.77	\$ 28.84	\$ 29.96	\$ 31.11	\$ 32.32	\$ 33.56
102 Annual	\$ 54,059.20	\$ 56,118.40	\$ 58,281.60	\$ 60,507.20	\$ 62,857.60	\$ 65,270.40	\$ 67,808.00	\$ 70,449.60	\$ 73,153.60
102 Bi-Weekly	\$ 2,079.20	\$ 2,158.40	\$ 2,241.60	\$ 2,327.20	\$ 2,417.60	\$ 2,510.40	\$ 2,608.00	\$ 2,709.60	\$ 2,813.60
102 Monthly	\$ 4,504.93	\$ 4,676.53	\$ 4,856.80	\$ 5,042.27	\$ 5,238.13	\$ 5,439.20	\$ 5,650.67	\$ 5,870.80	\$ 6,096.13
102 Hourly	\$ 25.99	\$ 26.98	\$ 28.02	\$ 29.09	\$ 30.22	\$ 31.38	\$ 32.60	\$ 33.87	\$ 35.17
103 Annual	\$ 56,680.00	\$ 58,801.60	\$ 61,068.80	\$ 63,440.00	\$ 65,894.40	\$ 68,452.80	\$ 71,136.00	\$ 73,881.60	\$ 76,731.20
103 Bi-Weekly	\$ 2,180.00	\$ 2,261.60	\$ 2,348.80	\$ 2,440.00	\$ 2,534.40	\$ 2,632.80	\$ 2,736.00	\$ 2,841.60	\$ 2,951.20
103 Monthly	\$ 4,723.33	\$ 4,900.13	\$ 5,089.07	\$ 5,286.67	\$ 5,491.20	\$ 5,704.40	\$ 5,928.00	\$ 6,156.80	\$ 6,394.27
103 Hourly	\$ 27.25	\$ 28.27	\$ 29.36	\$ 30.50	\$ 31.68	\$ 32.91	\$ 34.20	\$ 35.52	\$ 36.89
104 Annual	\$ 59,384.00	\$ 61,692.80	\$ 64,043.20	\$ 66,539.20	\$ 69,139.20	\$ 71,780.80	\$ 74,547.20	\$ 77,438.40	\$ 80,475.20
104 Bi-Weekly	\$ 2,284.00	\$ 2,372.80	\$ 2,463.20	\$ 2,559.20	\$ 2,659.20	\$ 2,760.80	\$ 2,867.20	\$ 2,978.40	\$ 3,095.20
104 Monthly	\$ 4,948.67	\$ 5,141.07	\$ 5,336.93	\$ 5,544.93	\$ 5,761.60	\$ 5,981.73	\$ 6,212.27	\$ 6,453.20	\$ 6,706.27
104 Hourly	\$ 28.55	\$ 29.66	\$ 30.79	\$ 31.99	\$ 33.24	\$ 34.51	\$ 35.84	\$ 37.23	\$ 38.69
105 Annual	\$ 62,233.60	\$ 64,667.20	\$ 67,163.20	\$ 69,763.20	\$ 72,467.20	\$ 75,275.20	\$ 78,228.80	\$ 81,224.00	\$ 84,406.40
105 Bi-Weekly	\$ 2,393.60	\$ 2,487.20	\$ 2,583.20	\$ 2,683.20	\$ 2,787.20	\$ 2,895.20	\$ 3,008.80	\$ 3,124.00	\$ 3,246.40
105 Monthly	\$ 5,186.13	\$ 5,388.93	\$ 5,596.93	\$ 5,813.60	\$ 6,038.93	\$ 6,272.93	\$ 6,519.07	\$ 6,768.67	\$ 7,033.87
105 Hourly	\$ 29.92	\$ 31.09	\$ 32.29	\$ 33.54	\$ 34.84	\$ 36.19	\$ 37.61	\$ 39.05	\$ 40.58
106 Annual	\$ 65,249.60	\$ 67,766.40	\$ 70,428.80	\$ 73,132.80	\$ 76,003.20	\$ 78,915.20	\$ 81,972.80	\$ 85,196.80	\$ 88,504.00
106 Bi-Weekly	\$ 2,509.60	\$ 2,606.40	\$ 2,708.80	\$ 2,812.80	\$ 2,923.20	\$ 3,035.20	\$ 3,152.80	\$ 3,276.80	\$ 3,404.00
106 Monthly	\$ 5,437.47	\$ 5,647.20	\$ 5,869.07	\$ 6,094.40	\$ 6,333.60	\$ 6,576.27	\$ 6,831.07	\$ 7,099.73	\$ 7,375.33
106 Hourly	\$ 31.37	\$ 32.58	\$ 33.86	\$ 35.16	\$ 36.54	\$ 37.94	\$ 39.41	\$ 40.96	\$ 42.55
107 Annual	\$ 68,390.40	\$ 71,073.60	\$ 73,840.00	\$ 76,689.60	\$ 79,684.80	\$ 82,784.00	\$ 86,008.00	\$ 89,336.00	\$ 92,872.00
107 Bi-Weekly	\$ 2,630.40	\$ 2,733.60	\$ 2,840.00	\$ 2,949.60	\$ 3,064.80	\$ 3,184.00	\$ 3,308.00	\$ 3,436.00	\$ 3,572.00
107 Monthly	\$ 5,699.20	\$ 5,922.80	\$ 6,153.33	\$ 6,390.80	\$ 6,640.40	\$ 6,898.67	\$ 7,167.33	\$ 7,444.67	\$ 7,739.33
107 Hourly	\$ 32.88	\$ 34.17	\$ 35.50	\$ 36.87	\$ 38.31	\$ 39.80	\$ 41.35	\$ 42.95	\$ 44.65
108 Annual	\$ 71,718.40	\$ 74,484.80	\$ 77,376.00	\$ 80,412.80	\$ 83,532.80	\$ 86,777.60	\$ 90,147.20	\$ 93,683.20	\$ 97,344.00
108 Bi-Weekly	\$ 2,758.40	\$ 2,864.80	\$ 2,976.00	\$ 3,092.80	\$ 3,212.80	\$ 3,337.60	\$ 3,467.20	\$ 3,603.20	\$ 3,744.00
108 Monthly	\$ 5,976.53	\$ 6,207.07	\$ 6,448.00	\$ 6,701.07	\$ 6,961.07	\$ 7,231.47	\$ 7,512.27	\$ 7,806.93	\$ 8,112.00
108 Hourly	\$ 34.48	\$ 35.81	\$ 37.20	\$ 38.66	\$ 40.16	\$ 41.72	\$ 43.34	\$ 45.04	\$ 46.80
109 Annual	\$ 75,192.00	\$ 78,124.80	\$ 81,140.80	\$ 84,302.40	\$ 87,568.00	\$ 91,020.80	\$ 94,536.00	\$ 98,217.60	\$ 102,086.40
109 Bi-Weekly	\$ 2,892.00	\$ 3,004.80	\$ 3,120.80	\$ 3,242.40	\$ 3,368.00	\$ 3,500.80	\$ 3,636.00	\$ 3,777.60	\$ 3,926.40
109 Monthly	\$ 6,266.00	\$ 6,510.40	\$ 6,761.73	\$ 7,025.20	\$ 7,297.33	\$ 7,585.07	\$ 7,878.00	\$ 8,184.80	\$ 8,507.20
109 Hourly	\$ 36.15	\$ 37.56	\$ 39.01	\$ 40.53	\$ 42.10	\$ 43.76	\$ 45.45	\$ 47.22	\$ 49.08
110 Annual	\$ 78,832.00	\$ 81,889.60	\$ 85,092.80	\$ 88,420.80	\$ 91,852.80	\$ 95,472.00	\$ 99,174.40	\$ 103,084.80	\$ 107,078.40
110 Bi-Weekly	\$ 3,032.00	\$ 3,149.60	\$ 3,272.80	\$ 3,400.80	\$ 3,532.80	\$ 3,672.00	\$ 3,814.40	\$ 3,964.80	\$ 4,118.40
110 Monthly	\$ 6,569.33	\$ 6,824.13	\$ 7,091.07	\$ 7,368.40	\$ 7,654.40	\$ 7,956.00	\$ 8,264.53	\$ 8,590.40	\$ 8,923.20
110 Hourly	\$ 37.90	\$ 39.37	\$ 40.91	\$ 42.51	\$ 44.16	\$ 45.90	\$ 47.68	\$ 49.56	\$ 51.48

Non-Exempt

CITY OF ALLIANCE
 COMPENSATION SCHEDULE - NON EXEMPT
 (40 HOUR WORK WEEK)
 EFFECTIVE: October 1, 2024

P.G.	1	2	3	4	5	6	7	8	9
A				\$ 25,438.40	\$ 26,208.00	\$ 26,956.80	\$ 27,768.00	\$ 28,600.00	\$ 29,432.00
B				\$ 978.40	\$ 1,008.00	\$ 1,036.80	\$ 1,068.00	\$ 1,100.00	\$ 1,132.00
201 M				\$ 2,119.87	\$ 2,184.00	\$ 2,246.40	\$ 2,314.00	\$ 2,383.33	\$ 2,452.67
H				\$12.23	\$12.60	\$12.96	\$13.35	\$13.75	\$14.15
A			\$ 25,646.40	\$ 26,457.60	\$ 27,206.40	\$ 28,038.40	\$ 28,912.00	\$ 29,764.80	\$ 30,638.40
B			\$ 986.40	\$ 1,017.60	\$ 1,046.40	\$ 1,078.40	\$ 1,112.00	\$ 1,144.80	\$ 1,178.40
202 M			\$ 2,137.20	\$ 2,204.80	\$ 2,267.20	\$ 2,336.53	\$ 2,409.33	\$ 2,480.40	\$ 2,553.20
H			\$12.33	\$12.72	\$13.08	\$13.48	\$13.90	\$14.31	\$14.73
A	\$ 25,230.40	\$ 25,979.20	\$ 26,748.80	\$ 27,539.20	\$ 28,329.60	\$ 29,203.20	\$ 30,056.00	\$ 30,971.20	\$ 31,886.40
B	\$ 970.40	\$ 999.20	\$ 1,028.80	\$ 1,059.20	\$ 1,089.60	\$ 1,123.20	\$ 1,156.00	\$ 1,191.20	\$ 1,226.40
203 M	\$ 2,102.53	\$ 2,164.93	\$ 2,229.07	\$ 2,294.93	\$ 2,360.80	\$ 2,433.60	\$ 2,504.67	\$ 2,580.93	\$ 2,657.20
H	\$ 12.13	\$ 12.49	\$ 12.86	\$ 13.24	\$ 13.62	\$ 14.04	\$ 14.45	\$ 14.89	\$ 15.33
A	\$ 26,291.20	\$ 27,040.00	\$ 27,872.00	\$ 28,724.80	\$ 29,536.00	\$ 30,430.40	\$ 31,366.40	\$ 32,323.20	\$ 33,280.00
B	\$ 1,011.20	\$ 1,040.00	\$ 1,072.00	\$ 1,104.80	\$ 1,136.00	\$ 1,170.40	\$ 1,206.40	\$ 1,243.20	\$ 1,280.00
204 M	\$ 2,190.93	\$ 2,253.33	\$ 2,322.67	\$ 2,393.73	\$ 2,461.33	\$ 2,535.87	\$ 2,613.87	\$ 2,693.60	\$ 2,773.33
H	\$ 12.64	\$ 13.00	\$ 13.40	\$ 13.81	\$ 14.20	\$ 14.63	\$ 15.08	\$ 15.54	\$ 16.00
A	\$ 27,331.20	\$ 28,142.40	\$ 28,995.20	\$ 29,868.80	\$ 30,763.20	\$ 31,657.60	\$ 32,635.20	\$ 33,633.60	\$ 34,632.00
B	\$ 1,051.20	\$ 1,082.40	\$ 1,115.20	\$ 1,148.80	\$ 1,183.20	\$ 1,217.60	\$ 1,255.20	\$ 1,293.60	\$ 1,332.00
205 M	\$ 2,277.60	\$ 2,345.20	\$ 2,416.27	\$ 2,489.07	\$ 2,563.60	\$ 2,638.13	\$ 2,719.60	\$ 2,802.80	\$ 2,886.00
H	\$ 13.14	\$ 13.53	\$ 13.94	\$ 14.36	\$ 14.79	\$ 15.22	\$ 15.69	\$ 16.17	\$ 16.65
A	\$ 28,454.40	\$ 29,307.20	\$ 30,180.80	\$ 31,158.40	\$ 32,032.00	\$ 33,009.60	\$ 34,008.00	\$ 35,027.20	\$ 36,108.80
B	\$ 1,094.40	\$ 1,127.20	\$ 1,160.80	\$ 1,198.40	\$ 1,232.00	\$ 1,269.60	\$ 1,308.00	\$ 1,347.20	\$ 1,388.80
206 M	\$ 2,371.20	\$ 2,442.27	\$ 2,515.07	\$ 2,596.53	\$ 2,669.33	\$ 2,750.80	\$ 2,834.00	\$ 2,918.93	\$ 3,009.07
H	\$ 13.68	\$ 14.09	\$ 14.51	\$ 14.98	\$ 15.40	\$ 15.87	\$ 16.35	\$ 16.84	\$ 17.36
A	\$ 29,640.00	\$ 30,492.80	\$ 31,428.80	\$ 32,385.60	\$ 33,363.20	\$ 34,340.80	\$ 35,422.40	\$ 36,504.00	\$ 37,606.40
B	\$ 1,140.00	\$ 1,172.80	\$ 1,208.80	\$ 1,245.60	\$ 1,283.20	\$ 1,320.80	\$ 1,362.40	\$ 1,404.00	\$ 1,446.40
207 M	\$ 2,470.00	\$ 2,541.07	\$ 2,619.07	\$ 2,698.80	\$ 2,780.27	\$ 2,861.73	\$ 2,951.87	\$ 3,042.00	\$ 3,133.87
H	\$ 14.25	\$ 14.66	\$ 15.11	\$ 15.57	\$ 16.04	\$ 16.51	\$ 17.03	\$ 17.55	\$ 18.08
A	\$ 30,867.20	\$ 31,782.40	\$ 32,760.00	\$ 33,800.00	\$ 34,777.60	\$ 35,838.40	\$ 36,920.00	\$ 38,043.20	\$ 39,228.80
B	\$ 1,187.20	\$ 1,222.40	\$ 1,260.00	\$ 1,300.00	\$ 1,337.60	\$ 1,378.40	\$ 1,420.00	\$ 1,463.20	\$ 1,508.80
208 M	\$ 2,572.27	\$ 2,648.53	\$ 2,730.00	\$ 2,816.67	\$ 2,898.13	\$ 2,986.53	\$ 3,076.67	\$ 3,170.27	\$ 3,269.07
H	\$ 14.84	\$ 15.28	\$ 15.75	\$ 16.25	\$ 16.72	\$ 17.23	\$ 17.75	\$ 18.29	\$ 18.86
A	\$ 32,156.80	\$ 33,134.40	\$ 34,153.60	\$ 35,172.80	\$ 36,254.40	\$ 37,377.60	\$ 38,521.60	\$ 39,686.40	\$ 40,913.60
B	\$ 1,236.80	\$ 1,274.40	\$ 1,313.60	\$ 1,352.80	\$ 1,394.40	\$ 1,437.60	\$ 1,481.60	\$ 1,526.40	\$ 1,573.60
209 M	\$ 2,679.73	\$ 2,761.20	\$ 2,846.13	\$ 2,931.07	\$ 3,021.20	\$ 3,114.80	\$ 3,210.13	\$ 3,307.20	\$ 3,409.47
H	\$ 15.46	\$ 15.93	\$ 16.42	\$ 16.91	\$ 17.43	\$ 17.97	\$ 18.52	\$ 19.08	\$ 19.67
A	\$ 33,529.60	\$ 34,548.80	\$ 35,547.20	\$ 36,628.80	\$ 37,731.20	\$ 38,916.80	\$ 40,081.60	\$ 41,371.20	\$ 42,577.60
B	\$ 1,289.60	\$ 1,328.80	\$ 1,367.20	\$ 1,408.80	\$ 1,451.20	\$ 1,496.80	\$ 1,541.60	\$ 1,591.20	\$ 1,637.60
210 M	\$ 2,794.13	\$ 2,879.07	\$ 2,962.27	\$ 3,052.40	\$ 3,144.27	\$ 3,243.07	\$ 3,340.13	\$ 3,447.60	\$ 3,548.13
H	\$ 16.12	\$ 16.61	\$ 17.09	\$ 17.61	\$ 18.14	\$ 18.71	\$ 19.27	\$ 19.89	\$ 20.47
A	\$ 34,923.20	\$ 36,004.80	\$ 37,044.80	\$ 38,209.60	\$ 39,374.40	\$ 40,601.60	\$ 41,808.00	\$ 43,118.40	\$ 44,428.80
B	\$ 1,343.20	\$ 1,384.80	\$ 1,424.80	\$ 1,469.60	\$ 1,514.40	\$ 1,561.60	\$ 1,608.00	\$ 1,658.40	\$ 1,708.80
211 M	\$ 2,910.27	\$ 3,000.40	\$ 3,087.07	\$ 3,184.13	\$ 3,281.20	\$ 3,383.47	\$ 3,484.00	\$ 3,593.20	\$ 3,702.40
H	\$ 16.79	\$ 17.31	\$ 17.81	\$ 18.37	\$ 18.93	\$ 19.52	\$ 20.10	\$ 20.73	\$ 21.36
A	\$ 36,400.00	\$ 37,502.40	\$ 38,646.40	\$ 39,832.00	\$ 41,017.60	\$ 42,286.40	\$ 43,596.80	\$ 44,907.20	\$ 46,321.60
B	\$ 1,400.00	\$ 1,442.40	\$ 1,486.40	\$ 1,532.00	\$ 1,577.60	\$ 1,626.40	\$ 1,676.80	\$ 1,727.20	\$ 1,781.60
212 M	\$ 3,033.33	\$ 3,125.20	\$ 3,220.53	\$ 3,319.33	\$ 3,418.13	\$ 3,523.87	\$ 3,633.07	\$ 3,742.27	\$ 3,860.13
H	\$ 17.50	\$ 18.03	\$ 18.58	\$ 19.15	\$ 19.72	\$ 20.33	\$ 20.96	\$ 21.59	\$ 22.27

Non-Exempt

P.G.	1	2	3	4	5	6	7	8	9
A	\$ 37,876.80	\$ 39,062.40	\$ 40,248.00	\$ 41,516.80	\$ 42,764.80	\$ 44,096.00	\$ 45,427.20	\$ 46,820.80	\$ 48,318.40
B	\$ 1,456.80	\$ 1,502.40	\$ 1,548.00	\$ 1,596.80	\$ 1,644.80	\$ 1,696.00	\$ 1,747.20	\$ 1,800.80	\$ 1,858.40
213 M	\$ 3,156.40	\$ 3,255.20	\$ 3,354.00	\$ 3,459.73	\$ 3,563.73	\$ 3,674.67	\$ 3,785.60	\$ 3,901.73	\$ 4,026.53
H	\$ 18.21	\$ 18.78	\$ 19.35	\$ 19.96	\$ 20.56	\$ 21.20	\$ 21.84	\$ 22.51	\$ 23.23
A	\$ 39,499.20	\$ 40,726.40	\$ 41,953.60	\$ 43,305.60	\$ 44,595.20	\$ 46,009.60	\$ 47,444.80	\$ 48,880.00	\$ 50,356.80
B	\$ 1,519.20	\$ 1,566.40	\$ 1,613.60	\$ 1,665.60	\$ 1,715.20	\$ 1,769.60	\$ 1,824.80	\$ 1,880.00	\$ 1,936.80
214 M	\$ 3,291.60	\$ 3,393.87	\$ 3,496.13	\$ 3,608.80	\$ 3,716.27	\$ 3,834.13	\$ 3,953.73	\$ 4,073.33	\$ 4,196.40
H	\$ 18.99	\$ 19.58	\$ 20.17	\$ 20.82	\$ 21.44	\$ 22.12	\$ 22.81	\$ 23.50	\$ 24.21
A	\$ 41,184.00	\$ 42,452.80	\$ 43,742.40	\$ 45,136.00	\$ 46,508.80	\$ 47,923.20	\$ 49,420.80	\$ 50,980.80	\$ 52,520.00
B	\$ 1,584.00	\$ 1,632.80	\$ 1,682.40	\$ 1,736.00	\$ 1,788.80	\$ 1,843.20	\$ 1,900.80	\$ 1,960.80	\$ 2,020.00
215 M	\$ 3,432.00	\$ 3,537.73	\$ 3,645.20	\$ 3,761.33	\$ 3,875.73	\$ 3,993.60	\$ 4,118.40	\$ 4,248.40	\$ 4,376.67
H	\$ 19.80	\$ 20.41	\$ 21.03	\$ 21.70	\$ 22.36	\$ 23.04	\$ 23.76	\$ 24.51	\$ 25.25
A	\$ 42,931.20	\$ 44,241.60	\$ 45,593.60	\$ 47,028.80	\$ 48,505.60	\$ 50,003.20	\$ 51,521.60	\$ 53,164.80	\$ 54,808.00
B	\$ 1,651.20	\$ 1,701.60	\$ 1,753.60	\$ 1,808.80	\$ 1,865.60	\$ 1,923.20	\$ 1,981.60	\$ 2,044.80	\$ 2,108.00
216 M	\$ 3,577.60	\$ 3,686.80	\$ 3,799.47	\$ 3,919.07	\$ 4,042.13	\$ 4,166.93	\$ 4,293.47	\$ 4,430.40	\$ 4,567.33
H	\$ 20.64	\$ 21.27	\$ 21.92	\$ 22.61	\$ 23.32	\$ 24.04	\$ 24.77	\$ 25.56	\$ 26.35
A	\$ 44,782.40	\$ 46,196.80	\$ 47,590.40	\$ 49,088.00	\$ 50,606.40	\$ 52,208.00	\$ 53,830.40	\$ 55,536.00	\$ 57,220.80
B	\$ 1,722.40	\$ 1,776.80	\$ 1,830.40	\$ 1,888.00	\$ 1,946.40	\$ 2,008.00	\$ 2,070.40	\$ 2,136.00	\$ 2,200.80
217 M	\$ 3,731.87	\$ 3,849.73	\$ 3,965.87	\$ 4,090.67	\$ 4,217.20	\$ 4,350.67	\$ 4,485.87	\$ 4,628.00	\$ 4,768.40
H	\$ 21.53	\$ 22.21	\$ 22.88	\$ 23.60	\$ 24.33	\$ 25.10	\$ 25.88	\$ 26.70	\$ 27.51
A	\$ 46,675.20	\$ 48,152.00	\$ 49,608.00	\$ 51,168.00	\$ 52,728.00	\$ 54,371.20	\$ 56,076.80	\$ 57,782.40	\$ 59,633.60
B	\$ 1,795.20	\$ 1,852.00	\$ 1,908.00	\$ 1,968.00	\$ 2,028.00	\$ 2,091.20	\$ 2,156.80	\$ 2,222.40	\$ 2,293.60
218 M	\$ 3,889.60	\$ 4,012.67	\$ 4,134.00	\$ 4,264.00	\$ 4,394.00	\$ 4,530.93	\$ 4,673.07	\$ 4,815.20	\$ 4,969.47
H	\$ 22.44	\$ 23.15	\$ 23.85	\$ 24.60	\$ 25.35	\$ 26.14	\$ 26.96	\$ 27.78	\$ 28.67
A	\$ 48,672.00	\$ 50,169.60	\$ 51,729.60	\$ 53,372.80	\$ 54,974.40	\$ 56,763.20	\$ 58,510.40	\$ 60,340.80	\$ 62,171.20
B	\$ 1,872.00	\$ 1,929.60	\$ 1,989.60	\$ 2,052.80	\$ 2,114.40	\$ 2,183.20	\$ 2,250.40	\$ 2,320.80	\$ 2,391.20
219 M	\$ 4,056.00	\$ 4,180.80	\$ 4,310.80	\$ 4,447.73	\$ 4,581.20	\$ 4,730.27	\$ 4,875.87	\$ 5,028.40	\$ 5,180.93
H	\$ 23.40	\$ 24.12	\$ 24.87	\$ 25.66	\$ 26.43	\$ 27.29	\$ 28.13	\$ 29.01	\$ 29.89
A	\$ 50,835.20	\$ 52,353.60	\$ 53,976.00	\$ 55,702.40	\$ 57,366.40	\$ 59,196.80	\$ 61,048.00	\$ 62,982.40	\$ 64,916.80
B	\$ 1,955.20	\$ 2,013.60	\$ 2,076.00	\$ 2,142.40	\$ 2,206.40	\$ 2,276.80	\$ 2,348.00	\$ 2,422.40	\$ 2,496.80
220 M	\$ 4,236.27	\$ 4,362.80	\$ 4,498.00	\$ 4,641.87	\$ 4,780.53	\$ 4,933.07	\$ 5,087.33	\$ 5,248.53	\$ 5,409.73
H	\$ 24.44	\$ 25.17	\$ 25.95	\$ 26.78	\$ 27.58	\$ 28.46	\$ 29.35	\$ 30.28	\$ 31.21
A	\$ 52,956.80	\$ 54,620.80	\$ 56,284.80	\$ 58,094.40	\$ 59,862.40	\$ 61,755.20	\$ 63,689.60	\$ 65,665.60	\$ 67,745.60
B	\$ 2,036.80	\$ 2,100.80	\$ 2,164.80	\$ 2,234.40	\$ 2,302.40	\$ 2,375.20	\$ 2,449.60	\$ 2,525.60	\$ 2,605.60
221 M	\$ 4,413.07	\$ 4,551.73	\$ 4,690.40	\$ 4,841.20	\$ 4,988.53	\$ 5,146.27	\$ 5,307.47	\$ 5,472.13	\$ 5,645.47
H	\$ 25.46	\$ 26.26	\$ 27.06	\$ 27.93	\$ 28.78	\$ 29.69	\$ 30.62	\$ 31.57	\$ 32.57
A	\$ 55,244.80	\$ 56,971.20	\$ 58,739.20	\$ 60,590.40	\$ 62,441.60	\$ 64,438.40	\$ 66,435.20	\$ 68,515.20	\$ 70,678.40
B	\$ 2,124.80	\$ 2,191.20	\$ 2,259.20	\$ 2,330.40	\$ 2,401.60	\$ 2,478.40	\$ 2,555.20	\$ 2,635.20	\$ 2,718.40
222 M	\$ 4,603.73	\$ 4,747.60	\$ 4,894.93	\$ 5,049.20	\$ 5,203.47	\$ 5,369.87	\$ 5,536.27	\$ 5,709.60	\$ 5,889.87
H	\$ 26.56	\$ 27.39	\$ 28.24	\$ 29.13	\$ 30.02	\$ 30.98	\$ 31.94	\$ 32.94	\$ 33.98
A	\$ 57,616.00	\$ 59,446.40	\$ 61,297.60	\$ 63,232.00	\$ 65,166.40	\$ 67,246.40	\$ 69,326.40	\$ 71,510.40	\$ 73,777.60
B	\$ 2,216.00	\$ 2,286.40	\$ 2,357.60	\$ 2,432.00	\$ 2,506.40	\$ 2,586.40	\$ 2,666.40	\$ 2,750.40	\$ 2,837.60
223 M	\$ 4,801.33	\$ 4,953.87	\$ 5,108.13	\$ 5,269.33	\$ 5,430.53	\$ 5,603.87	\$ 5,777.20	\$ 5,959.20	\$ 6,148.13
H	\$ 27.70	\$ 28.58	\$ 29.47	\$ 30.40	\$ 31.33	\$ 32.33	\$ 33.33	\$ 34.38	\$ 35.47
A	\$ 60,091.20	\$ 62,004.80	\$ 63,939.20	\$ 65,936.00	\$ 68,057.60	\$ 70,158.40	\$ 72,363.20	\$ 74,630.40	\$ 76,980.80
B	\$ 2,311.20	\$ 2,384.80	\$ 2,459.20	\$ 2,536.00	\$ 2,617.60	\$ 2,698.40	\$ 2,783.20	\$ 2,870.40	\$ 2,960.80
224 M	\$ 5,007.60	\$ 5,167.07	\$ 5,328.27	\$ 5,494.67	\$ 5,671.47	\$ 5,846.53	\$ 6,030.27	\$ 6,219.20	\$ 6,415.07
H	\$ 28.89	\$ 29.81	\$ 30.74	\$ 31.70	\$ 32.72	\$ 33.73	\$ 34.79	\$ 35.88	\$ 37.01
A	\$ 62,732.80	\$ 64,688.00	\$ 66,705.60	\$ 68,827.20	\$ 71,011.20	\$ 73,216.00	\$ 75,545.60	\$ 77,896.00	\$ 80,329.60
B	\$ 2,412.80	\$ 2,488.00	\$ 2,565.60	\$ 2,647.20	\$ 2,731.20	\$ 2,816.00	\$ 2,905.60	\$ 2,996.00	\$ 3,089.60
225 M	\$ 5,227.73	\$ 5,390.67	\$ 5,558.80	\$ 5,735.60	\$ 5,917.60	\$ 6,101.33	\$ 6,295.47	\$ 6,491.33	\$ 6,694.13
H	\$ 30.16	\$ 31.10	\$ 32.07	\$ 33.09	\$ 34.14	\$ 35.20	\$ 36.32	\$ 37.45	\$ 38.62

Non-Exempt

P.G.	1	2	3	4	5	6	7	8	9
A	\$ 65,457.60	\$ 67,496.00	\$ 69,638.40	\$ 71,822.40	\$ 74,110.40	\$ 76,460.80	\$ 78,894.40	\$ 81,369.60	\$ 83,928.00
B	\$ 2,517.60	\$ 2,596.00	\$ 2,678.40	\$ 2,762.40	\$ 2,850.40	\$ 2,940.80	\$ 3,034.40	\$ 3,129.60	\$ 3,228.00
226 M	\$ 5,454.80	\$ 5,624.67	\$ 5,803.20	\$ 5,985.20	\$ 6,175.87	\$ 6,371.73	\$ 6,574.53	\$ 6,780.80	\$ 6,994.00
H	\$ 31.47	\$ 32.45	\$ 33.48	\$ 34.53	\$ 35.63	\$ 36.76	\$ 37.93	\$ 39.12	\$ 40.35
A	\$ 68,265.60	\$ 70,470.40	\$ 72,654.40	\$ 74,963.20	\$ 77,313.60	\$ 79,788.80	\$ 82,243.20	\$ 84,905.60	\$ 87,630.40
B	\$ 2,625.60	\$ 2,710.40	\$ 2,794.40	\$ 2,883.20	\$ 2,973.60	\$ 3,068.80	\$ 3,163.20	\$ 3,265.60	\$ 3,370.40
227 M	\$ 5,688.80	\$ 5,872.53	\$ 6,054.53	\$ 6,246.93	\$ 6,442.80	\$ 6,649.07	\$ 6,853.60	\$ 7,075.47	\$ 7,302.53
H	\$ 32.82	\$ 33.88	\$ 34.93	\$ 36.04	\$ 37.17	\$ 38.36	\$ 39.54	\$ 40.82	\$ 42.13
A	\$ 71,260.80	\$ 73,507.20	\$ 75,836.80	\$ 78,249.60	\$ 80,704.00	\$ 83,241.60	\$ 85,883.20	\$ 88,587.20	\$ 91,395.20
B	\$ 2,740.80	\$ 2,827.20	\$ 2,916.80	\$ 3,009.60	\$ 3,104.00	\$ 3,201.60	\$ 3,303.20	\$ 3,407.20	\$ 3,515.20
228 M	\$ 5,938.40	\$ 6,125.60	\$ 6,319.73	\$ 6,520.80	\$ 6,725.33	\$ 6,936.80	\$ 7,156.93	\$ 7,382.27	\$ 7,616.27
H	\$ 34.26	\$ 35.34	\$ 36.46	\$ 37.62	\$ 38.80	\$ 40.02	\$ 41.29	\$ 42.59	\$ 43.94
A	\$ 74,360.00	\$ 76,752.00	\$ 79,144.00	\$ 81,660.80	\$ 84,219.20	\$ 86,860.80	\$ 89,627.20	\$ 92,435.20	\$ 95,388.80
B	\$ 2,860.00	\$ 2,952.00	\$ 3,044.00	\$ 3,140.80	\$ 3,239.20	\$ 3,340.80	\$ 3,447.20	\$ 3,555.20	\$ 3,668.80
229 M	\$ 6,196.67	\$ 6,396.00	\$ 6,595.33	\$ 6,805.07	\$ 7,018.27	\$ 7,238.40	\$ 7,468.93	\$ 7,702.93	\$ 7,949.07
H	\$ 35.75	\$ 36.90	\$ 38.05	\$ 39.26	\$ 40.49	\$ 41.76	\$ 43.09	\$ 44.44	\$ 45.86

Fire

CITY OF ALLIANCE
 COMPENSATION SCHEDULE - FIRE DEPARTMENT
 EFFECTIVE: October 1, 2024

P.G.	1	2	3	4	5	6	7	8	9
A	\$ 49,525.32	\$ 51,041.12	\$ 52,584.48	\$ 54,210.52	\$ 55,864.12	\$ 57,572.84	\$ 59,336.68	\$ 61,210.76	\$ 63,057.28
B	\$ 1,904.82	\$ 1,963.12	\$ 2,022.48	\$ 2,085.02	\$ 2,148.62	\$ 2,214.34	\$ 2,282.18	\$ 2,354.26	\$ 2,425.28
519 M	\$ 4,127.11	\$ 4,253.43	\$ 4,382.04	\$ 4,517.54	\$ 4,655.34	\$ 4,797.74	\$ 4,944.72	\$ 5,100.90	\$ 5,254.77
H	\$ 17.97	\$ 18.52	\$ 19.08	\$ 19.67	\$ 20.27	\$ 20.89	\$ 21.53	\$ 22.21	\$ 22.88
A	\$ 51,592.32	\$ 53,163.24	\$ 54,844.40	\$ 56,470.44	\$ 58,234.28	\$ 59,998.12	\$ 61,872.20	\$ 63,801.40	\$ 65,730.60
B	\$ 1,984.32	\$ 2,044.74	\$ 2,109.40	\$ 2,171.94	\$ 2,239.78	\$ 2,307.62	\$ 2,379.70	\$ 2,453.90	\$ 2,528.10
520 M	\$ 4,299.36	\$ 4,430.27	\$ 4,570.37	\$ 4,705.87	\$ 4,852.86	\$ 4,999.84	\$ 5,156.02	\$ 5,316.78	\$ 5,477.55
H	\$ 18.72	\$ 19.29	\$ 19.90	\$ 20.49	\$ 21.13	\$ 21.77	\$ 22.45	\$ 23.15	\$ 23.85
A	\$ 53,824.68	\$ 55,423.16	\$ 57,187.00	\$ 58,923.28	\$ 60,769.80	\$ 62,561.20	\$ 64,517.96	\$ 66,502.28	\$ 68,569.28
B	\$ 2,070.18	\$ 2,131.66	\$ 2,199.50	\$ 2,266.28	\$ 2,337.30	\$ 2,406.20	\$ 2,481.46	\$ 2,557.78	\$ 2,637.28
521 M	\$ 4,485.39	\$ 4,618.60	\$ 4,765.58	\$ 4,910.27	\$ 5,064.15	\$ 5,213.43	\$ 5,376.50	\$ 5,541.86	\$ 5,714.11
H	\$ 19.53	\$ 20.11	\$ 20.75	\$ 21.38	\$ 22.05	\$ 22.70	\$ 23.41	\$ 24.13	\$ 24.88
A	\$ 56,084.60	\$ 57,820.88	\$ 59,612.28	\$ 61,431.24	\$ 63,305.32	\$ 65,289.64	\$ 67,384.20	\$ 69,396.08	\$ 71,545.76
B	\$ 2,157.10	\$ 2,223.88	\$ 2,292.78	\$ 2,362.74	\$ 2,434.82	\$ 2,511.14	\$ 2,591.70	\$ 2,669.08	\$ 2,751.76
522 M	\$ 4,673.72	\$ 4,818.41	\$ 4,967.69	\$ 5,119.27	\$ 5,275.44	\$ 5,440.80	\$ 5,615.35	\$ 5,783.01	\$ 5,962.15
H	\$ 20.35	\$ 20.98	\$ 21.63	\$ 22.29	\$ 22.97	\$ 23.69	\$ 24.45	\$ 25.18	\$ 25.96
A	\$ 58,482.32	\$ 60,273.72	\$ 62,175.36	\$ 64,077.00	\$ 66,061.32	\$ 68,128.32	\$ 70,278.00	\$ 72,455.24	\$ 74,687.60
B	\$ 2,249.32	\$ 2,318.22	\$ 2,391.36	\$ 2,464.50	\$ 2,540.82	\$ 2,620.32	\$ 2,703.00	\$ 2,786.74	\$ 2,872.60
523 M	\$ 4,873.53	\$ 5,022.81	\$ 5,181.28	\$ 5,339.75	\$ 5,505.11	\$ 5,677.36	\$ 5,856.50	\$ 6,037.94	\$ 6,223.97
H	\$ 21.22	\$ 21.87	\$ 22.56	\$ 23.25	\$ 23.97	\$ 24.72	\$ 25.50	\$ 26.29	\$ 27.10

Job Title	Grade	Minimum	Maximum
Exempt Classifications			
Assistant Fire Chief	104 100	\$59,384.00	\$80,475.20
Library Director	103 101	\$60,000.00	\$82,114.14
Community Development Director	104 101	\$60,000.00	\$82,114.14
Golf Course Administrator	101 102	\$62,000.00	\$84,851.28
Police Lieutenant	105 102	\$62,000.00	\$84,851.28
City Treasurer	105 103	\$64,000.00	\$87,588.42
Police Captain	106 104	\$66,000.00	\$90,325.56
Human Resource Director	106 -104	\$66,000.00	\$90,325.56
Airport Director	102 105	\$68,000.00	\$93,062.70
City Clerk	107 105	\$68,000.00	\$93,062.70
Cultural & Leisure Services Director	106	\$70,000.00	\$95,799.83
Public Works Director	109	\$76,000.00	\$104,011.25
Finance Director	109	\$76,000.00	\$104,011.25
Electric Superintendent	110 111	\$80,000.00	\$109,485.52
Fire Chief	109 112	\$82,000.00	\$112,222.66
Police Chief	109 112	\$82,000.00	\$112,222.66
Non-Exempt Classifications			
Library Page	201	\$15.00	\$18.25
Museum Support Clerk	202 201	\$15.00	\$18.25
Nutrition Delivery Driver	202 201	\$15.00	\$18.25
Nutrition Aide	204 201	\$15.00	\$18.25
Cook	206 202	\$15.29	\$19.34
RSVP Clerk	206 202	\$15.29	\$19.34
Library Clerk	207 202	\$15.29	\$19.34
Museum Clerk	207 202	\$15.29	\$19.34
Public Transit Driver/Dispatcher	209 206	\$16.44	\$21.64
Secretary	212 208	\$17.02	\$23.29
Account Clerk I	211 210	\$17.60	\$24.08
Meter Reader	212 211	\$17.88	\$24.48
Account Clerk II	213 212	\$18.17	\$24.87
Administrative Secretary	214 213	\$18.46	\$25.27
Landfill Transfer Station Operator	214 213	\$18.46	\$25.27
Grounds Maintenance Worker I	211 214	\$18.75	\$25.66
Golf Course Maintenance Worker I	212		
Airport Maintenance Worker I	213	\$18.46	\$25.27
Librarians	214	\$18.75	\$25.66
Children's/Youth Services			
Outreach/Adult Services			
Technical Services			
Streets Maintenance Worker I	213 214	\$18.75	\$25.66
Refuse Collection Driver	214	\$18.75	\$25.66
Assistant Museum Director	214	\$18.75	\$25.66
Warehouse Manager	214	\$18.75	\$25.66
Code Enforcement Officer	215 214	\$18.75	\$25.66
Account Clerk III	215	\$19.04	\$26.06
Golf Course Assistant Superintendent	215	\$19.04	\$26.06
Facilities Maintenance Worker	214 215	\$19.04	\$26.06
Animal Control Officer	215 216	\$19.33	\$26.45
Grounds Maintenance Worker II	214 216	\$19.33	\$26.45

City of Alliance
Classification Plan

Effective: October 1, 2025

Water Maintenance Worker I	214 216	\$19.33	\$26.45
Airport Maintenance Worker II	216 217	\$19.62	\$26.85
Deputy City Clerk	216		
Museum Director	217 219	\$20.19	\$27.63
Permit Technician I	216 219	\$20.19	\$27.63
Personnel Technician I	216 219	\$20.19	\$27.63
RSVP Director	216 219	\$20.19	\$27.63
Streets Maintenance Worker II	215 219	\$20.19	\$27.63
Landfill Heavy Equipment Operator	216 220	\$21.15	\$28.95
Purchasing Manager	216 220	\$21.15	\$28.95
Water Maintenance Worker II	217 220	\$21.15	\$28.95
Landfill Foreman	220 222	\$23.08	\$31.58
Public Transit Director	216 223	\$25.00	\$34.21
Utility Services Office Manager	220 223	\$25.00	\$34.21
Airport Maintenance Foreman	221 223	\$25.00	\$34.21
Grounds Maintenance Foreman	220 223	\$25.00	\$34.21
Golf Course Superintendent	220 223	\$25.00	\$34.21
Building & Code Inspector	221 223	\$25.00	\$34.21
Street Foreman	220 224	\$25.96	\$35.53
Water Foreman	221 224	\$25.96	\$35.53
Electric Apprentice Line Worker			
Apprentice I	223/2 220/1	\$26.00	
Apprentice II	223/5 220/5	\$29.25	
Apprentice III	225/6 223/6	\$33.34	
Apprentice IV	225/8 223/9	\$36.06	
Electric Journey Line Worker	227 228	\$31.73	\$43.43
Metering & Load Control Technician	228 229	\$32.45	\$44.41
Electric Foreman	229 231	\$34.76	\$47.57

Fire Classifications

Fire Apparatus Engineer/EMT	520	\$18.72	\$23.85
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Police Classification

Police Officer Trainee 90% of Grade 1 of Police Officer Wages

Exempt

COMPENSATION SCHEDULE - EXEMPT
(40 HOUR WORK WEEK)

EFFECTIVE: October 1, 2025

Pay Grade	1	2	3	4	5	6	7	8	9	
100	Annual	\$ 59,384.00	\$ 61,692.80	\$ 64,043.20	\$ 66,539.20	\$ 69,139.20	\$ 71,780.80	\$ 74,547.20	\$ 77,438.40	\$ 80,475.20
	Bi-Weekly	\$ 2,284.00	\$ 2,372.80	\$ 2,463.20	\$ 2,559.20	\$ 2,659.20	\$ 2,760.80	\$ 2,867.20	\$ 2,978.40	\$ 3,095.20
	Monthly	\$ 4,948.67	\$ 5,141.07	\$ 5,336.93	\$ 5,544.93	\$ 5,761.60	\$ 5,981.73	\$ 6,212.27	\$ 6,453.20	\$ 6,706.27
	Hourly	\$ 28.55	\$ 29.66	\$ 30.79	\$ 31.99	\$ 33.24	\$ 34.51	\$ 35.84	\$ 37.23	\$ 38.69
101	Annual	\$ 60,000.00	\$ 62,400.00	\$ 64,896.00	\$ 67,491.84	\$ 70,191.51	\$ 72,999.17	\$ 75,919.14	\$ 78,955.91	\$ 82,114.14
	Bi-Weekly	\$ 2,307.69	\$ 2,400.00	\$ 2,496.00	\$ 2,595.84	\$ 2,699.67	\$ 2,807.66	\$ 2,919.97	\$ 3,036.77	\$ 3,158.24
	Monthly	\$ 5,000.00	\$ 5,200.00	\$ 5,408.00	\$ 5,624.32	\$ 5,849.29	\$ 6,083.26	\$ 6,326.60	\$ 6,579.66	\$ 6,842.85
	Hourly	\$ 28.85	\$ 30.00	\$ 31.20	\$ 32.45	\$ 33.75	\$ 35.10	\$ 36.50	\$ 37.96	\$ 39.48
102	Annual	\$ 62,000.00	\$ 64,480.00	\$ 67,059.20	\$ 69,741.57	\$ 72,531.23	\$ 75,432.48	\$ 78,449.78	\$ 81,587.77	\$ 84,851.28
	Bi-Weekly	\$ 2,384.62	\$ 2,480.00	\$ 2,579.20	\$ 2,682.37	\$ 2,789.66	\$ 2,901.25	\$ 3,017.30	\$ 3,137.99	\$ 3,263.51
	Monthly	\$ 5,166.67	\$ 5,373.33	\$ 5,588.27	\$ 5,811.80	\$ 6,044.27	\$ 6,286.04	\$ 6,537.48	\$ 6,798.98	\$ 7,070.94
	Hourly	\$ 29.81	\$ 31.00	\$ 32.24	\$ 33.53	\$ 34.87	\$ 36.27	\$ 37.72	\$ 39.22	\$ 40.79
103	Annual	\$ 64,000.00	\$ 66,560.00	\$ 69,222.40	\$ 71,991.30	\$ 74,870.95	\$ 77,865.79	\$ 80,980.42	\$ 84,219.63	\$ 87,588.42
	Bi-Weekly	\$ 2,461.54	\$ 2,560.00	\$ 2,662.40	\$ 2,768.90	\$ 2,879.65	\$ 2,994.84	\$ 3,114.63	\$ 3,239.22	\$ 3,368.79
	Monthly	\$ 5,333.33	\$ 5,546.67	\$ 5,768.53	\$ 5,999.27	\$ 6,239.25	\$ 6,488.82	\$ 6,748.37	\$ 7,018.30	\$ 7,299.03
	Hourly	\$ 30.77	\$ 32.00	\$ 33.28	\$ 34.61	\$ 36.00	\$ 37.44	\$ 38.93	\$ 40.49	\$ 42.11
104	Annual	\$ 66,000.00	\$ 68,640.00	\$ 71,385.60	\$ 74,241.02	\$ 77,210.66	\$ 80,299.09	\$ 83,511.06	\$ 86,851.50	\$ 90,325.56
	Bi-Weekly	\$ 2,538.46	\$ 2,640.00	\$ 2,745.60	\$ 2,855.42	\$ 2,969.64	\$ 3,088.43	\$ 3,211.96	\$ 3,340.44	\$ 3,474.06
	Monthly	\$ 5,500.00	\$ 5,720.00	\$ 5,948.80	\$ 6,186.75	\$ 6,434.22	\$ 6,691.59	\$ 6,959.25	\$ 7,237.62	\$ 7,527.13
	Hourly	\$ 31.73	\$ 33.00	\$ 34.32	\$ 35.69	\$ 37.12	\$ 38.61	\$ 40.15	\$ 41.76	\$ 43.43
105	Annual	\$ 68,000.00	\$ 70,720.00	\$ 73,548.80	\$ 76,490.75	\$ 79,550.38	\$ 82,732.40	\$ 86,041.69	\$ 89,483.36	\$ 93,062.70
	Bi-Weekly	\$ 2,615.38	\$ 2,720.00	\$ 2,828.80	\$ 2,941.95	\$ 3,059.63	\$ 3,182.02	\$ 3,309.30	\$ 3,441.67	\$ 3,579.33
	Monthly	\$ 5,666.67	\$ 5,893.33	\$ 6,129.07	\$ 6,374.23	\$ 6,629.20	\$ 6,894.37	\$ 7,170.14	\$ 7,456.95	\$ 7,755.22
	Hourly	\$ 32.69	\$ 34.00	\$ 35.36	\$ 36.77	\$ 38.25	\$ 39.78	\$ 41.37	\$ 43.02	\$ 44.74
106	Annual	\$ 70,000.00	\$ 72,800.00	\$ 75,712.00	\$ 78,740.48	\$ 81,890.10	\$ 85,165.70	\$ 88,572.33	\$ 92,115.22	\$ 95,799.83
	Bi-Weekly	\$ 2,692.31	\$ 2,800.00	\$ 2,912.00	\$ 3,028.48	\$ 3,149.62	\$ 3,275.60	\$ 3,406.63	\$ 3,542.89	\$ 3,684.61
	Monthly	\$ 5,833.33	\$ 6,066.67	\$ 6,309.33	\$ 6,561.71	\$ 6,824.17	\$ 7,097.14	\$ 7,381.03	\$ 7,676.27	\$ 7,983.32
	Hourly	\$ 33.65	\$ 35.00	\$ 36.40	\$ 37.86	\$ 39.37	\$ 40.95	\$ 42.58	\$ 44.29	\$ 46.06
107	Annual	\$ 72,000.00	\$ 74,880.00	\$ 77,875.20	\$ 80,990.21	\$ 84,229.82	\$ 87,599.01	\$ 91,102.97	\$ 94,747.09	\$ 98,536.97
	Bi-Weekly	\$ 2,769.23	\$ 2,880.00	\$ 2,995.20	\$ 3,115.01	\$ 3,239.61	\$ 3,369.19	\$ 3,503.96	\$ 3,644.12	\$ 3,789.88
	Monthly	\$ 6,000.00	\$ 6,240.00	\$ 6,489.60	\$ 6,749.18	\$ 7,019.15	\$ 7,299.92	\$ 7,591.91	\$ 7,895.59	\$ 8,211.41
	Hourly	\$ 34.62	\$ 36.00	\$ 37.44	\$ 38.94	\$ 40.50	\$ 42.11	\$ 43.80	\$ 45.55	\$ 47.37
108	Annual	\$ 74,000.00	\$ 76,960.00	\$ 80,038.40	\$ 83,239.94	\$ 86,569.53	\$ 90,032.31	\$ 93,633.61	\$ 97,378.95	\$ 101,274.11
	Bi-Weekly	\$ 2,846.15	\$ 2,960.00	\$ 3,078.40	\$ 3,201.54	\$ 3,329.60	\$ 3,462.78	\$ 3,601.29	\$ 3,745.34	\$ 3,895.16
	Monthly	\$ 6,166.67	\$ 6,413.33	\$ 6,669.87	\$ 6,936.66	\$ 7,214.13	\$ 7,502.69	\$ 7,802.80	\$ 8,114.91	\$ 8,439.51
	Hourly	\$ 35.58	\$ 37.00	\$ 38.48	\$ 40.02	\$ 41.62	\$ 43.28	\$ 45.02	\$ 46.82	\$ 48.69
109	Annual	\$ 76,000.00	\$ 79,040.00	\$ 82,201.60	\$ 85,489.66	\$ 88,909.25	\$ 92,465.62	\$ 96,164.25	\$ 100,010.82	\$ 104,011.25
	Bi-Weekly	\$ 2,923.08	\$ 3,040.00	\$ 3,161.60	\$ 3,288.06	\$ 3,419.59	\$ 3,556.37	\$ 3,698.62	\$ 3,846.57	\$ 4,000.43
	Monthly	\$ 6,333.33	\$ 6,586.67	\$ 6,850.13	\$ 7,124.14	\$ 7,409.10	\$ 7,705.47	\$ 8,013.69	\$ 8,334.23	\$ 8,667.60
	Hourly	\$ 36.54	\$ 38.00	\$ 39.52	\$ 41.10	\$ 42.74	\$ 44.45	\$ 46.23	\$ 48.08	\$ 50.01
110	Annual	\$ 78,000.00	\$ 81,120.00	\$ 84,364.80	\$ 87,739.39	\$ 91,248.97	\$ 94,898.93	\$ 98,694.88	\$ 102,642.68	\$ 106,748.39
	Bi-Weekly	\$ 3,000.00	\$ 3,120.00	\$ 3,244.80	\$ 3,374.59	\$ 3,509.58	\$ 3,649.96	\$ 3,795.96	\$ 3,947.80	\$ 4,105.71
	Monthly	\$ 6,500.00	\$ 6,760.00	\$ 7,030.40	\$ 7,311.62	\$ 7,604.08	\$ 7,908.24	\$ 8,224.57	\$ 8,553.56	\$ 8,895.70
	Hourly	\$ 37.50	\$ 39.00	\$ 40.56	\$ 42.18	\$ 43.87	\$ 45.62	\$ 47.45	\$ 49.35	\$ 51.32
111	Annual	\$ 80,000.00	\$ 83,200.00	\$ 86,528.00	\$ 89,989.12	\$ 93,588.68	\$ 97,332.23	\$ 101,225.52	\$ 105,274.54	\$ 109,485.52
	Bi-Weekly	\$ 3,076.92	\$ 3,200.00	\$ 3,328.00	\$ 3,461.12	\$ 3,599.56	\$ 3,743.55	\$ 3,893.29	\$ 4,049.02	\$ 4,210.98
	Monthly	\$ 6,666.67	\$ 6,933.33	\$ 7,210.67	\$ 7,499.09	\$ 7,799.06	\$ 8,111.02	\$ 8,435.46	\$ 8,772.88	\$ 9,123.79
	Hourly	\$ 38.46	\$ 40.00	\$ 41.60	\$ 43.26	\$ 44.99	\$ 46.79	\$ 48.67	\$ 50.61	\$ 52.64
112	Annual	\$ 82,000.00	\$ 85,280.00	\$ 88,691.20	\$ 92,238.85	\$ 95,928.40	\$ 99,765.54	\$ 103,756.16	\$ 107,906.41	\$ 112,222.66
	Bi-Weekly	\$ 3,153.85	\$ 3,280.00	\$ 3,411.20	\$ 3,547.65	\$ 3,689.55	\$ 3,837.14	\$ 3,990.62	\$ 4,150.25	\$ 4,316.26
	Monthly	\$ 6,833.33	\$ 7,106.67	\$ 7,390.93	\$ 7,686.57	\$ 7,994.03	\$ 8,313.79	\$ 8,646.35	\$ 8,992.20	\$ 9,351.89
	Hourly	\$ 39.42	\$ 41.00	\$ 42.64	\$ 44.35	\$ 46.12	\$ 47.96	\$ 49.88	\$ 51.88	\$ 53.95

Non-Exempt

CITY OF ALLIANCE
 COMPENSATION SCHEDULE - NON EXEMPT
 (40 HOUR WORK WEEK)
 EFFECTIVE: October 1, 2025

P.G.	1	2	3	4	5	6	7	8	9
A	\$ 31,200.00	\$ 32,448.00	\$ 33,745.92	\$ 35,095.76	\$ 36,499.59	\$ 37,959.57			
B	\$ 1,200.00	\$ 1,248.00	\$ 1,297.92	\$ 1,349.84	\$ 1,403.83	\$ 1,459.98			
201 M	\$ 2,600.00	\$ 2,704.00	\$ 2,812.16	\$ 2,924.65	\$ 3,041.63	\$ 3,163.30			
H	\$ 15.00	\$ 15.60	\$ 16.22	\$ 16.87	\$ 17.55	\$ 18.25			
A	\$ 31,800.00	\$ 33,072.00	\$ 34,394.88	\$ 35,770.68	\$ 37,201.50	\$ 38,689.56	\$ 40,237.14		
B	\$ 1,223.08	\$ 1,272.00	\$ 1,322.88	\$ 1,375.80	\$ 1,430.83	\$ 1,488.06	\$ 1,547.58		
202 M	\$ 2,650.00	\$ 2,756.00	\$ 2,866.24	\$ 2,980.89	\$ 3,100.13	\$ 3,224.13	\$ 3,353.10		
H	\$ 15.29	\$ 15.90	\$ 16.54	\$ 17.20	\$ 17.89	\$ 18.60	\$ 19.34		
A	\$ 32,400.00	\$ 33,696.00	\$ 35,043.84	\$ 36,445.59	\$ 37,903.42	\$ 39,419.55	\$ 40,996.34	\$ 42,636.19	
B	\$ 1,246.15	\$ 1,296.00	\$ 1,347.84	\$ 1,401.75	\$ 1,457.82	\$ 1,516.14	\$ 1,576.78	\$ 1,639.85	
203 M	\$ 2,700.00	\$ 2,808.00	\$ 2,920.32	\$ 3,037.13	\$ 3,158.62	\$ 3,284.96	\$ 3,416.36	\$ 3,553.02	
H	\$ 15.58	\$ 16.20	\$ 16.85	\$ 17.52	\$ 18.22	\$ 18.95	\$ 19.71	\$ 20.50	
A	\$ 33,000.00	\$ 34,320.00	\$ 35,692.80	\$ 37,120.51	\$ 38,605.33	\$ 40,149.55	\$ 41,755.53	\$ 43,425.75	\$ 45,162.78
B	\$ 1,269.23	\$ 1,320.00	\$ 1,372.80	\$ 1,427.71	\$ 1,484.82	\$ 1,544.21	\$ 1,605.98	\$ 1,670.22	\$ 1,737.03
204 M	\$ 2,750.00	\$ 2,860.00	\$ 2,974.40	\$ 3,093.38	\$ 3,217.11	\$ 3,345.80	\$ 3,479.63	\$ 3,618.81	\$ 3,763.56
H	\$ 15.87	\$ 16.50	\$ 17.16	\$ 17.85	\$ 18.56	\$ 19.30	\$ 20.07	\$ 20.88	\$ 21.71
A	\$ 33,600.00	\$ 34,944.00	\$ 36,341.76	\$ 37,795.43	\$ 39,307.25	\$ 40,879.54	\$ 42,514.72	\$ 44,215.31	\$ 45,983.92
B	\$ 1,292.31	\$ 1,344.00	\$ 1,397.76	\$ 1,453.67	\$ 1,511.82	\$ 1,572.29	\$ 1,635.18	\$ 1,700.59	\$ 1,768.61
205 M	\$ 2,800.00	\$ 2,912.00	\$ 3,028.48	\$ 3,149.62	\$ 3,275.60	\$ 3,406.63	\$ 3,542.89	\$ 3,684.61	\$ 3,831.99
H	\$ 16.15	\$ 16.80	\$ 17.47	\$ 18.17	\$ 18.90	\$ 19.65	\$ 20.44	\$ 21.26	\$ 22.11
A	\$ 34,200.00	\$ 35,568.00	\$ 36,990.72	\$ 38,470.35	\$ 40,009.16	\$ 41,609.53	\$ 43,273.91	\$ 45,004.87	\$ 46,805.06
B	\$ 1,315.38	\$ 1,368.00	\$ 1,422.72	\$ 1,479.63	\$ 1,538.81	\$ 1,600.37	\$ 1,664.38	\$ 1,730.96	\$ 1,800.19
206 M	\$ 2,850.00	\$ 2,964.00	\$ 3,082.56	\$ 3,205.86	\$ 3,334.10	\$ 3,467.46	\$ 3,606.16	\$ 3,750.41	\$ 3,900.42
H	\$ 16.44	\$ 17.10	\$ 17.78	\$ 18.50	\$ 19.24	\$ 20.00	\$ 20.80	\$ 21.64	\$ 22.50
A	\$ 34,800.00	\$ 36,192.00	\$ 37,639.68	\$ 39,145.27	\$ 40,711.08	\$ 42,339.52	\$ 44,033.10	\$ 45,794.43	\$ 47,626.20
B	\$ 1,338.46	\$ 1,392.00	\$ 1,447.68	\$ 1,505.59	\$ 1,565.81	\$ 1,628.44	\$ 1,693.58	\$ 1,761.32	\$ 1,831.78
207 M	\$ 2,900.00	\$ 3,016.00	\$ 3,136.64	\$ 3,262.11	\$ 3,392.59	\$ 3,528.29	\$ 3,669.43	\$ 3,816.20	\$ 3,968.85
H	\$ 16.73	\$ 17.40	\$ 18.10	\$ 18.82	\$ 19.57	\$ 20.36	\$ 21.17	\$ 22.02	\$ 22.90
A	\$ 35,400.00	\$ 36,816.00	\$ 38,288.64	\$ 39,820.19	\$ 41,412.99	\$ 43,069.51	\$ 44,792.29	\$ 46,583.98	\$ 48,447.34
B	\$ 1,361.54	\$ 1,416.00	\$ 1,472.64	\$ 1,531.55	\$ 1,592.81	\$ 1,656.52	\$ 1,722.78	\$ 1,791.69	\$ 1,863.36
208 M	\$ 2,950.00	\$ 3,068.00	\$ 3,190.72	\$ 3,318.35	\$ 3,451.08	\$ 3,589.13	\$ 3,732.69	\$ 3,882.00	\$ 4,037.28
H	\$ 17.02	\$ 17.70	\$ 18.41	\$ 19.14	\$ 19.91	\$ 20.71	\$ 21.53	\$ 22.40	\$ 23.29
A	\$ 36,000.00	\$ 37,440.00	\$ 38,937.60	\$ 40,495.10	\$ 42,114.91	\$ 43,799.50	\$ 45,551.48	\$ 47,373.54	\$ 49,268.49
B	\$ 1,384.62	\$ 1,440.00	\$ 1,497.60	\$ 1,557.50	\$ 1,619.80	\$ 1,684.60	\$ 1,751.98	\$ 1,822.06	\$ 1,894.94
209 M	\$ 3,000.00	\$ 3,120.00	\$ 3,244.80	\$ 3,374.59	\$ 3,509.58	\$ 3,649.96	\$ 3,795.96	\$ 3,947.80	\$ 4,105.71
H	\$ 17.31	\$ 18.00	\$ 18.72	\$ 19.47	\$ 20.25	\$ 21.06	\$ 21.90	\$ 22.78	\$ 23.69
A	\$ 36,600.00	\$ 38,064.00	\$ 39,586.56	\$ 41,170.02	\$ 42,816.82	\$ 44,529.50	\$ 46,310.68	\$ 48,163.10	\$ 50,089.63
B	\$ 1,407.69	\$ 1,464.00	\$ 1,522.56	\$ 1,583.46	\$ 1,646.80	\$ 1,712.67	\$ 1,781.18	\$ 1,852.43	\$ 1,926.52
210 M	\$ 3,050.00	\$ 3,172.00	\$ 3,298.88	\$ 3,430.84	\$ 3,568.07	\$ 3,710.79	\$ 3,859.22	\$ 4,013.59	\$ 4,174.14
H	\$ 17.60	\$ 18.30	\$ 19.03	\$ 19.79	\$ 20.59	\$ 21.41	\$ 22.26	\$ 23.16	\$ 24.08
A	\$ 37,200.00	\$ 38,688.00	\$ 40,235.52	\$ 41,844.94	\$ 43,518.74	\$ 45,259.49	\$ 47,069.87	\$ 48,952.66	\$ 50,910.77
B	\$ 1,430.77	\$ 1,488.00	\$ 1,547.52	\$ 1,609.42	\$ 1,673.80	\$ 1,740.75	\$ 1,810.38	\$ 1,882.79	\$ 1,958.11
211 M	\$ 3,100.00	\$ 3,224.00	\$ 3,352.96	\$ 3,487.08	\$ 3,626.56	\$ 3,771.62	\$ 3,922.49	\$ 4,079.39	\$ 4,242.56
H	\$ 17.88	\$ 18.60	\$ 19.34	\$ 20.12	\$ 20.92	\$ 21.76	\$ 22.63	\$ 23.53	\$ 24.48
A	\$ 37,800.00	\$ 39,312.00	\$ 40,884.48	\$ 42,519.86	\$ 44,220.65	\$ 45,989.48	\$ 47,829.06	\$ 49,742.22	\$ 51,731.91
B	\$ 1,453.85	\$ 1,512.00	\$ 1,572.48	\$ 1,635.38	\$ 1,700.79	\$ 1,768.83	\$ 1,839.58	\$ 1,913.16	\$ 1,989.69
212 M	\$ 3,150.00	\$ 3,276.00	\$ 3,407.04	\$ 3,543.32	\$ 3,685.05	\$ 3,832.46	\$ 3,985.75	\$ 4,145.19	\$ 4,310.99
H	\$ 18.17	\$ 18.90	\$ 19.66	\$ 20.44	\$ 21.26	\$ 22.11	\$ 22.99	\$ 23.91	\$ 24.87

Non-Exempt

P.G.	1	2	3	4	5	6	7	8	9
A	\$ 38,400.00	\$ 39,936.00	\$ 41,533.44	\$ 43,194.78	\$ 44,922.57	\$ 46,719.47	\$ 48,588.25	\$ 50,531.78	\$ 52,553.05
B	\$ 1,476.92	\$ 1,536.00	\$ 1,597.44	\$ 1,661.34	\$ 1,727.79	\$ 1,796.90	\$ 1,868.78	\$ 1,943.53	\$ 2,021.27
213 M	\$ 3,200.00	\$ 3,328.00	\$ 3,461.12	\$ 3,599.56	\$ 3,743.55	\$ 3,893.29	\$ 4,049.02	\$ 4,210.98	\$ 4,379.42
H	\$ 18.46	\$ 19.20	\$ 19.97	\$ 20.77	\$ 21.60	\$ 22.46	\$ 23.36	\$ 24.29	\$ 25.27
A	\$ 39,000.00	\$ 40,560.00	\$ 42,182.40	\$ 43,869.70	\$ 45,624.48	\$ 47,449.46	\$ 49,347.44	\$ 51,321.34	\$ 53,374.19
B	\$ 1,500.00	\$ 1,560.00	\$ 1,622.40	\$ 1,687.30	\$ 1,754.79	\$ 1,824.98	\$ 1,897.98	\$ 1,973.90	\$ 2,052.85
214 M	\$ 3,250.00	\$ 3,380.00	\$ 3,515.20	\$ 3,655.81	\$ 3,802.04	\$ 3,954.12	\$ 4,112.29	\$ 4,276.78	\$ 4,447.85
H	\$ 18.75	\$ 19.50	\$ 20.28	\$ 21.09	\$ 21.93	\$ 22.81	\$ 23.72	\$ 24.67	\$ 25.66
A	\$ 39,600.00	\$ 41,184.00	\$ 42,831.36	\$ 44,544.61	\$ 46,326.40	\$ 48,179.45	\$ 50,106.63	\$ 52,110.90	\$ 54,195.33
B	\$ 1,523.08	\$ 1,584.00	\$ 1,647.36	\$ 1,713.25	\$ 1,781.78	\$ 1,853.06	\$ 1,927.18	\$ 2,004.27	\$ 2,084.44
215 M	\$ 3,300.00	\$ 3,432.00	\$ 3,569.28	\$ 3,712.05	\$ 3,860.53	\$ 4,014.95	\$ 4,175.55	\$ 4,342.57	\$ 4,516.28
H	\$ 19.04	\$ 19.80	\$ 20.59	\$ 21.42	\$ 22.27	\$ 23.16	\$ 24.09	\$ 25.05	\$ 26.06
A	\$ 40,200.00	\$ 41,808.00	\$ 43,480.32	\$ 45,219.53	\$ 47,028.31	\$ 48,909.45	\$ 50,865.82	\$ 52,900.46	\$ 55,016.48
B	\$ 1,546.15	\$ 1,608.00	\$ 1,672.32	\$ 1,739.21	\$ 1,808.78	\$ 1,881.13	\$ 1,956.38	\$ 2,034.63	\$ 2,116.02
216 M	\$ 3,350.00	\$ 3,484.00	\$ 3,623.36	\$ 3,768.29	\$ 3,919.03	\$ 4,075.79	\$ 4,238.82	\$ 4,408.37	\$ 4,584.71
H	\$ 19.33	\$ 20.10	\$ 20.90	\$ 21.74	\$ 22.61	\$ 23.51	\$ 24.45	\$ 25.43	\$ 26.45
A	\$ 40,800.00	\$ 42,432.00	\$ 44,129.28	\$ 45,894.45	\$ 47,730.23	\$ 49,639.44	\$ 51,625.02	\$ 53,690.02	\$ 55,837.62
B	\$ 1,569.23	\$ 1,632.00	\$ 1,697.28	\$ 1,765.17	\$ 1,835.78	\$ 1,909.21	\$ 1,985.58	\$ 2,065.00	\$ 2,147.60
217 M	\$ 3,400.00	\$ 3,536.00	\$ 3,677.44	\$ 3,824.54	\$ 3,977.52	\$ 4,136.62	\$ 4,302.08	\$ 4,474.17	\$ 4,653.13
H	\$ 19.62	\$ 20.40	\$ 21.22	\$ 22.06	\$ 22.95	\$ 23.87	\$ 24.82	\$ 25.81	\$ 26.85
A	\$ 41,400.00	\$ 43,056.00	\$ 44,778.24	\$ 46,569.37	\$ 48,432.14	\$ 50,369.43	\$ 52,384.21	\$ 54,479.58	\$ 56,658.76
B	\$ 1,592.31	\$ 1,656.00	\$ 1,722.24	\$ 1,791.13	\$ 1,862.77	\$ 1,937.29	\$ 2,014.78	\$ 2,095.37	\$ 2,179.18
218 M	\$ 3,450.00	\$ 3,588.00	\$ 3,731.52	\$ 3,880.78	\$ 4,036.01	\$ 4,197.45	\$ 4,365.35	\$ 4,539.96	\$ 4,721.56
H	\$ 19.90	\$ 20.70	\$ 21.53	\$ 22.39	\$ 23.28	\$ 24.22	\$ 25.18	\$ 26.19	\$ 27.24
A	\$ 42,000.00	\$ 43,680.00	\$ 45,427.20	\$ 47,244.29	\$ 49,134.06	\$ 51,099.42	\$ 53,143.40	\$ 55,269.13	\$ 57,479.90
B	\$ 1,615.38	\$ 1,680.00	\$ 1,747.20	\$ 1,817.09	\$ 1,889.77	\$ 1,965.36	\$ 2,043.98	\$ 2,125.74	\$ 2,210.77
219 M	\$ 3,500.00	\$ 3,640.00	\$ 3,785.60	\$ 3,937.02	\$ 4,094.50	\$ 4,258.29	\$ 4,428.62	\$ 4,605.76	\$ 4,789.99
H	\$ 20.19	\$ 21.00	\$ 21.84	\$ 22.71	\$ 23.62	\$ 24.57	\$ 25.55	\$ 26.57	\$ 27.63
A	\$ 44,000.00	\$ 45,760.00	\$ 47,590.40	\$ 49,494.02	\$ 51,473.78	\$ 53,532.73	\$ 55,674.04	\$ 57,901.00	\$ 60,217.04
B	\$ 1,692.31	\$ 1,760.00	\$ 1,830.40	\$ 1,903.62	\$ 1,979.76	\$ 2,058.95	\$ 2,141.31	\$ 2,226.96	\$ 2,316.04
220 M	\$ 3,666.67	\$ 3,813.33	\$ 3,965.87	\$ 4,124.50	\$ 4,289.48	\$ 4,461.06	\$ 4,639.50	\$ 4,825.08	\$ 5,018.09
H	\$ 21.15	\$ 22.00	\$ 22.88	\$ 23.80	\$ 24.75	\$ 25.74	\$ 26.77	\$ 27.84	\$ 28.95
A	\$ 46,000.00	\$ 47,840.00	\$ 49,753.60	\$ 51,743.74	\$ 53,813.49	\$ 55,966.03	\$ 58,204.67	\$ 60,532.86	\$ 62,954.18
B	\$ 1,769.23	\$ 1,840.00	\$ 1,913.60	\$ 1,990.14	\$ 2,069.75	\$ 2,152.54	\$ 2,238.64	\$ 2,328.19	\$ 2,421.31
221 M	\$ 3,833.33	\$ 3,986.67	\$ 4,146.13	\$ 4,311.98	\$ 4,484.46	\$ 4,663.84	\$ 4,850.39	\$ 5,044.41	\$ 5,246.18
H	\$ 22.12	\$ 23.00	\$ 23.92	\$ 24.88	\$ 25.87	\$ 26.91	\$ 27.98	\$ 29.10	\$ 30.27
A	\$ 48,000.00	\$ 49,920.00	\$ 51,916.80	\$ 53,993.47	\$ 56,153.21	\$ 58,399.34	\$ 60,735.31	\$ 63,164.73	\$ 65,691.31
B	\$ 1,846.15	\$ 1,920.00	\$ 1,996.80	\$ 2,076.67	\$ 2,159.74	\$ 2,246.13	\$ 2,335.97	\$ 2,429.41	\$ 2,526.59
222 M	\$ 4,000.00	\$ 4,160.00	\$ 4,326.40	\$ 4,499.46	\$ 4,679.43	\$ 4,866.61	\$ 5,061.28	\$ 5,263.73	\$ 5,474.28
H	\$ 23.08	\$ 24.00	\$ 24.96	\$ 25.96	\$ 27.00	\$ 28.08	\$ 29.20	\$ 30.37	\$ 31.58
A	\$ 52,000.00	\$ 54,080.00	\$ 56,243.20	\$ 58,492.93	\$ 60,832.65	\$ 63,265.95	\$ 65,796.59	\$ 68,428.45	\$ 71,165.59
B	\$ 2,000.00	\$ 2,080.00	\$ 2,163.20	\$ 2,249.73	\$ 2,339.72	\$ 2,433.31	\$ 2,530.64	\$ 2,631.86	\$ 2,737.14
223 M	\$ 4,333.33	\$ 4,506.67	\$ 4,686.93	\$ 4,874.41	\$ 5,069.39	\$ 5,272.16	\$ 5,483.05	\$ 5,702.37	\$ 5,930.47
H	\$ 25.00	\$ 26.00	\$ 27.04	\$ 28.12	\$ 29.25	\$ 30.42	\$ 31.63	\$ 32.90	\$ 34.21
A	\$ 54,000.00	\$ 56,160.00	\$ 58,406.40	\$ 60,742.66	\$ 63,172.36	\$ 65,699.26	\$ 68,327.23	\$ 71,060.32	\$ 73,902.73
B	\$ 2,076.92	\$ 2,160.00	\$ 2,246.40	\$ 2,336.26	\$ 2,429.71	\$ 2,526.89	\$ 2,627.97	\$ 2,733.09	\$ 2,842.41
224 M	\$ 4,500.00	\$ 4,680.00	\$ 4,867.20	\$ 5,061.89	\$ 5,264.36	\$ 5,474.94	\$ 5,693.94	\$ 5,921.69	\$ 6,158.56
H	\$ 25.96	\$ 27.00	\$ 28.08	\$ 29.20	\$ 30.37	\$ 31.59	\$ 32.85	\$ 34.16	\$ 35.53
A	\$ 57,000.00	\$ 59,280.00	\$ 61,651.20	\$ 64,117.25	\$ 66,681.94	\$ 69,349.22	\$ 72,123.18	\$ 75,008.11	\$ 78,008.44
B	\$ 2,192.31	\$ 2,280.00	\$ 2,371.20	\$ 2,466.05	\$ 2,564.69	\$ 2,667.28	\$ 2,773.97	\$ 2,884.93	\$ 3,000.32
225 M	\$ 4,750.00	\$ 4,940.00	\$ 5,137.60	\$ 5,343.10	\$ 5,556.83	\$ 5,779.10	\$ 6,010.27	\$ 6,250.68	\$ 6,500.70
H	\$ 27.40	\$ 28.50	\$ 29.64	\$ 30.83	\$ 32.06	\$ 33.34	\$ 34.67	\$ 36.06	\$ 37.50

Non-Exempt

P.G.	1	2	3	4	5	6	7	8	9
A	\$ 60,000.00	\$ 62,400.00	\$ 64,896.00	\$ 67,491.84	\$ 70,191.51	\$ 72,999.17	\$ 75,919.14	\$ 78,955.91	\$ 82,114.14
B	\$ 2,307.69	\$ 2,400.00	\$ 2,496.00	\$ 2,595.84	\$ 2,699.67	\$ 2,807.66	\$ 2,919.97	\$ 3,036.77	\$ 3,158.24
226 M	\$ 5,000.00	\$ 5,200.00	\$ 5,408.00	\$ 5,624.32	\$ 5,849.29	\$ 6,083.26	\$ 6,326.60	\$ 6,579.66	\$ 6,842.85
H	\$ 28.85	\$ 30.00	\$ 31.20	\$ 32.45	\$ 33.75	\$ 35.10	\$ 36.50	\$ 37.96	\$ 39.48
A	\$ 63,000.00	\$ 65,520.00	\$ 68,140.80	\$ 70,866.43	\$ 73,701.09	\$ 76,649.13	\$ 79,715.10	\$ 82,903.70	\$ 86,219.85
B	\$ 2,423.08	\$ 2,520.00	\$ 2,620.80	\$ 2,725.63	\$ 2,834.66	\$ 2,948.04	\$ 3,065.97	\$ 3,188.60	\$ 3,316.15
227 M	\$ 5,250.00	\$ 5,460.00	\$ 5,678.40	\$ 5,905.54	\$ 6,141.76	\$ 6,387.43	\$ 6,642.92	\$ 6,908.64	\$ 7,184.99
H	\$ 30.29	\$ 31.50	\$ 32.76	\$ 34.07	\$ 35.43	\$ 36.85	\$ 38.32	\$ 39.86	\$ 41.45
A	\$ 66,000.00	\$ 68,640.00	\$ 71,385.60	\$ 74,241.02	\$ 77,210.66	\$ 80,299.09	\$ 83,511.06	\$ 86,851.50	\$ 90,325.56
B	\$ 2,538.46	\$ 2,640.00	\$ 2,745.60	\$ 2,855.42	\$ 2,969.64	\$ 3,088.43	\$ 3,211.96	\$ 3,340.44	\$ 3,474.06
228 M	\$ 5,500.00	\$ 5,720.00	\$ 5,948.80	\$ 6,186.75	\$ 6,434.22	\$ 6,691.59	\$ 6,959.25	\$ 7,237.62	\$ 7,527.13
H	\$ 31.73	\$ 33.00	\$ 34.32	\$ 35.69	\$ 37.12	\$ 38.61	\$ 40.15	\$ 41.76	\$ 43.43
A	\$ 67,500.00	\$ 70,200.00	\$ 73,008.00	\$ 75,928.32	\$ 78,965.45	\$ 82,124.07	\$ 85,409.03	\$ 88,825.40	\$ 92,378.41
B	\$ 2,596.15	\$ 2,700.00	\$ 2,808.00	\$ 2,920.32	\$ 3,037.13	\$ 3,158.62	\$ 3,284.96	\$ 3,416.36	\$ 3,553.02
229 M	\$ 5,625.00	\$ 5,850.00	\$ 6,084.00	\$ 6,327.36	\$ 6,580.45	\$ 6,843.67	\$ 7,117.42	\$ 7,402.12	\$ 7,698.20
H	\$ 32.45	\$ 33.75	\$ 35.10	\$ 36.50	\$ 37.96	\$ 39.48	\$ 41.06	\$ 42.70	\$ 44.41
A	\$ 69,900.00	\$ 72,696.00	\$ 75,603.84	\$ 78,627.99	\$ 81,773.11	\$ 85,044.04	\$ 88,445.80	\$ 91,983.63	\$ 95,662.98
B	\$ 2,688.46	\$ 2,796.00	\$ 2,907.84	\$ 3,024.15	\$ 3,145.12	\$ 3,270.92	\$ 3,401.76	\$ 3,537.83	\$ 3,679.35
230 M	\$ 5,825.00	\$ 6,058.00	\$ 6,300.32	\$ 6,552.33	\$ 6,814.43	\$ 7,087.00	\$ 7,370.48	\$ 7,665.30	\$ 7,971.91
H	\$ 33.61	\$ 34.95	\$ 36.35	\$ 37.80	\$ 39.31	\$ 40.89	\$ 42.52	\$ 44.22	\$ 45.99
A	\$ 72,300.00	\$ 75,192.00	\$ 78,199.68	\$ 81,327.67	\$ 84,580.77	\$ 87,964.00	\$ 91,482.57	\$ 95,141.87	\$ 98,947.54
B	\$ 2,780.77	\$ 2,892.00	\$ 3,007.68	\$ 3,127.99	\$ 3,253.11	\$ 3,383.23	\$ 3,518.56	\$ 3,659.30	\$ 3,805.67
231 M	\$ 6,025.00	\$ 6,266.00	\$ 6,516.64	\$ 6,777.31	\$ 7,048.40	\$ 7,330.33	\$ 7,623.55	\$ 7,928.49	\$ 8,245.63
H	\$ 34.76	\$ 36.15	\$ 37.60	\$ 39.10	\$ 40.66	\$ 42.29	\$ 43.98	\$ 45.74	\$ 47.57
A	\$ 74,700.00	\$ 77,688.00	\$ 80,795.52	\$ 84,027.34	\$ 87,388.43	\$ 90,883.97	\$ 94,519.33	\$ 98,300.10	\$ 102,232.11
B	\$ 2,873.08	\$ 2,988.00	\$ 3,107.52	\$ 3,231.82	\$ 3,361.09	\$ 3,495.54	\$ 3,635.36	\$ 3,780.77	\$ 3,932.00
232 M	\$ 6,225.00	\$ 6,474.00	\$ 6,732.96	\$ 7,002.28	\$ 7,282.37	\$ 7,573.66	\$ 7,876.61	\$ 8,191.68	\$ 8,519.34
H	\$ 35.91	\$ 37.35	\$ 38.84	\$ 40.40	\$ 42.01	\$ 43.69	\$ 45.44	\$ 47.26	\$ 49.15

Fire

CITY OF ALLIANCE
 COMPENSATION SCHEDULE - FIRE DEPARTMENT
 EFFECTIVE: October 1, 2025

P.G.	1	2	3	4	5	6	7	8	9
A	\$ 50,350.00	\$ 52,011.55	\$ 53,727.93	\$ 55,500.95	\$ 57,332.48	\$ 59,224.46	\$ 61,178.86	\$ 63,197.77	\$ 65,283.29
B	\$ 1,936.54	\$ 2,000.44	\$ 2,066.46	\$ 2,134.65	\$ 2,205.10	\$ 2,277.86	\$ 2,353.03	\$ 2,430.68	\$ 2,510.90
516 M	\$ 4,195.83	\$ 4,334.30	\$ 4,477.33	\$ 4,625.08	\$ 4,777.71	\$ 4,935.37	\$ 5,098.24	\$ 5,266.48	\$ 5,440.27
H	\$ 18.27	\$ 18.87	\$ 19.49	\$ 20.14	\$ 20.80	\$ 21.49	\$ 22.20	\$ 22.93	\$ 23.69
A	\$ 53,000.00	\$ 54,749.00	\$ 56,555.72	\$ 58,422.06	\$ 60,349.98	\$ 62,341.53	\$ 64,398.80	\$ 66,523.96	\$ 68,719.25
B	\$ 2,038.46	\$ 2,105.73	\$ 2,175.22	\$ 2,247.00	\$ 2,321.15	\$ 2,397.75	\$ 2,476.88	\$ 2,558.61	\$ 2,643.05
517 M	\$ 4,416.67	\$ 4,562.42	\$ 4,712.98	\$ 4,868.50	\$ 5,029.17	\$ 5,195.13	\$ 5,366.57	\$ 5,543.66	\$ 5,726.60
H	\$ 19.23	\$ 19.87	\$ 20.52	\$ 21.20	\$ 21.90	\$ 22.62	\$ 23.37	\$ 24.14	\$ 24.93
A	\$ 55,650.00	\$ 57,486.45	\$ 59,383.50	\$ 61,343.16	\$ 63,367.48	\$ 65,458.61	\$ 67,618.74	\$ 69,850.16	\$ 72,155.22
B	\$ 2,140.38	\$ 2,211.02	\$ 2,283.98	\$ 2,359.35	\$ 2,437.21	\$ 2,517.64	\$ 2,600.72	\$ 2,686.54	\$ 2,775.20
518 M	\$ 4,637.50	\$ 4,790.54	\$ 4,948.63	\$ 5,111.93	\$ 5,280.62	\$ 5,454.88	\$ 5,634.90	\$ 5,820.85	\$ 6,012.93
H	\$ 20.19	\$ 20.86	\$ 21.55	\$ 22.26	\$ 22.99	\$ 23.75	\$ 24.54	\$ 25.34	\$ 26.18
A	\$ 66,250.00	\$ 68,436.25	\$ 70,694.65	\$ 73,027.57	\$ 75,437.48	\$ 77,926.92	\$ 80,498.50	\$ 83,154.96	\$ 85,899.07
B	\$ 2,548.08	\$ 2,632.16	\$ 2,719.02	\$ 2,808.75	\$ 2,901.44	\$ 2,997.19	\$ 3,096.10	\$ 3,198.27	\$ 3,303.81
519 M	\$ 5,520.83	\$ 5,703.02	\$ 5,891.22	\$ 6,085.63	\$ 6,286.46	\$ 6,493.91	\$ 6,708.21	\$ 6,929.58	\$ 7,158.26
H	\$ 24.04	\$ 24.83	\$ 25.65	\$ 26.50	\$ 27.37	\$ 28.28	\$ 29.21	\$ 30.17	\$ 31.17
A	\$ 68,900.00	\$ 71,173.70	\$ 73,522.43	\$ 75,948.67	\$ 78,454.98	\$ 81,043.99	\$ 83,718.44	\$ 86,481.15	\$ 89,335.03
B	\$ 2,650.00	\$ 2,737.45	\$ 2,827.79	\$ 2,921.10	\$ 3,017.50	\$ 3,117.08	\$ 3,219.94	\$ 3,326.20	\$ 3,435.96
520 M	\$ 5,741.67	\$ 5,931.14	\$ 6,126.87	\$ 6,329.06	\$ 6,537.91	\$ 6,753.67	\$ 6,976.54	\$ 7,206.76	\$ 7,444.59
H	\$ 25.00	\$ 25.83	\$ 26.68	\$ 27.56	\$ 28.47	\$ 29.41	\$ 30.38	\$ 31.38	\$ 32.41
A	\$ 71,550.00	\$ 73,911.15	\$ 76,350.22	\$ 78,869.78	\$ 81,472.48	\$ 84,161.07	\$ 86,938.38	\$ 89,807.35	\$ 92,770.99
B	\$ 2,751.92	\$ 2,842.74	\$ 2,936.55	\$ 3,033.45	\$ 3,133.56	\$ 3,236.96	\$ 3,343.78	\$ 3,454.13	\$ 3,568.12
521 M	\$ 5,962.50	\$ 6,159.26	\$ 6,362.52	\$ 6,572.48	\$ 6,789.37	\$ 7,013.42	\$ 7,244.87	\$ 7,483.95	\$ 7,730.92
H	\$ 25.96	\$ 26.82	\$ 27.70	\$ 28.62	\$ 29.56	\$ 30.54	\$ 31.55	\$ 32.59	\$ 33.66
A	\$ 74,200.00	\$ 76,648.60	\$ 79,178.00	\$ 81,790.88	\$ 84,489.98	\$ 87,278.15	\$ 90,158.32	\$ 93,133.55	\$ 96,206.96
B	\$ 2,853.85	\$ 2,948.02	\$ 3,045.31	\$ 3,145.80	\$ 3,249.61	\$ 3,356.85	\$ 3,467.63	\$ 3,582.06	\$ 3,700.27
522 M	\$ 6,183.33	\$ 6,387.38	\$ 6,598.17	\$ 6,815.91	\$ 7,040.83	\$ 7,273.18	\$ 7,513.19	\$ 7,761.13	\$ 8,017.25
H	\$ 26.92	\$ 27.81	\$ 28.73	\$ 29.68	\$ 30.66	\$ 31.67	\$ 32.71	\$ 33.79	\$ 34.91
A	\$ 76,850.00	\$ 79,386.05	\$ 82,005.79	\$ 84,711.98	\$ 87,507.48	\$ 90,395.22	\$ 93,378.27	\$ 96,459.75	\$ 99,642.92
B	\$ 2,955.77	\$ 3,053.31	\$ 3,154.07	\$ 3,258.15	\$ 3,365.67	\$ 3,476.74	\$ 3,591.47	\$ 3,709.99	\$ 3,832.42
523 M	\$ 6,404.17	\$ 6,615.50	\$ 6,833.82	\$ 7,059.33	\$ 7,292.29	\$ 7,532.94	\$ 7,781.52	\$ 8,038.31	\$ 8,303.58
H	\$ 27.88	\$ 28.80	\$ 29.76	\$ 30.74	\$ 31.75	\$ 32.80	\$ 33.88	\$ 35.00	\$ 36.15

Narrative

September 16, 2025



RESOLUTION – PURCHASE OF LOT 6, BLOCK 5, 1ST ADDITION TO SOUTH ALLIANCE.

Box Butte County has offered to sell 225 South Grand Avenue to the City for \$1. The property was not sold at their last tax auction, and they don't have any plans for it.

A title search was conducted and reviewed by the City Attorney's office. They found no outstanding issues.



The house on this property is on the City's list of structures that need inspected and potentially demolished. Ownership of the property would make it easier to inspect and raze the structure. The property could be given to the CRA or sold by the City after it has been returned to a vacant lot.

If the City doesn't purchase the property, the County will retain ownership of it and possibly try to sell it again at their next auction.

If the City purchases the property, we can demolish the house with less red tape and remove another property from our dilapidated structure list.

RECOMMENDATION: THE APPROVAL OF THE PURCHASE OF LOT 6, BLOCK 5, 1ST ADDITION TO SOUTH ALLIANCE, OTHERWISE KNOWN AS 225 SOUTH GRAND AVENUE.

RESOLUTION NO. 25-121

BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

Recital:

On September 16, 2025, after giving notice, the City Council conducted a public hearing regarding the acquisition of Lot 6, Block 5, First Addition of South Alliance, City of Alliance, Box Butte County, Nebraska (the "Real Estate") from Box Butte County according to a purchase agreement executed by the County on July 23, 2025 ("Purchase Agreement").

Resolved:

1. The City Council approves the Purchase Agreement and acquisition of the Real Estate by the City of Alliance according to the Purchase Agreement.
2. The Mayor is authorized and directed to execute the Purchase Agreement and any other documents, and take such further actions, as are necessary to carry out the purposes and intent of the Purchase Agreement and acquire the Real Estate.
3. This Resolution shall become effective immediately upon its adoption.

PASSED and APPROVED on September 16, 2025

(SEAL)

John McGhehey, Mayor

Attest: _____
Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Firm, Legal Counsel

Purchase Agreement

This Purchase Agreement (“Agreement”) is between Box Butte County, Nebraska, a Nebraska Political Subdivision (“Seller”) and the City of Alliance, Nebraska, a Nebraska Political Subdivision (“Buyer”).

1. **Real Estate Description:** The “Real Estate” means the real estate (as defined in Neb. Rev. Stat. § 76-201) described as

Lot 6, Block 5, First Addition of South Alliance, an addition to the City of Alliance, Box Butte County, Nebraska, according to the recorded plat thereof.
2. **Agreement to Buy and Sell:** Seller will sell the Real Estate to Buyer, and Buyer will purchase the Real Estate from Seller, according to the terms of this Agreement.
3. **Closing:** The parties will close this transaction on or before August 15, 2025. Buyer’s attorney will serve as the closing agent. Buyer’s attorney will prepare closing documents for Seller’s attorney’s review and approval. Upon approval by Seller’s attorney, Buyer’s and Seller’s respective authorized representatives will execute and deliver to the closing agent the closing documents. Each party’s obligation to close is conditional on the other party fulfilling such other party’s obligations under this Agreement at or prior to closing. All actions to be taken and all documents to be delivered at closing will be deemed to have been taken and delivered simultaneously. No action will be deemed taken and no document will be deemed delivered until all actions have been taken and all documents have been executed and delivered.
4. **Purchase Price:** The purchase price for the Real Estate is \$1.00. Buyer will pay Seller the purchase price at closing.
5. **Evidence of Title:** Prior to closing, Buyer will obtain a title report for the Real Estate. If the title report shows any title defects or other conditions of title that are unsatisfactory to Buyer, then Buyer may terminate this Agreement.
6. **Deed:** At closing, Seller will deliver to Buyer a duly executed special warranty deed conveying the Real Estate to Buyer free and clear of liens and encumbrances, but subject to easements, covenants, restrictions, reservations and rights-of-way of record or apparent.
7. **Real Estate Taxes:** The Real Estate is not currently subject to real estate taxes and no past due real estate taxes are due.
8. **Expenses of Sale:** Buyer will pay the cost of recording the warranty deed. Each party will pay its own attorney’s fees.
9. **No Warranties:** Buyer acknowledges that Seller has not made, does not make, and specifically disclaims any and all representations, warranties, promises, covenants, agreements, or guaranties regarding the condition of the Real Estate. Buyer will accept the Real Estate at closing in an “as is” condition, with all faults.
10. **General Provisions:**
 - a. Neither party may assign this Agreement without the written consent of the other party. This Agreement is binding upon and inures to the benefit of the parties and their respective successors and permitted assigns. No assignment of all or any portion of this Agreement will relieve any party of its obligations under this Agreement.
 - b. This Agreement contains the entire agreement of the parties regarding the subject matter in this Agreement. This Agreement may be amended only in writing signed by all parties.
 - c. No party has retained the services of a broker or agent in this transaction that would cause the other party to be responsible for a commission or other sales charge.

- d. Each party, without further consideration, promises to sign other documents and take other actions as may be necessary to consummate the intent and purpose of this Agreement, but this Agreement is effective regardless of whether any additional documents are signed or any further actions are taken.
- e. This Agreement will survive the closing and will not merge into the deed transferred to Buyer.
- f. This Agreement may be executed in one or more counterparts and either manually or electronically. A copy of this document signed by all parties is enforceable as an original.

By signing below, the parties signify their agreement to the terms set forth above. This Agreement will become binding on all parties once each party has signed this Agreement.

Box Butte County, Nebraska

By: Steve Burke
Steve Burke, Chair of Board of Commissioners

Date: 7-23-25

City of Alliance, Nebraska

By: _____
John McGhehey, Mayor

Date: _____

Narrative

September 16, 2025



RESOLUTION – CHANGE TO REFUSE UTILITY RATES

The attached resolution will adopt updated refuse utility rates that will be incorporated as a part of the FY 2025-26 budget, with rates effective January 1, 2026.

A. Background

The City of Alliance has been increasing refuse utility rates over the past few years in an attempt to make the refuse fund solvent, but it is not quite there yet. The Refuse Fund is an Enterprise, or Business, Fund and as such is expected that it can pay for itself. Historically this fund has relied heavily on borrowing from the Electric Fund and recent capital projects have reduced the small amount of reserves the funds had to practically nothing. Without an increase, the City will be unable to fund capital projects necessary for the ongoing operation of the landfill. In 2025, SCS Engineers performed a rate study for the Refuse Fund and provided a recommendation for rate increases.

B. Summary

It is the finding of SCS that a rate increase of 35% is necessary to get the refuse utility fund back on the proper track where it can pay for annual operating costs, pay its debt service, and perform capital improvement projects necessary for the ongoing operation and lawful compliance of the landfill and refuse collection. While it is possible to break this 35% increase over two years, with the need to prepare a new cell and other capital investments already upon us, staff recommends improving the cash flow of refuse operations as soon as possible, preferably by passing the 35% increase this year in one go. Future increases, mostly to keep up with inflation, will be necessary from this point on as well.

RECOMMENDATION: APPROVE RESOLUTION AUTHORIZING NEW REFUSE UTILITY RATES

RESOLUTION NO. 25-122

A RESOLUTION AMENDING DISPOSAL RATES FOR SOLID WASTE AND REPEALING PORTIONS OF ORDINANCES OR RESOLUTIONS NOT CONSISTENT WITH THE CHANGES HEREIN.

BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

SECTION 1. Staff has prepared amendments to disposal rates for solid waste for submission to the City Council.

SECTION 2. The City Council has received and reviewed the proposed changes and finds such changes to be in the best interest of the City of Alliance and should be therefore adopted pursuant to Sec. 28-483(a) and 28-484(a) of the Alliance Municipal Code. All such rates are hereby amended effective January 1, 2026, in the following particulars:

		January 1, 2026
Rate Class	Existing Rate	New Rates
Residential – City	\$25.36	\$34.24
Commercial – City (3 yard container)	126.11	170.25
Commercial – City (1.5 yard container)	64.56	87.16
Disposal Fee Types		
Asbestos	Not Accepted	Not Accepted
Ashes	76.11	102.75
Brush	23.89	32.25
Construction and Demolition	78.66	106.19
Contaminated Soil	128.36	173.29
Fill	20.88	28.19
Metal	28.34	38.26
Municipal Solid Waste - Residential	79.47	107.28
Municipal Solid Waste - Commercial	75.69	102.18
Non-baleable MSW	128.36	173.29
Shingles	78.66	106.19

Tire – Truck and Tractor	25.16	33.97
Tire – Over 16”	12.71	17.16
Tire – 15” and below	7.83	10.57
White Goods	15.70	21.20
White Goods w/Freon	39.57	53.42
Minimum Fee	11.49	15.51

SECTION 3. All other ordinances, resolutions, or policies of the City of Alliance not consistent with the amendment made herein are hereby repealed. Provided, however, that the annual adjustment as set forth in Sec. 28-483(h) and Sec. 28-484(c) of the Alliance Municipal Code shall not be repealed by this Resolution.

SECTION 4. This resolution shall go into effect as upon its passage, approval, and publication according to law, provided that rate increases shall not take effect until January 1, 2026.

PASSED AND APPROVED this 16th Day of September, 2025.

John McGhehey, Mayor

(SEAL)

Attest: _____

Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Firm, Legal Counsel

July 8, 2025

TECHNICAL MEMORANDUM

TO: Ross Grant, Public Works Director
FROM: Vita Quinn, Director of Management Services – SCS Engineers
Helia Lee, Management Services Analyst – SCS Engineers

SUBJECT: Landfill Revenue Sufficiency Analysis

This memorandum highlights the results of a Landfill Revenue Sufficiency Analysis (RSA) that was conducted for the City of Alliance, Nebraska (City) by SCS Engineers' Management Services team (SCS). The purpose of this analysis is to evaluate the financial status of the City's existing and anticipated landfill operations and to propose tipping fees that will enable the City to adequately cover its future financial needs.

BACKGROUND

The City of Alliance is in the western part of Nebraska and has a population of about 8,100 people. The City's Public Works Department operates as an enterprise fund and oversees the refuse collection and disposal. The City serves about 3,300 residential and 60 commercial customers. City residents and several commercial customers receive once a week collection of municipal solid waste (MSW) and yard waste. Some commercial customers receive collection services from a private hauler. The City is planning its last cell construction in the next two years to continue providing disposal services. Part of the planned cell construction is a leachate collection system.

With the large capital improvement project imminent, SCS has been engaged by the City to assess the financial health of the City's current and projected landfill operations, including the necessary capital investments to continue serving the current level of tonnage in the near terms, and tipping fees that will allow the City to fully fund its future operational, capital, and working capital reserve requirements. As part of this study, SCS discussed policy decisions that could help the City generate additional revenue and optimize its operations.

PROJECT OBJECTIVE

The objectives of the study were as follows:

- Perform a 10-year RSA for the City's landfill operations and create a plan that can meet its operating cost requirements while maintaining adequate operating reserves.
- Conduct a rate benchmarking survey of comparable collections and landfill operations.
- Determine agricultural waste tipping fee to recover cost of services and calculate a franchise fee that represents the City's cost to administer and maintain the franchise agreement with the City's exclusive hauler.

SOURCE DATA & ASSUMPTIONS

Source Data

Following a meeting with City staff who provided knowledge of current issues and historical context, SCS requested a range of data for accurate financial modelling and projection. City staff provided SCS with the following:

Fund Balances

Trial Balance schedules for the fiscal year ended 9/30/2024.

Rate Revenues

The revenues utilized in the RSA reflect an evaluation of multiple years of historical results, the FY 2025 Budget and YTD as of 02/28/2025, and conversations with City staff. Beginning in FY 2026, the rate revenue is based upon the FY 2025 projection, adjusted annually to reflect assumed revenue adjustments and projected change in population growth.

Other Revenues

Interest earnings were calculated in each year of the projection period based upon average fund balances and assumed interest rates. All other non-rate revenues for FY 2025 were based upon the FY 2025 Budget and YTD, and in each subsequent year, these revenues were based upon FY 2025 projection and any assumed revenue escalation factors.

Operating Expenditures

The City's operating expenditures include all personnel services, operations and maintenance (O&M) expenses, transfers, debt service requirements, and minor capital outlay. The expenses reflected in the RSA reflect an evaluation of multiple years of historical results, the FY 2025 Budget, and conversations with the City. In each year thereafter, expenses were based upon the FY 2025 projection and assumed cost escalation factors that were reviewed with City staff.

Capital Spending

City staff provided its current and planned capital improvement program through FY 2035, which included vehicle and equipment replacements.

Debt Service

The City provided its existing debt service schedule.

Ordinances

City staff provided the current solid waste rate ordinance.

Assumptions

All assumptions reflected in the study and detailed below were discussed with City staff.

Population Growth

Population projections were based on a review of historical data and discussions with City staff.

Cost/Revenue Escalation

Revenue projections and cost escalation factors used for various types of operating revenues and expenses beginning in FY 2026 were based upon historical trends, industry experience, and discussions with City staff.

Interest Earnings

Interest earnings were assumed to be 1.75% in each year of the projection period, based upon staff input and recent earnings.

Reserve Policies

Working capital reserve policies are developed by many cities, counties, and utilities to have funds available for short-term cash flow requirements and to minimize risk in the event of adverse conditions. Adverse conditions could be due to lower-than-expected revenues, higher than expected operating expenses, or capital projects brought on by emergencies such as natural disasters. In our experience, many utilities have policies to maintain approximately 3-6 months of O&M expenses as a working capital reserve. This is also consistent with evaluation criteria from various ratings agencies for a healthy Landfill. Therefore, the minimum working capital reserve targets in this study were assumed to be 3 months of O&M expenses.

Capital Funding

City staff provided its 10-year capital improvement program (CIP) from FY 2025 – FY 2035, which included vehicle/equipment replacements. The total projected spending from FY 2025 – FY 2035 is approximately \$9.08 million. It is assumed that the City will cash fund about \$2.78 million of this.

Long-Term Borrowing

The City plans to borrow for the new cell construction in FY 2027. To the extent that any new borrowing was required during the projection period, it was assumed to have the following terms:

Term:	30 Years	Debt Service Reserve:	1 Year
Interest Rate:	3.90%	Debt Service Coverage:	1.20
Cost of Issuance:	2.00% of Par		

Short-Term Borrowing & Vehicle/Equipment Funding

It was assumed that any vehicle/equipment replacements will be short-term debt financed. These purchases were assumed to have the following terms:

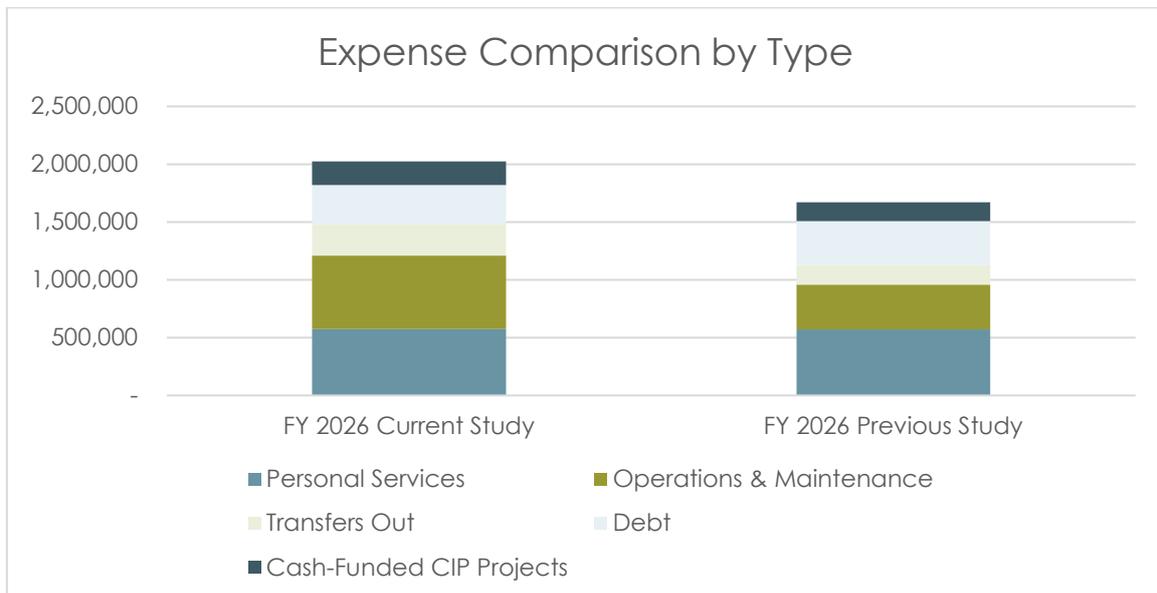
Term:	10 Years	Debt Service Reserve:	0 Year
Interest Rate:	5.00%	Debt Service Coverage:	None required
Cost of Issuance:	2.00% of Par		

ANALYSIS

Based on the source data and the assumptions herein, SCS conducted a Revenue Sufficiency Analysis (RSA). In addition, SCS evaluated several key financial and operational considerations, including the development of an agricultural waste fee, a franchise fee structure, and opportunities for waste code simplification. The results of these analyses performed for the City's operations and SCS recommendations are detailed in the sections below.

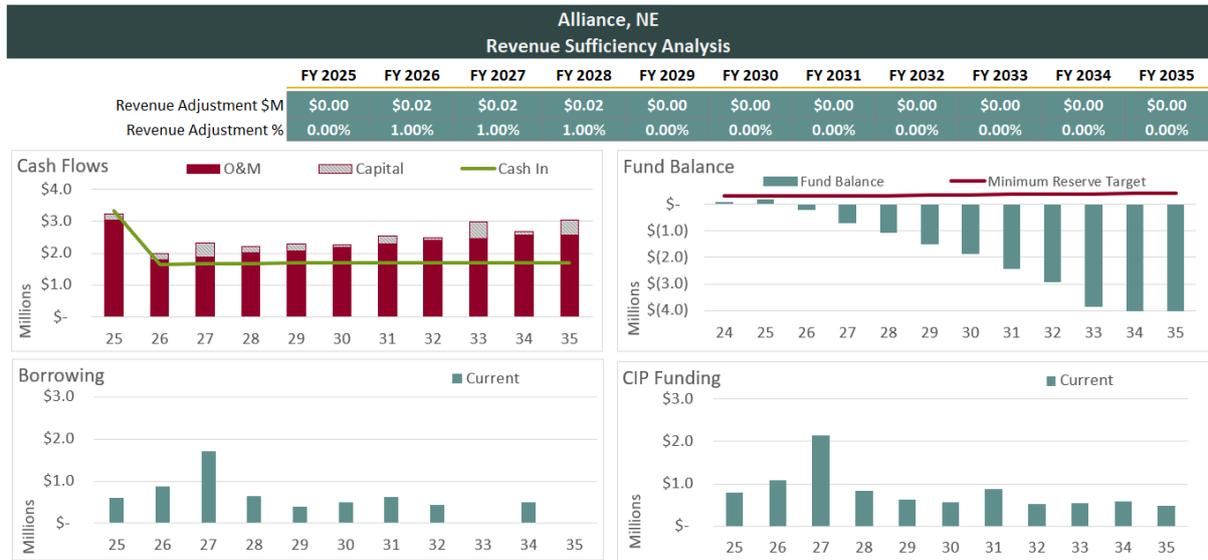
RSA & Financial Management Plan

In FY 2018, SCS conducted an RSA for the City. At the time of the study, it was determined that a increases of 3.50% for two years followed by annual inflationary-like increases of 1.00% until FY 2028 would allow the City to meet its operational needs. Since the study, the City has seen a significant increase in both O&M costs and CIP project costs. Paired with growing operational needs, the City has doubled its O&M budget and has added 30 new line-items, requiring an additional \$247,000 in O&M costs in FY 2026. The City is also faced with CIP need of \$1.08 million in FY 2026, approximately \$203,000 of which will be cash funded. Since the previous study, the City has extended its CIP planning period to 10 years from 5 years. Projects like cell construction and capital outlay costs, such as the roller compactor, were not accounted for in the projection at the time. In FY 2018, the City anticipated approximately \$2.13 million in CIP from FY 2026 to FY 2028. This amount has increased to about \$4.07 million.



The analysis used the information detailed above and documented the City's current financial and debt policies to create a multi-year projection of the current rate revenues to determine whether the level of existing revenues can meet the projected financial requirements during each year of the projection period from FY 2026 – FY 2035. We also spoke with City staff regarding other assumptions and policies that would affect the financial performance of the landfill, such as trends in demand and its impact on capital projects, capital funding sources, timing, etc.

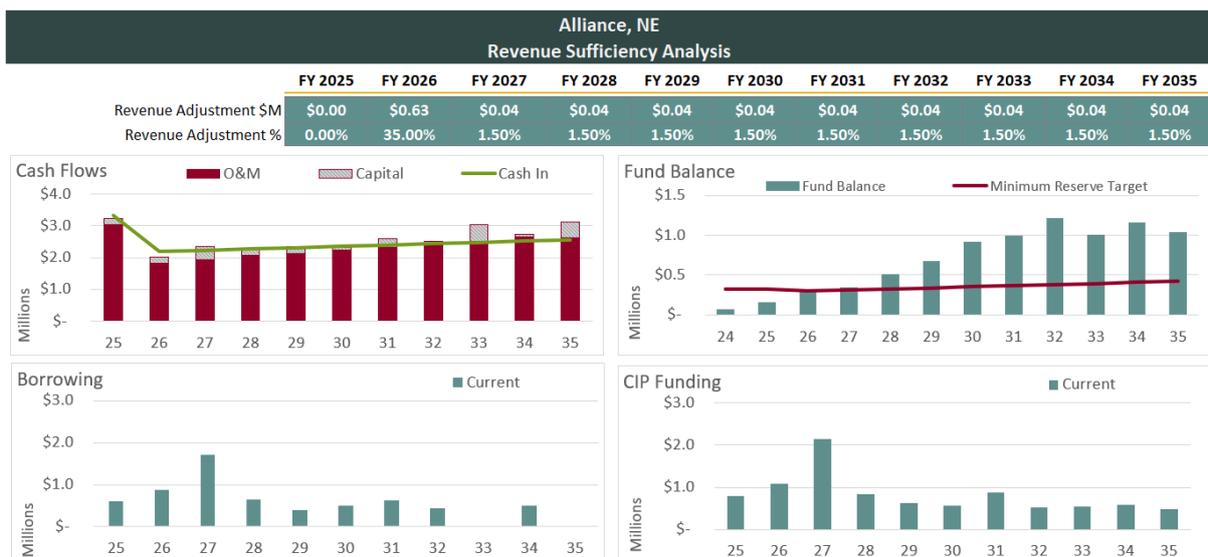
Through this process, we determined that the City's former financial management plan is no longer sufficient to fund operations, capital, and adequate working capital reserves without the need for additional rate increases.



The City would deplete its cash reserves in FY 2026. The City and SCS worked together to explore solutions that would minimize the impact of the necessary immediate rate increase on residents and customers. By expediting the purchase of a roller compactor, it was determined that it would be feasible to postpone the leachate construction to FY 2028. The City is also considering long-term debt financing about \$1.66 million of the new cell construction cost in FY 2027 to further alleviate the need for a significant revenue adjustment.

Scenario 1 – Large One-Time Adjustment

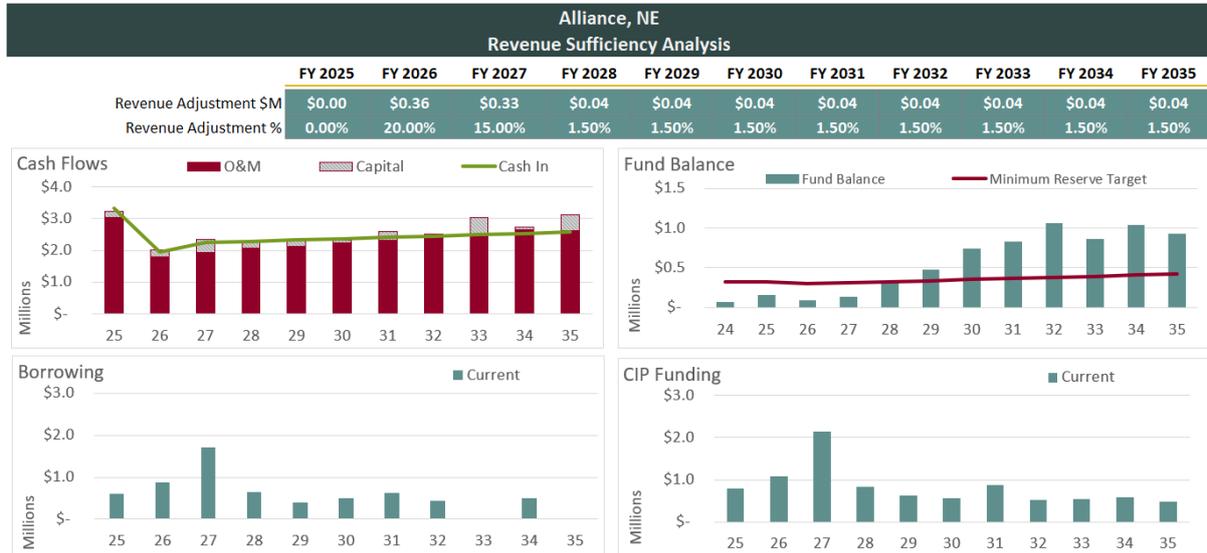
The graph below shows the City’s cash flow and fund balance levels over a 10-year projection period with a one-time large revenue adjustment.



The analysis concluded that a one-time revenue adjustment of 35.00% in FY 2026, along with annual inflationary-like increases of 1.50% in each year thereafter would be sufficient to fund the City’s operations, capital, and adequate working capital reserves over the projection period. It is recommended that the City review its financial standing closely in the first 5-year period to adequately plan and implement the necessary rate increases.

Scenario 2 – Phased-in Increase

SCS also tested a scenario where the City may implement a phased-in increase over a two-year period. This scenario assumes that the City will operate below the recommended reserve target until FY 2028.



The analysis concluded that a revenue adjustment of 20.00% in FY 2026, an adjustment of 15.00% in FY 2027, and then inflationary-like increases of 1.50% in each year thereafter would be sufficient to fund the City’s operations, capital, and adequate working capital reserves over the projection period. It is recommended that the City review its financial standing closely in the first 5-year period to adequately plan and implement the necessary rate increases.

Detailed financial schedules of Scenario 1 – Large One-Time Adjustment can be found in **Appendix A**.

Agricultural Waste

The City currently offers free disposal of grass clippings, which includes agricultural waste such as bean husks and dried corn. Due to the landfill’s geographic location, it receives large volumes of these waste types. Due to a notable increase in agricultural waste tonnage in the most recent year, SCS based the fee calculation on the most current data available. This approach reflects the present operational burden more accurately than a multi-year average, which may underrepresent recent trends in volume and associated costs. From March through October 2024, the City received about 2,800 tons of grass clippings. Of the 2,800 tons of grass clippings received from March through October 2024, approximately 1,130 tons were identified as likely agricultural waste based on load size. The remaining tonnage is assumed to be residential yard waste.

Disposal of this waste is labor intensive, as they are not compactable and need to be properly composted. Furthermore, during the summer seasons where the temperature spikes, it becomes a fire hazard – increasing liability at the landfill. Based on the benchmarking survey we conducted, the City’s landfill was identified to be the only landfill in the surrounding area that

accepts high volumes of agricultural waste. In order to continue providing a high level of service, it is recommended that the City implements a charge that reflects its cost of service.

SCS used the results of the RSA, previous industry experience, and City’s tonnage data to create a sample calculation of how the City might charge for agricultural waste. Working with staff, SCS identified all relevant costs to providing agricultural waste compost services, such as equipment, labor hours, and fire department personnel services.

Agricultural Waste Fee Calculation

Labor		\$	6,500
Equipment		\$	30,500
Capital Outlay		\$	30,000
Fire Liability		\$	490
Projected Long-Term Capital Costs		\$	15,000
Revenue Requirement		\$	82,490
Revenue Requirement	=	\$	82,490
Annual Tonnage			1,130
Charge per Ton		\$	73.00

SCS calculated the agricultural waste charge by dividing the revenue requirement by the annual tonnage received, taken from the City’s tonnage data. Below is a detailed explanation for each component.

- Labor & Equipment – City staff provided the labor allocation to this waste stream.
- Capital Outlay – Cost of new compost turner amortized over 10 years.
- Fire Liability – Accounts for four hours of fire department volunteers and fire truck dispatch.
- Projected Long-Term Capital Costs – With current operations, the City is expected to purchase more land in 10 years along with at least two dump trucks and two additional drivers. This could result in an additional cost of \$500,000. This cost is divided over an amortization period of 35 years.

Based on the calculations, the minimum tipping fee for agricultural waste is \$73.00 per ton.

The agricultural waste charge reflected above is meant to show a potential methodology that the City could consider. Additionally, the City may consider implementing a tonnage cap for agricultural waste to not overburden its current labor force and avoid expediting cell closure.

Franchise Fee

In alignment with the City’s existing ordinance, which requires a franchise to operate as a commercial solid waste collection agency, the City should consider implementing a franchise fee for the private hauler operating within its jurisdiction.

Currently, the hauler benefits from access to the City’s solid waste infrastructure, such as City roads, as well as administrative oversight of the franchise agreement, without contributing directly to these costs. A franchise fee would assure that the hauler contributes equitably to the upkeep and long-term sustainability of the City’s impacted operations and infrastructure.

Implementing a franchise fee would also:

- **Create greater fairness** by promoting all users of the City’s infrastructure to share in its costs.
- **Generate a new revenue stream** to help offset rising operational and capital expenses.
- **Encourage compliance and accountability** among private haulers operating within City limits in the future.

To evaluate potential approaches for implementing a franchise fee, SCS developed a comparison of three common fee structures: a flat annual fee, a gross receipt fee, and a per-truck operating fee. Each option offers different advantages in terms of revenue stability, administrative simplicity, and fairness. The table below outlines these alternatives.

Fee Component	Description	Example
Base Annual Franchise Fee	Flat fee for each hauler operating in the City	\$20,000 per year
Gross Receipts Fee	Percentage of gross revenue earned from customers within city limits	2% of gross receipts
Per-Truck Operating Fee	Additional fee per vehicle operating within the City	\$3,000 per truck per year

The City should consider each available franchise fee option in the context of its current agreement with the hauler and feasibility of implementation. This review would help align the City’s financial goals and provide opportunities to enhance cost recovery that may support infrastructure and administrative needs.

Waste Code Streamlining

The City currently maintains 43 distinct waste code categories, which adds complexity to billing, reporting, and operational workflows. We recommend that the City undertake a review and consolidation of these categories to streamline its solid waste management system. Simplifying the waste code structure will improve data accuracy, reduce administrative burden, and improved customer experience through simplification. It will also support more efficient staff training, facilitate better cost-of-service alignment, and improve the City’s ability to track and report on waste trends. A more manageable waste coding system will help the City better position itself for future system upgrades. Below is an example of waste code streamlining the City may consider.



RATE COMPARISON

As part of the study, we performed a comparative survey of the single-family residential solid waste rates, commercial dumpster rates, level of service, and the tipping fees of MSW in the City’s surrounding geographic area.

Residential Collection Rates by Entity

Sidney Landfill	\$40.00
Kimball City Landfill	\$39.98
Waste Connections	\$39.39
Kearney Landfill	\$37.00
Alliance - Proposed	\$34.22
Prairie Hill Landfill	\$30.50
Gering	\$26.62
Alliance - Current	\$25.35

Disposal Rates by Entity

Alliance - Proposed	\$107.28
Kimball City Landfill	\$97.45
Alliance - Current	\$79.47
J Bar J Landfill	\$68.42
Gering	\$67.73
Sidney Landfill	\$60.00
Prairie Hill Landfill	\$46.00
Kearney Landfill	\$42.00

Note: Kimball City Landfill charges based on per cubic yard (CY). The rate above is calculated based on the volume-to-weight conversion factor used by the Environmental Protection Agency (EPA).

To fully understand the implications of the rate comparisons above, the following considerations must also be accounted for:

Sidney

The \$40.00 rate includes yard waste collection fee of \$17.00 and pickup fee of \$7.00 per month. They provide once-a-week pickup service. Yard waste collection is only provided from the beginning of April to the end of October. The Solid Waste Department collects and processes recycling roll offs at the Recycling Center as well. Sidney Landfill charges a flat rate of \$60.00 per ton for Sidney and Cheyenne County residents. The landfill does not charge for yard waste. When

asked about agricultural waste, the landfill staff commented that they would compost the waste and would not charge for the waste. It is unclear whether this would vary depending on the size of the load.

Kimball City

The \$39.98 per month fee is for once-a-week MSW and yard waste pickup. In Kimball, most neighborhoods have dumpsters and only a small number of neighborhoods receive roll-out cart service. While the City of Kimball does not provide recycling pickup services, there are recycling dumpsters in the downtown area and operates a recycling center. The Kimball City Landfill applies different gate rate based on customer and load type. Non-residents are charged \$43.75 per cubic yard (CY), while residents pay \$13.40 per CY. The residential disposal rate is calculated using the resident per-CY rate and the EPA's volume-to-weight conversion factor for uncompacted mixed MSW, which is estimated to weigh between 250 and 300 pounds per CY. This analysis assumes an average of 275 pounds per CY. County residents may also pay a monthly fee of \$27.90 to use the landfill. While the landfill does not charge for yard waste currently, they have not received any large loads of agricultural waste.

Waste Connections/J Bar J Landfill - Ogalla

Waste Connections provides once-a-week refuse collection to the residents of Ogalla. They do not provide recycling or yard waste collection services. J Bar J Landfill is a disposal facility permitted by the Nebraska Department of Environmental Quality. The tipping fee at the landfill is \$68.42 per ton and yard waste is \$15.00 for pickup truck load and \$20.00 for trailer truck load.

Prairie Hill

There are three private haulers that operate within Prairie Hill. South Central Sanitation is a local private hauler that provides once-a-week MSW and yard waste collection for \$30.50. Yard waste is an additional \$17.00 for customers and is a seasonal service provided from April to October. None of the private haulers provide recycling services. Garbage and refuse fee at the landfill is \$46.00 per ton. Residents can bring their yard waste for free while non-residents pay \$10.00 per ton. There is a minimum charge of \$18.00 at the landfill as well as a state landfill charge of \$1.25 per ton and scale charge of \$2.00.

Gering

Gering provides once-a-week trash and yard waste pickup services to its residents for \$26.62. The City of Gering also provides single-stream recycling collection services twice a month for an additional \$4.62 per month. Gering also has a city operated landfill and charges \$67.73 per ton at the scale facility. The City of Gering will assess a 50% surcharge on any unsecured loads. The landfill also has a minimum gate rate of \$14.70 for loads under 400 pounds.

Kearney

City of Kearney provides once-a-week trash, yard waste pickup and twice-a-month recycling pickup for \$37.00 a month. Tipping fee at the landfill is \$42.00 per ton for uncompacted waste. Compacted waste has a different rate at \$36.00. Residents can bring yard waste free and businesses can bring yard waste 5 times a month for \$10.00. Any refuse hauled from outside the

service area incurs twice as much as the rates outlined above. When inquired about agricultural waste such as corn husks, landfill staff provided that they did not have the means to keep up with large tonnages like Alliance is handling.

Conclusion

Overall, Alliance currently provides a high level of collection service to its residents, offering the only twice-a-week trash pickup among peer municipalities. Even with the proposed rate adjustment, Alliance’s collection rate remains approximately \$6.00 lower than the highest rate in the region.

While the City’s tipping fees are higher than neighboring landfills, this must be viewed in the context of service accessibility and infrastructure investment. The Alliance Landfill is one of the few active facilities in the region, offering convenient, year-round access to both residential and commercial users. Other landfills are located significantly farther away, which increases transportation costs and environmental impacts for haulers and customers alike.

Additionally, Alliance provides valuable services such as agricultural waste composting and biennial Tire Amnesty Week, programs that are not commonly offered by peer communities. These services, combined with the landfill’s strategic location and long-term sustainability planning, position the City to continue delivering reliable, high-quality waste management services despite the need for rate adjustments.

RECOMMENDATIONS

Based upon the results of the study described herein, we recommend the following:

- The City’s current fees are not sufficient to fund its ongoing operations, capital, and reserve requirements without the need for rate increases. Therefore, a long-term financial management plan was developed for the City. The 5-year recommended revenue adjustments are shown in the table below.

5 Year Revenue Plan

	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030
Revenue Adjustment %	35.00%	1.50%	1.50%	1.50%	1.50%
Proposed Tipping Fee	\$107.28	\$108.89	\$110.53	\$112.19	\$113.87
Proposed Collections Rate	\$34.22	\$34.74	\$35.26	\$35.79	\$36.32

- The City should adopt appropriate disposal fees for non-compactable waste streams, particularly agricultural waste such as grass clippings, bean husks, and dried corn. These materials require additional labor and composting efforts, and the fees should reflect the operational costs associated with their management. The recommended minimum charge is \$73.00 per ton.
- The City should undertake a comprehensive review of its residential and commercial customer accounts to ensure that all users are accurately billed for the services they receive.
- In alignment with the City’s existing ordinance, which requires a franchise to operate as a commercial solid waste collection agency, the City should consider implementing a

franchise fee for private haulers operating within its jurisdiction. This fee would ensure that all service providers contribute equitably to the maintenance and oversight of the City's solid waste infrastructure.

- To optimize the use of City personnel, it is recommended that the City transition the oversight of commercial accounts serviced by private haulers to those haulers directly. This would allow City staff to concentrate on servicing municipal customers and improve operational efficiency.
- The City should evaluate its current waste code system, which includes 43 categories, to identify opportunities for simplification. Streamlining these classifications can enhance data tracking, reporting accuracy, and internal system efficiency.
- There will be a delay in the City realizing the true financial impacts of this change in tipping fees. Consequently, the City should evaluate its financial standing every 1-2 years to ensure that the recommended rate plan continues to be sufficient to fund the City's operations while meeting all its financial policies and goals.

We appreciate the opportunity to participate in the analysis and look forward to working with you again in the future. If you have any questions or would like to discuss this further, please call me anytime at (386) 546-7719.

Regards,



Vita Quinn, MBA
Director of Management Services
SCS Engineers



Helia Lee
Management Services Analyst
SCS Engineers

Alliance, NE
Revenue Sufficiency Analysis
Results as of July 08, 2025
Appendix A

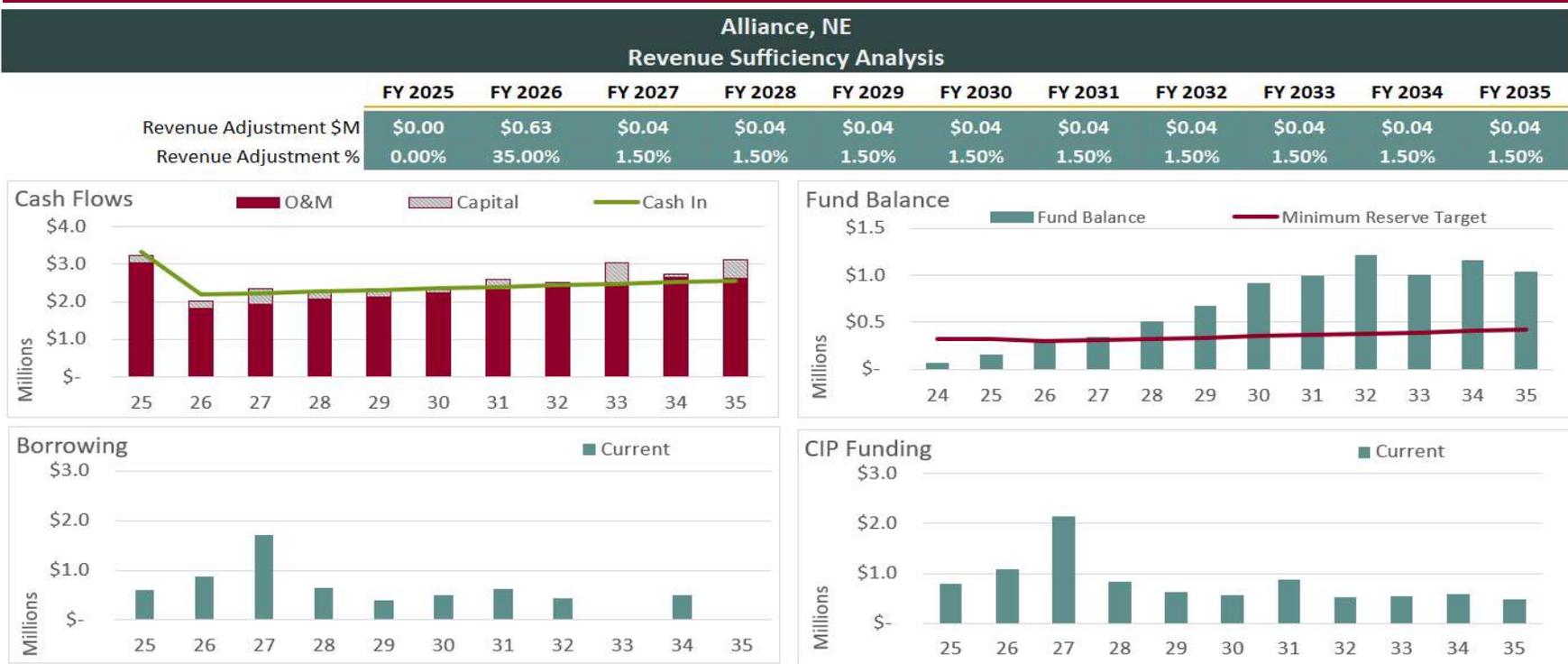


- Schedule 1 - Model Results**
- Schedule 2 - Model Assumptions & Inputs**
- Schedule 3 - Trial Balances as of Sep 30, 2024**
- Schedule 4 - Cash In**
- Schedule 5 - Cash Out**
- Schedule 6 - Pro Forma**
- Schedule 7 - Capital Improvement Plan**
- Schedule 8 - Borrowing**
- Schedule 9 - Summary of Funds**

SCS ENGINEERS

Management Services

Schedule 1 - Model Results



Schedule 2 - Model Assumptions & Inputs

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035
Growth											
Population	0.22%	0.22%	0.22%	0.22%	0.22%	0.22%	0.22%	0.22%	0.22%	0.22%	0.22%
Revenue Escalation Factors											
No Escalation	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Rate Increase	35.00%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	0.00%
Cost Escalation Factors											
Salaries	N/A	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%
O&M	N/A	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
Fuel	N/A	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
No Escalation	N/A	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interest Assumptions											
Interest Earnings on Fund Balances	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%
Working Capital Reserve Target											
Working Capital Reserve Target (% of O&M)	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%
CIP											
CIP Escalation	0.00%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%	3.58%
Borrowing Assumptions											
Senior Lien Debt Rate	3.90%	3.90%	3.90%	3.90%	3.90%	3.90%	3.90%	3.90%	3.90%	3.90%	3.90%
Short-Term Debt Rate	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%
Senior Lien Borrowing Assumptions											
Senior-Lien Debt Svc Coverage	1.20										
Interest Only in 1st Year	Y										
Term	30										
Debt Service Reserve (Years)	1										
Cost of Issuance	2.00%										
Short-Term Borrowing Assumptions											
Senior-Lien Debt Svc Coverage	0.00										
Interest Only in 1st Year	N										
Term	10										
Debt Service Reserve (Years)	0										
Cost of Issuance	2.00%										

Schedule 3 - Trial Balances as of Sep 30, 2024

		Closure & Post-Closure
	Refuse Fund	Reserve
Assets		
CASH ALLOC FROM COMBINED CASH	\$ 12,655	-
IMPREST CASH-LANDFILL	200	-
MM FNB-REFUSE TEMP INVEST	2,225	-
RECEIVABLE-REFUSE	40,878	-
RECEIVABLE-ACCRUED INTEREST	1,359	-
AR-SYSTEM CONSUMERS	51,340	-
ALLOWANCE FOR BAD DEBT	(5,558)	-
UNBILLED REVENUE	57,429	-
DUE FROM GENERAL	698	-
DUE FROM OTHER FUNDS	136	-
COAR FSB-LANDFILL CLOSURE MSW	-	1,267,048
MM FNB-SWDPOST CLOSURE RESERVE	-	183,287
MM FNB-C&D POST/CLOSURE RES	-	191,346
MM FNB-SWD CLOSURE RESERVE	-	223,888
CD FSB-MSW POST CLOSURE RES	-	683,275
ACCRUED LANDFILL CLOSURE COST	-	1,265,890
ACCRUED LANDFILL POST CLOSURE	-	690,783
C&D CLOSURE COST	-	280,875
C&D POST CLOSURE COST	-	56,088
Total Assets	\$ 161,362	4,842,479
Liabilities		
ACCOUNTS PAYABLE	\$ 250	-
UNPROCESSED INVOICES-MANUAL	(625)	-
ACCRUED PAYROLL	(11,689)	-
ACCRUED COMPENSATED ABSENCES	(11,273)	-
UNEARNED REVENUE	(70,004)	-
ACCRUED INTEREST PAYABLE	(1,994)	-
DUE TO ELECTRIC	(364)	-
Total Liabilities	\$ (95,701)	-
Net Assets	\$ 65,661	4,842,479
Total Available Fund Balance	\$ 65,661	4,842,479

Schedule 4 - Cash In

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035
Revenue Assumptions											
Population	0.22%	0.22%	0.22%	0.22%	0.22%	0.22%	0.22%	0.22%	0.22%	0.22%	0.22%
Rate Increase	35.00%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	0.00%
Rate Revenue											
Collection											
Collection Rate Revenue	\$ 970,000	1,312,341	1,334,917	1,357,881	1,381,239	1,405,000	1,429,169	1,453,754	1,478,762	1,504,201	1,530,077
Disposal											
Disposal Rate Revenue	832,279	1,126,015	1,145,385	1,165,088	1,185,131	1,205,518	1,226,255	1,247,350	1,268,807	1,290,634	1,312,836
Total User Charge Revenues	1,802,279	2,438,356	2,480,302	2,522,969	2,566,370	2,610,518	2,655,425	2,701,104	2,747,570	2,794,835	2,842,912
Other Operating Revenues											
Penalties	\$ 9,815	9,815	9,815	9,815	9,815	9,815	9,815	9,815	9,815	9,815	9,815
Land Lease	300	300	300	300	300	300	300	300	300	300	300
Surplus, Salvage Sales	10,641	10,641	10,641	10,641	10,641	10,641	10,641	10,641	10,641	10,641	10,641
Revenue-Miscellaneous	49	49	49	49	49	49	49	49	49	49	49
Bad Debt Collected	49	49	49	49	49	49	49	49	49	49	49
Total Other Operating Revenues	\$ 20,853	20,853									
Non-Operating Revenues											
NDEQ Grant	\$ 125,000	-	-	-	-	-	-	-	-	-	-
Other Sales, Services	2,786	2,786	2,786	2,786	2,786	2,786	2,786	2,786	2,786	2,786	2,786
Interdepartmental Sales	14,477	14,477	14,477	14,477	14,477	14,477	14,477	14,477	14,477	14,477	14,477
Bond/ Loan Proceeds	1,498,000	-	-	-	-	-	-	-	-	-	-
Total Non-Operating Revenues	\$ 1,640,262	17,262									
Interest Earnings											
Interest Earnings	\$ 1,871	5,463	8,522	10,546	13,827	17,988	21,668	25,041	25,614	25,761	26,024
Total Interest Earnings	\$ 1,871	5,463	8,522	10,546	13,827	17,988	21,668	25,041	25,614	25,761	26,024
Transfers In											
Transfer to General Fund	\$ (145,000)	(295,000)	(300,000)	(305,000)	(310,000)	(315,000)	(321,000)	(326,000)	(332,000)	(337,000)	(343,000)
Total Transfers In	\$ (145,000)	(295,000)	(300,000)	(305,000)	(310,000)	(315,000)	(321,000)	(326,000)	(332,000)	(337,000)	(343,000)
Total Cash In	3,320,265	2,186,935	2,226,939	2,266,630	2,308,313	2,351,621	2,394,208	2,438,261	2,479,299	2,521,711	2,564,052

Schedule 5 - Cash Out

		FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035
Personal Services	Department											
Regular Employee Salaries	06-41	\$ 100,062	105,065	110,319	115,835	121,626	127,708	134,093	140,798	147,838	155,230	162,991
Overtime Wages	06-41	4,067	4,270	4,483	4,708	4,943	5,190	5,450	5,722	6,008	6,309	6,624
FICA	06-41	6,204	6,514	6,840	7,182	7,541	7,918	8,314	8,729	9,166	9,624	10,105
Medicare	06-41	1,451	1,523	1,600	1,680	1,764	1,852	1,944	2,042	2,144	2,251	2,363
Workers Compensation	06-41	11,571	12,149	12,757	13,395	14,064	14,767	15,506	16,281	17,095	17,950	18,847
General Employee Pension	06-41	4,209	4,419	4,640	4,872	5,116	5,371	5,640	5,922	6,218	6,529	6,855
Employee Health, Life Ins	06-41	22,554	23,681	24,865	26,108	27,414	28,785	30,224	31,735	33,322	34,988	36,737
Employee Medical Services	06-41	100	105	110	116	122	128	134	141	148	155	163
Uniforms	06-41	1,500	1,545	1,591	1,639	1,688	1,739	1,791	1,845	1,900	1,957	2,016
Safety Commodities	06-41	408	421	433	446	460	474	488	502	517	533	549
Regular Employee Salaries	06-51	238,943	250,890	263,435	276,607	290,437	304,959	320,207	336,217	353,028	370,679	389,213
Overtime Wages	06-51	15,578	16,357	17,175	18,033	18,935	19,882	20,876	21,920	23,016	24,166	25,375
FICA	06-51	14,810	15,550	16,328	17,144	18,002	18,902	19,847	20,839	21,881	22,975	24,124
Medicare	06-51	3,464	3,637	3,819	4,010	4,210	4,421	4,642	4,874	5,117	5,373	5,642
Workers Compensation	06-51	16,611	17,442	18,314	19,230	20,191	21,201	22,261	23,374	24,543	25,770	27,058
General Employee Pension	06-51	10,231	10,742	11,279	11,843	12,435	13,057	13,710	14,396	15,115	15,871	16,665
Employee Health, Life Ins	06-51	43,534	45,710	47,996	50,395	52,915	55,561	58,339	61,256	64,319	67,535	70,911
Conferences, Cont Education	06-51	1,243	1,305	1,370	1,439	1,511	1,586	1,665	1,749	1,836	1,928	2,024
Professional Engineering Svcs	06-51	44,389	46,609	48,939	51,386	53,956	56,653	59,486	62,460	65,583	68,863	72,306
Medical Services	06-51	57	60	62	66	69	72	76	80	84	88	92
Uniforms	06-51	3,687	3,798	3,912	4,029	4,150	4,275	4,403	4,535	4,671	4,811	4,956
Safety Commodities	06-51	3,000	3,090	3,183	3,278	3,377	3,478	3,582	3,690	3,800	3,914	4,032
Subtotal Personal Services		\$ 547,671	574,883	603,450	633,440	664,924	697,977	732,677	769,105	807,349	847,499	889,649
Personal Services Execution		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Executed Personal Services		\$ 547,671	574,883	603,450	633,440	664,924	697,977	732,677	769,105	807,349	847,499	889,649
Fixed Operations & Maintenance												
CNTSVC Other	06-41	\$ 18,744	19,306	19,885	20,482	21,096	21,729	22,381	23,053	23,744	24,457	25,190
NRCNTSVC-Vehicle Repair Mtc	06-41	19,788	20,382	20,993	21,623	22,272	22,940	23,628	24,337	25,067	25,819	26,594
NRCNTSVC-Veh, Equip, Tire Rep	06-41	5,473	5,638	5,807	5,981	6,160	6,345	6,536	6,732	6,934	7,142	7,356
Other Supplies	06-41	106,500	109,695	112,986	116,375	119,867	123,463	127,167	130,982	134,911	138,958	143,127
Small Tools, Equipment	06-41	300	309	318	328	337	347	358	369	380	391	403
Refuse-Fuel	06-41	50,000	51,500	53,045	54,636	56,275	57,964	59,703	61,494	63,339	65,239	67,196
Parts-Vehicle, Mach, Equip	06-41	7,331	7,550	7,777	8,010	8,251	8,498	8,753	9,016	9,286	9,565	9,852
Tires-Vehicle, Equipment	06-41	1,730	1,782	1,835	1,891	1,947	2,006	2,066	2,128	2,192	2,257	2,325
Other Replacement Parts	06-41	1,097	1,130	1,164	1,199	1,235	1,272	1,310	1,349	1,390	1,431	1,474
Bad Debt-Uncollectible	06-41	1,774	1,827	1,882	1,939	1,997	2,057	2,119	2,182	2,248	2,315	2,384
Keep Alliance Beautiful	06-41	50,000	51,500	53,045	54,636	56,275	57,964	59,703	61,494	63,339	65,239	67,196
Water Testing Services	06-51	25,838	26,614	27,412	28,234	29,081	29,954	30,852	31,778	32,731	33,713	34,725
Membership Dues	06-51	298	307	316	326	336	346	356	367	378	389	401
Database Subscriptions	06-51	1,400	1,442	1,485	1,530	1,576	1,623	1,672	1,722	1,773	1,827	1,881
Operating Permits	06-51	16,000	16,480	16,974	17,484	18,008	18,548	19,105	19,678	20,268	20,876	21,503
Legal, Public Notices	06-51	96	99	102	105	108	111	115	118	122	125	129
Landfill Coupon Expense	06-51	449	463	477	491	506	521	536	552	569	586	604
Electricity	06-51	7,893	8,130	8,374	8,625	8,884	9,151	9,425	9,708	9,999	10,299	10,608
Water-Sewer	06-51	282	291	299	308	318	327	337	347	357	368	379
Natural Gas	06-51	14,188	14,613	15,052	15,503	15,968	16,447	16,941	17,449	17,973	18,512	19,067
Telephone Line Expense	06-51	396	408	420	433	446	459	473	487	502	517	532

Schedule 5 - Cash Out

		FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035
CNTSVC Other	06-51	12,562	12,939	13,327	13,727	14,138	14,562	14,999	15,449	15,913	16,390	16,882
NRCNTSVC-Veh, Equip, Tire Rep	06-51	1,155	1,189	1,225	1,262	1,300	1,339	1,379	1,420	1,463	1,507	1,552
NRCNTSVC-Other Mach, Equip	06-51	19,324	19,904	20,501	21,116	21,750	22,402	23,074	23,766	24,479	25,214	25,970
CNTSVC Other-Grant Eligible	06-51	125,000	-	-	-	-	-	-	-	-	-	-
NRCNTSVC-Lawns, Grounds	06-51	500	515	530	546	563	580	597	615	633	652	672
Office Supplies	06-51	400	412	424	437	450	464	478	492	507	522	538
Computer Supplies	06-51	788	811	836	861	887	913	941	969	998	1,028	1,059
Other Supplies	06-51	410	422	435	448	461	475	489	504	519	535	551
Small Tools, Equipment	06-51	3,930	4,071	4,217	4,368	4,524	4,687	4,855	5,029	5,209	5,396	5,589
Refuse-Fuel	06-51	45,000	46,350	47,741	49,173	50,648	52,167	53,732	55,344	57,005	58,715	60,476
Refuse-Oil,Grease	06-51	11,000	11,330	11,670	12,020	12,381	12,752	13,135	13,529	13,934	14,353	14,783
Refuse-Filters	06-51	16	17	17	18	18	19	19	20	21	21	22
Parts-Vehicle, Mach, Equip	06-51	30,000	31,075	32,189	33,343	34,538	35,776	37,059	38,387	39,763	41,189	42,665
Tires-Vehicle, Equipment	06-51	56,000	57,680	59,410	61,193	63,028	64,919	66,867	68,873	70,939	73,067	75,259
Bldg Maintenance Material	06-51	5,000	5,150	5,305	5,464	5,628	5,796	5,970	6,149	6,334	6,524	6,720
Cleaning Supplies	06-51	800	824	849	874	900	927	955	984	1,013	1,044	1,075
Other Replacement Parts	06-51	1,000	1,030	1,061	1,093	1,126	1,159	1,194	1,230	1,267	1,305	1,344
Baler Wire	06-51	24,095	24,817	25,562	26,329	27,119	27,932	28,770	29,633	30,522	31,438	32,381
Muni Solid Waste Surcharge	06-51	6,057	6,239	6,426	6,619	6,817	7,022	7,233	7,449	7,673	7,903	8,140
C&D Closure Cost	06-51	16,767	16,767	16,767	16,767	16,767	16,767	16,767	16,767	16,767	16,767	16,767
C&D Post Closure Cost	06-51	3,348	3,348	3,348	3,348	3,348	3,348	3,348	3,348	3,348	3,348	3,348
Landfill Closure Cost	06-51	50,885	50,885	50,885	50,885	50,885	50,885	50,885	50,885	50,885	50,885	50,885
Subtotal Fixed Operations & Maintenance		\$ 743,615	635,241	652,374	670,028	688,219	706,964	726,280	746,183	766,692	787,826	809,603
Fixed Operations & Maintenance Execution		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Executed Fixed Operations & Maintenance		\$ 743,615	635,241	652,374	670,028	688,219	706,964	726,280	746,183	766,692	787,826	809,603
Capital Outlay												
Capital Outlay-Mach, Equip	06-41	\$ 13,000	-	-	-	-	-	-	-	-	-	-
Capital Outlay-Buildings	06-51	56,000	-	-	-	-	-	-	-	-	-	-
Capital Outlay-Mach, Equip	06-51	1,215,000	-	-	-	-	-	-	-	-	-	-
Capital Outlay-Other Improv	06-51	58,344	-	-	-	-	-	-	-	-	-	-
Subtotal Capital Outlay		\$ 1,342,344	-									
Capital Outlay Execution		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total Executed Capital Outlay		\$ 1,342,344	-									
Debt Service												
Senior Lien Debt												
NEW SENIOR LIEN DEBT SERVICE		\$ -	-	72,549	106,276	106,276	106,276	106,276	106,276	106,276	106,276	106,276
Subtotal Senior Lien Debt		\$ -	-	72,549	106,276							
Short-Term Debt												
Existing Short-Term Debt Service		\$ 96,598	145,030	133,114	98,265	47,928	47,928	-	-	-	-	-
New Short-Term Debt Service		79,289	195,640	195,640	280,827	334,076	398,688	480,309	537,801	537,801	604,931	525,642
Subtotal Short-Term Debt		\$ 175,886	340,671	328,754	379,092	382,003	446,616	480,309	537,801	537,801	604,931	525,642
Total Debt Service		\$ 175,886	340,671	401,304	485,368	488,279	552,892	586,585	644,076	644,076	711,206	631,918

Schedule 5 - Cash Out

		FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035
Transfers Out												
Transfer to Internal Svc	06-41	\$ 116,400	157,481	160,190	162,946	165,749	168,600	171,500	174,451	177,451	180,504	183,609
Transfer to Entrp Int Serv	06-41	111,878	111,878	111,878	111,878	111,878	111,878	111,878	111,878	111,878	111,878	111,878
Total Transfers Out		\$ 228,278	269,359	272,068	274,823	277,626	280,478	283,378	286,328	289,329	292,382	295,487
Cash Funded Capital												
Cash Funded Capital		\$ 200,000	203,440	429,191	196,280	230,256	73,699	259,412	79,334	543,432	85,398	483,538
Total Cash Funded Capital		\$ 200,000	203,440	429,191	196,280	230,256	73,699	259,412	79,334	543,432	85,398	483,538
Total Cash Out		\$ 3,237,794	2,023,594	2,358,386	2,259,940	2,349,305	2,312,010	2,588,331	2,525,027	3,050,879	2,724,311	3,110,195

Schedule 6 - Pro Forma

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035
Collection											
Collection Rate Revenue	\$ 970,000	970,000	1,312,341	1,334,917	1,357,881	1,381,239	1,405,000	1,429,169	1,453,754	1,478,762	1,504,201
Revenue from Growth	-	2,105	2,848	2,897	2,946	2,997	3,049	3,101	3,154	3,209	3,264
Revenue Before Rate Increase	\$ 970,000	972,105	1,315,189	1,337,813	1,360,827	1,384,236	1,408,049	1,432,270	1,456,909	1,481,971	1,507,465
Rate Increase	0.00%	35.00%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
Revenue from Rate Increase	-	340,237	19,728	20,067	20,412	20,764	21,121	21,484	21,854	22,230	22,612
Total Collection Rate Revenue	\$ 970,000	1,312,341	1,334,917	1,357,881	1,381,239	1,405,000	1,429,169	1,453,754	1,478,762	1,504,201	1,530,077
Total Collection Rate Revenue	\$ 970,000	1,312,341	1,334,917	1,357,881	1,381,239	1,405,000	1,429,169	1,453,754	1,478,762	1,504,201	1,530,077
Disposal											
Disposal Rate Revenue	\$ 832,279	832,279	1,126,015	1,145,385	1,165,088	1,185,131	1,205,518	1,226,255	1,247,350	1,268,807	1,290,634
Revenue from Growth	-	1,806	2,443	2,485	2,528	2,572	2,616	2,661	2,707	2,753	2,800
Revenue Before Rate Increase	\$ 832,279	834,085	1,128,458	1,147,870	1,167,616	1,187,702	1,208,133	1,228,916	1,250,056	1,271,560	1,293,434
Rate Increase	0.00%	35.00%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%	1.50%
Revenue from Rate Increase	-	291,930	16,927	17,218	17,514	17,816	18,122	18,434	18,751	19,073	19,402
Total Disposal Rate Revenue	\$ 832,279	1,126,015	1,145,385	1,165,088	1,185,131	1,205,518	1,226,255	1,247,350	1,268,807	1,290,634	1,312,836
Total Rate Revenues	\$ 1,802,279	2,438,356	2,480,302	2,522,969	2,566,370	2,610,518	2,655,425	2,701,104	2,747,570	2,794,835	2,842,912
Plus: Other Operating Revenues	\$ 20,853	20,853									
Operating Income	\$ 1,823,132	2,459,209	2,501,155	2,543,822	2,587,223	2,631,371	2,676,278	2,721,957	2,768,423	2,815,688	2,863,766
Less: Operating Expenses											
Personal Services	\$ (547,671)	(574,883)	(603,450)	(633,440)	(664,924)	(697,977)	(732,677)	(769,105)	(807,349)	(847,499)	(889,649)
Fixed Operations & Maintenance	(743,615)	(635,241)	(652,374)	(670,028)	(688,219)	(706,964)	(726,280)	(746,183)	(766,692)	(787,826)	(809,603)
Total Operating Expenses	\$ (1,291,286)	(1,210,124)	(1,255,824)	(1,303,468)	(1,353,144)	(1,404,941)	(1,458,956)	(1,515,288)	(1,574,041)	(1,635,325)	(1,699,253)
Net Operating Income	\$ 531,846	1,249,085	1,245,331	1,240,354	1,234,079	1,226,429	1,217,321	1,206,669	1,194,381	1,180,363	1,164,513
Plus (Less): Non-Operating Income in Debt Service Coverage Test											
Non-Operating Revenue	\$ 1,640,262	17,262	17,262	17,262	17,262	17,262	17,262	17,262	17,262	17,262	17,262
Transfers In	(145,000)	(295,000)	(300,000)	(305,000)	(310,000)	(315,000)	(321,000)	(326,000)	(332,000)	(337,000)	(343,000)
Capital Outlay	(1,342,344)	-	-	-	-	-	-	-	-	-	-
Transfers Out	(228,278)	(269,359)	(272,068)	(274,823)	(277,626)	(280,478)	(283,378)	(286,328)	(289,329)	(292,382)	(295,487)
Total Non-Operating	\$ (73,489)	(541,633)	(546,284)	(552,015)	(556,537)	(560,228)	(565,448)	(570,025)	(578,453)	(586,359)	(595,201)
Net Income Before Debt Service	\$ 458,358	707,452	699,047	688,338	677,542	666,202	651,874	636,644	615,928	594,004	569,312
Debt Service & Coverage											
New Senior Lien Debt Service	\$ -	-	72,549	106,276	106,276	106,276	106,276	106,276	106,276	106,276	106,276
Total Senior Lien Debt Service	\$ -	-	72,549	106,276							
Senior Lien Debt Service Coverage	0.00	0.00	9.64	6.48	6.38	6.27	6.13	5.99	5.80	5.59	5.36
Existing Short-Term Debt Service	\$ 96,598	145,030	133,114	98,265	47,928	47,928	-	-	-	-	-
Total Short-Term Debt Service	\$ 175,886	340,671	328,754	379,092	382,003	446,616	480,309	537,801	537,801	604,931	525,642
Short-Term Debt Service Coverage	2.61	2.08	1.74	1.42	1.39	1.20	1.11	0.99	0.96	0.84	0.90
Total Debt Service	\$ 175,886	340,671	401,304	485,368	488,279	552,892	586,585	644,076	644,076	711,206	631,918
Net Income After Debt Service	\$ 282,471	366,781	297,743	202,970	189,263	113,310	65,289	(7,432)	(28,148)	(117,202)	(62,606)
Net Cash Flow	\$ 282,471	366,781	297,743	202,970	189,263	113,310	65,289	(7,432)	(28,148)	(117,202)	(62,606)

Schedule 6 - Pro Forma

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035
Fund Balance											
Balance at Beginning of Fiscal Year	\$ 65,661	148,133	476,258	497,679	707,575	872,700	1,183,040	1,293,340	1,568,489	1,358,824	1,585,268
Net Cash Flow	282,471	366,781	297,743	202,970	189,263	113,310	65,289	(7,432)	(28,148)	(117,202)	(62,606)
Total Funds Available	\$ 348,133	514,914	774,002	700,649	896,839	986,010	1,248,330	1,285,908	1,540,341	1,241,621	1,522,662
Balance of Working Capital	\$ 148,133	311,474	344,811	504,369	666,583	912,310	988,917	1,206,574	996,909	1,156,223	1,039,124
Less: Working Capital Reserve Target	(322,821)	(302,531)	(313,956)	(325,867)	(338,286)	(351,235)	(364,739)	(378,822)	(393,510)	(408,831)	(424,813)
Surplus/Deficit of Working Capital	\$ (174,689)	8,943	30,855	178,502	328,297	561,075	624,178	827,752	603,399	747,392	614,311
Add Back: Working Capital Reserve	\$ 322,821	302,531	313,956	325,867	338,286	351,235	364,739	378,822	393,510	408,831	424,813
Balance at End of Fiscal Year	\$ 148,133	311,474	344,811	504,369	666,583	912,310	988,917	1,206,574	996,909	1,156,223	1,039,124
Beginning Balance											
Beginning Balance	\$ 65,661	148,133	476,258	497,679	707,575	872,700	1,183,040	1,293,340	1,568,489	1,358,824	1,585,268
Cash In	3,320,265	2,186,935	2,226,939	2,266,630	2,308,313	2,351,621	2,394,208	2,438,261	2,479,299	2,521,711	2,564,052
Cash Out	(3,237,794)	(2,023,594)	(2,358,386)	(2,259,940)	(2,349,305)	(2,312,010)	(2,588,331)	(2,525,027)	(3,050,879)	(2,724,311)	(3,110,195)
Ending Balance	\$ 148,133	311,474	344,811	504,369	666,583	912,310	988,917	1,206,574	996,909	1,156,223	1,039,124

Schedule 7 - Capital Improvement Plan

	Final Funding Source	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035
Refuse and Yard Waste Containers	CA	\$ 50,000	50,000	50,000	50,000	50,000	60,000	60,000	60,000	60,000	60,000	60,000
Replace Refuse Truck Unit 1112 For 1117	STB	-	250,000	-	-	-	-	-	-	-	-	-
Replace Refuse Truck Unit 1113 For 1118	STB	-	-	-	280,000	-	-	-	-	-	-	-
Replace Refuse Truck Unit 1115 For 1119	STB	-	-	-	-	-	310,000	-	-	-	-	-
Replace Refuse Truck Unit 1117 For 1120	STB	-	-	-	-	-	-	-	340,000	-	-	-
Replace Refuse Truck Unit 1118 For 1121	STB	-	-	-	-	-	-	-	-	-	370,000	-
New Cell and Leachate Construction	CA	-	-	35,000	125,000	-	-	-	-	-	-	-
Preliminary Engineering for New Cell	CA	-	35,000	-	-	-	-	-	-	-	-	-
Skid Steer Tires	CA	-	1,400	-	1,600	-	1,800	-	2,000	-	2,200	-
Floor Replacement in Bale House	CA	-	100,000	-	-	-	-	-	-	-	-	-
Replace Fire Detection System	CA	-	10,000	-	-	-	-	-	-	-	-	-
Overhead Doors replacement	CA	-	-	15,000	-	-	-	-	-	-	-	-
Roller Compactor	STB	-	600,000	-	-	-	-	-	-	-	-	-
Concrete Crushing	CA	-	-	-	-	-	-	-	-	-	-	130,000
2017 Wheel Loader Replacement	STB	-	-	-	300,000	-	-	-	-	-	-	-
2018 Dozer Replacement	STB	-	-	-	-	350,000	-	-	-	-	-	-
1990 Scraper Replacment	STB	-	-	-	-	-	-	500,000	-	-	-	-
2019 Skid Steer Replacement	STB	-	-	-	-	-	100,000	-	-	-	-	-
Conveyor Replacement	CA	-	-	-	-	-	-	-	-	200,000	-	-
Tire Amnesty	CA	150,000	-	150,000	-	150,000	-	150,000	-	150,000	-	150,000
Equipment Parking Shed	CA	-	-	150,000	-	-	-	-	-	-	-	-
Total Projects		\$ 800,000	1,046,400	2,000,000	756,600	550,000	471,800	710,000	402,000	410,000	432,200	340,000
Execution %		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Escalation %		100.00%	103.58%	107.30%	111.14%	115.13%	119.25%	123.53%	127.96%	132.54%	137.30%	142.22%
Total Executed Projects		\$ 800,000	1,083,909	2,145,953	840,914	633,203	562,644	877,060	514,389	543,432	593,391	483,538

Schedule 8 - Borrowing

Senior Lien Borrowing

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035
Required Proceeds	\$ -	-	1,716,763	-	-	-	-	-	-	-	-
Sources of Funds											
Par Amount	\$ -	-	1,860,243	-	-	-	-	-	-	-	-
Total Sources of Funds	-	-	1,860,243	-	-	-	-	-	-	-	-
Uses of Funds											
Proceeds	\$ -	-	1,716,763	-	-	-	-	-	-	-	-
Cost of Issuance	-	-	37,205	-	-	-	-	-	-	-	-
Debt Service Reserve	-	-	106,276	-	-	-	-	-	-	-	-
Total Uses of Funds	\$ -	-	1,860,243	-	-	-	-	-	-	-	-
Cumulative Annual Payment	\$ -	-	72,549	106,276							

Short-Term Borrowing

	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035
Required Proceeds	\$ 600,000	880,469	-	644,634	402,948	488,944	617,648	435,056	-	507,993	-
Sources of Funds											
Par Amount	\$ 612,245	898,438	-	657,790	411,171	498,923	630,253	443,934	-	518,361	-
Total Sources of Funds	\$ 612,245	898,438	-	657,790	411,171	498,923	630,253	443,934	-	518,361	-
Uses of Funds											
Proceeds	\$ 600,000	880,469	-	644,634	402,948	488,944	617,648	435,056	-	507,993	-
Cost of Issuance	12,245	17,969	-	13,156	8,223	9,978	12,605	8,879	-	10,367	-
Total Uses of Funds	\$ 612,245	898,438	-	657,790	411,171	498,923	630,253	443,934	-	518,361	-
Cumulative Annual Payment	\$ 79,289	195,640	195,640	280,827	334,076	398,688	480,309	537,801	537,801	604,931	525,642

Schedule 9 - Summary of Funds

Refuse Fund	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035
Balance at Start of FY	\$ 65,661	148,133	476,258	497,679	707,575	872,700	1,183,040	1,293,340	1,568,489	1,358,824	1,585,268
Cash In	3,318,394	2,181,472	2,218,417	2,256,084	2,294,485	2,333,633	2,372,540	2,413,220	2,453,685	2,495,950	2,538,028
Interest	1,871	5,463	8,522	10,546	13,827	17,988	21,668	25,041	25,614	25,761	26,024
Cash Out	(3,037,794)	(1,655,369)	(1,776,328)	(1,860,454)	(1,912,932)	(1,967,581)	(2,024,496)	(2,083,779)	(2,145,533)	(2,209,869)	(2,276,901)
Planned Cash Funded CIP	(200,000)	(203,440)	(429,191)	(196,280)	(230,256)	(73,699)	(259,412)	(79,334)	(543,432)	(85,398)	(483,538)
Subtotal	\$ 148,133	476,258	497,679	707,575	872,700	1,183,040	1,293,340	1,568,489	1,358,824	1,585,268	1,388,880
Less: Working Capital Reserve	\$ (148,133)	(302,531)	(313,956)	(325,867)	(338,286)	(351,235)	(364,739)	(378,822)	(393,510)	(408,831)	(424,813)
Amount Available for Projects	\$ -	173,727	183,723	381,708	534,414	831,805	928,601	1,189,667	965,313	1,176,437	964,067
Less: Amount Paid for Projects	-	-	-	-	-	-	-	-	-	-	-
Amount Available After Projects	\$ -	173,727	183,723	381,708	534,414	831,805	928,601	1,189,667	965,313	1,176,437	964,067
Plus: Restricted Funds	\$ 148,133	302,531	313,956	325,867	338,286	351,235	364,739	378,822	393,510	408,831	424,813
Available at End of FY	\$ 148,133	476,258	497,679	707,575	872,700	1,183,040	1,293,340	1,568,489	1,358,824	1,585,268	1,388,880
Closure & Post-Closure Reserve	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035
Balance at Start of FY	\$ 4,842,479	4,927,970	5,014,971	5,103,508	5,193,608	5,285,298	5,378,607	5,473,564	5,570,197	5,668,536	5,768,611
Cash In	-	-	-	-	-	-	-	-	-	-	-
Interest	85,491	87,001	88,537	90,100	91,690	93,309	94,956	96,633	98,339	100,075	101,842
Cash Out	-	-	-	-	-	-	-	-	-	-	-
Payment of Debt Service	-	-	-	-	-	-	-	-	-	-	-
Subtotal	\$ 4,927,970	5,014,971	5,103,508	5,193,608	5,285,298	5,378,607	5,473,564	5,570,197	5,668,536	5,768,611	5,870,452
Less: Working Capital Reserve	-	-	-	-	-	-	-	-	-	-	-
Less: Interest Used for Cash Flows	-	-	-	-	-	-	-	-	-	-	-
Amount Available for Projects	\$ 4,927,970	5,014,971	5,103,508	5,193,608	5,285,298	5,378,607	5,473,564	5,570,197	5,668,536	5,768,611	5,870,452
Less: Amount Paid for Projects	\$ -	-	-	-	-	-	-	-	-	-	-
Amount Available After Projects	\$ 4,927,970	5,014,971	5,103,508	5,193,608	5,285,298	5,378,607	5,473,564	5,570,197	5,668,536	5,768,611	5,870,452
Plus: Restricted Funds	-	-	-	-	-	-	-	-	-	-	-
Available at End of FY	\$ 4,927,970	5,014,971	5,103,508	5,193,608	5,285,298	5,378,607	5,473,564	5,570,197	5,668,536	5,768,611	5,870,452

Narrative

September 16, 2025



RESOLUTION – CHANGE TO ELECTRIC UTILITY RATES

The attached resolution will adopt new electric utility rates a part of the FY 2025-26 budget, with rates effective October 1, 2025.

A. Background

The City of Alliance purchases power which it then resells to citizens in and around Alliance. Our power providers are enacting a price increase of 9%, which is being passed onto our customers without markup.

B. Additional information

The 9% proposed rate increase is for usage only (which includes security lights) and is not being applied to base customer rates.

RECOMMENDATION: APPROVE RESOLUTION ADOPTING NEW ELECTRIC UTILITY RATES.

RESOLUTION NO. 25-123

A RESOLUTION AMENDING ALL ELECTRIC RATE SCHEDULE CLASSIFICATIONS, REPEALING PORTIONS OF ORDINANCES OR RESOLUTIONS NOT CONSISTENT WITH THE CHANGES HEREIN AND ESTABLISHING AN EFFECTIVE DATE.

BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF ALLIANCE, NEBRASKA:

SECTION 1. Staff has prepared amendments to electric rates for submission to the City Council.

SECTION 2. The City Council has received and reviewed the proposed changes and finds such changes to be in the best interest of the City of Alliance and should be therefore adopted pursuant to Division 3, Article III of the Alliance Municipal Code. All is hereby amended with an effective date of this resolution, in the following particulars:

RULES AND REGULATIONS GOVERNING SERVICE ON RESIDENTIAL RATE SCHEDULE (CLASS 1)

1. Urban Residential Rates: (within corporate limits)

October 1, 2025

Monthly Customer Charge

\$21.53

Summer

First 600 kWh@

\$.1159 per kWh

Excess kWh @

\$.1159 per kWh

Winter

First 600 kWh @

\$.1159 per kWh

Excess kWh @

\$.0893 per kWh

2. Rural Residential Rates: (outside corporate limits)

October 1, 2025

Monthly Customer Charge

\$30.00

Summer

First 600 kWh @

\$.1159 per kWh

Excess kWh @

\$.1159 per kWh

Winter

First 600 kWh @	\$.1159 per kWh
Excess kWh @	\$.0893 per kWh

RULES AND REGULATIONS GOVERNING SERVICE ON GENERAL SERVICE RATE SCHEDULE (CLASS 2)

1. General Service Urban Rates Single Phase: (inside corporate limits)
October 1, 2025
Monthly Customer Charge \$25.00
Summer
All use \$.1154 per kWh
Winter
All use \$.1154 per kWh
2. General Service Urban Rates Three Phase: (inside corporate limits)
October 1, 2025
Monthly Customer Charge \$56.77
Summer
All use \$.1182 per kWh
Winter
All use \$.1182 per kWh
3. General Service Rural Rates Single Phase: (outside corporate limits)
October 1, 2025
Monthly Customer Charge \$27.50
Summer
All use \$.1161 per kWh
Winter
All use \$.1161 per kWh
4. General Service Rural Rates Three Phase: (outside corporate limits)
October 1, 2025

Monthly Customer Charge	\$68.51
<u>Summer</u>	
All use	\$.1237 per kWh
<u>Winter</u>	
All use	\$.1237 per kWh

RULES AND REGULATIONS GOVERNING SERVICE ON GENERAL SERVICE DEMAND RATE SCHEDULE (CLASS 3)

1. General Service Demand Urban Rates: (inside corporate limits)

October 1, 2025

Monthly Customer Charge	\$68.51	
Energy	Summer	Winter
	\$.0946	\$.0946
Demand	Summer	Winter
	\$9.00	\$9.00

2. General Service Demand Rural Rates: (outside corporate limits)

October 1, 2025

Monthly Customer Charge	\$68.51	
Energy	Summer	Winter
	\$.0839	\$.0839
Demand	Summer	Winter
	\$12.00	\$12.00

RULES AND REGULATIONS GOVERNING SERVICE ON LARGE POWER RATE SCHEDULE (CLASS 4)

October 1, 2025

1. Large Power Rates:

Monthly Customer Charge	\$130.00	
Energy	Summer	Winter
	\$.0742	\$.0742

Demand	Summer	Winter
	\$13.00	\$13.00

RULES AND REGULATIONS GOVERNING SERVICE ON IRRIGATION RATE SCHEDULE (CLASS 5)

October 1, 2025

1. Irrigation Rates:

Customer charge per month	\$75.00
Energy	\$.1090 per kWh
Annual Horsepower charges [#]	

[#] The following annual horsepower charges will be made available at the discretion of the City:

	Summer/Winter
No Load Control	\$84.18
Two (2) Day per Week Control	\$57.00
Three (3) Day per Week Control	\$43.00
Four (4) Day per Week Control	\$28.00
Full Load Control	\$14.00

RULES AND REGULATIONS GOVERNING MUNICIPAL SERVICE RATE (CLASS 6)

1. Municipal Rates will be charged on the applicable General Service Rates.

SECURITY LIGHT (CLASS 7)

October 1, 2025

1. Security Light Rates:

Rates - Urban:

150 W HPS/175 W MV	\$13.12 per month
250 W HPS/MV	\$17.71 per month
400 W	\$27.16 per month

Rates – Rural:

150 W HPS/175 W MV	\$14.52 per month
250 W HPS/MV	\$19.19 per month

400 W

\$28.65 per month

SECTION 3. All other ordinances, resolutions, or policies of the City of Alliance not consistent with the amendment made herein are hereby repealed. Provided, however, that the annual adjustment as set forth in Sec.28-159 of the Alliance Municipal Code shall not be repealed by this Ordinance.

SECTION 4. This ordinance shall go into effect as upon its passage, approval, and publication according to law, provided that rate increases shall not take effect until October 1, 2025.

PASSED AND APPROVED this 16th day of September 2025.

John McGhehey, Mayor

(SEAL)

Attest: _____

Ammie L. Bedient, City Clerk

Approved as to Form and Legality:

Simmons Olsen Law Firm, Legal Counsel