

October 21, 2025

ALLIANCE CITY COUNCIL

REGULAR MEETING, TUESDAY, OCTOBER 21, 2025

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

The Alliance City Council met in a Regular Meeting, October 21, 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 October 15, 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 October 21, 2025 regular meeting of the Alliance, Nebraska City Council at 7:00 p.m. Present were Mayor McGhehey, Vice Mayor Mashburn and Council Members Turman. Also present were City Manager Sorensen, City Treasurer Baker, City Attorney Hadenfeldt and City Clerk Bedient.

- Mayor McGhehey excused Councilman Yates for a scheduled vacation.
- Mayor McGhehey read the Open Meetings Act Announcement.
- The Consent Calendar was the first item on the agenda. A motion was made by Vice Mayor Mashburn, seconded by Councilman Turman to approve the Consent Calendar as follows:

CONSENT CALENDAR – October 21, 2025

1. **Approval:** Minutes of the Regular Meeting, October 7, 2025.
2. **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; \$629,018.63.
3. **Approval:** Resolution No. 25-132 which will adopt the most recent Region 23 Emergency Management Agency Hazard Mitigation Plan.

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4. Approval: Resolution No. 25-133 which will authorize the purchase of fifteen (15) patrol rifles along with the trade-in allowance for eighteen (18) rifles to be accepted from Alex Pro Firearms, LLC in the amount of \$33,075.00 from GL # 01-31-32-59-950.
5. Approval: Resolution No. 25-134 which will approve the Change Order Number 1 for Well #6 and Well #4 Rehabilitation in the amount of \$79,289.76 from GL # 08-52-52-59-970 Capital Outlay – Other Improvements and to adjust the appropriated funds for projects for water line replacement on Hudson from 3rd to 5th and on Laramie from 1st to 4th to accommodate the cost of this change order.
6. Approval: Resolution No. 25-135 which will approve the easement agreement between the City of Alliance and Quest Corporation d/b/a Century Link QC.

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: Mashburn, Turman and McGhehey.

Voting Nay: None.

Motion carried.

- Council next held a public hearing on the Final Plat for Karell Addition, a 9.14 acre tract of land described as Part of the Southwest 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. The following information was provided:

[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

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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 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

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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.]

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 Final Plat for 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 Section 35, Township 25 North, Range West of 6th Principal Meridian, Alliance, Box Butte County, Nebraska. The Public Hearing opened at 7:05 p.m.”

Larry Miller, 824 Yellowstone Avenue, Alliance, Nebraska, attorney for the Karell Addition, appeared before the Council in support of the Final Plat for Karell Addition. Mr. Miller informed the Council that the property is intended for storage unit development. He requested that the Council reconsider the proposed Deferment Agreement prepared by the City Attorney, noting that the current version is not feasible for his client. Mr. Miller also requested revisions to the language of the Deferment Agreement.

Community Development Director Kusek came before the Council discussing the Council’s options of the Deferment Agreement.

City Attorney Hadenfeldt discussed the potential risks associated with modifying the Deferment Agreement and recommended that no changes be made to the document.

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Councilman Turman stressed his concerns of the future.

Vice Mayor Mashburn asked if there was a way to revise the language of the Deferment Agreement to allow for shared costs and risks.

Mayor McGhehey requested that there be changes made to Paragraph Four and that the percentage be changed from 12% to 6% in the Deferment Agreement.

No additional 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 the second reading of Ordinance No. 3005. Which follows in its entirety:

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.

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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.

Mayor McGhehey withdraw his motion to approve the second reading of Ordinance No. 3005, Councilman Turman supported Mayor McGhehey's withdrawal and withdrew his seconded motion.

A motion was made by Mayor McGhehey, seconded by Councilman Turman to table the second reading of Ordinance No. 3005.

Roll call vote with the following results:

Voting Aye: Mashburn, Turman and McGhehey.

Voting Nay: None.

Motion carried.

● The next item on the agenda for Council was the second reading Ordinance No. 3007 which will approve and amend the City of Alliance Municipal Code Section 26-161 through 26-166 regarding Bicycles, Electric Bicycles, Electric Scooters, Minibikes and Golf Cart operations and regulations. The following information was provided:

[Bicycle Ordinance

Bicycles, electronic bicycles, and electronic scooters have become prevalent in Alliance. The police department has received numerous complaints about unsafe actions involving these modes of transportation. This ordinance will codify safety practices, outline prohibited practices and provide a means of enforcement for law enforcement as it pertains to bicycles, electronic bicycles and electronic scooters. This ordinance also states that mini-bikes, dirt bikes and similar vehicles are prohibited on public streets at all times. The Alliance Police Department requests council approval of this ordinance.]

A motion was made by Councilman Turman, seconded by Vice Mayor Mashburn to table the second reading of Ordinance No. 3007.

Roll call vote with the following results:

Voting Aye: Turman, Mashburn and McGhehey.

Voting Nay: None.

Motion carried.

- The next item on the agenda for Council was Resolution No. 25-136 which will approve the renewal of health insurance with UNUM, Regional Care, Inc. and Symetra as the City of Alliance’s Underwriters. The following information was provided:

[RESOLUTION – EMPLOYER HEALTH INSURANCE RENEWAL

Brown and Brown, the City's health benefits broker, has completed insurance renewal and searched the market for competitive rates for benefits offered to employees. The City aims to maintain the same level of coverage without reducing or eliminating benefits, as it navigates the rising national cost of health coverage.

Administration

- Administration for the health insurance program will continue through Regional Care, Inc. (RCI), our third-party administrator (TPA).
- In regard to reinsurance, after a market analysis, we secured renewal with Symetra at a guaranteed 10% increase.
- Fixed costs increased by 13%. This includes Symetra premiums, TPA fees, Organ Transplant, Life, and Vision Premiums, as well as the City’s HSA contributions.
- Claims liability for medical and dental increased 20%. As a reminder, the City plans to meet fixed-cost expenditures; however, claims liability will depend on usage that varies over time. As the City is self-funded, we budget for expected costs, but if those claims aren’t realized, the City saves any unspent money. As of September, claims this year total approximately \$693,001, with seven individuals accounting for 55% of expenditure.
- The City is requesting employee premiums for medical, dental, and vision coverage to increase for the first time since 2019. As determined during the budget process, the City must evaluate the budget and funding requests, and it was determined that the employee portion of premiums is below market comparisons. More information and explanation are contained in the Employee Health Insurance Renewal narrative. As discussed last year, employees were advised to anticipate a premium increase for the 2026 plan year, as the health support fund is being spent down and is not able to absorb all future costs.
- Accounting for both fixed cost and expected claims, the City will pay the following for employee medical, dental, vision, HSA, and life benefits per month. The 20% increase in expected claims was the largest driver of costs.
- Overall, the City will see an increase of \$359,738, which equates to 18.6% of FY 2025.

	Fixed Costs	Expected Claims	Monthly Value	Yearly Value	Hourly Value
Single	\$568.46	\$972.07	\$1,540.53	\$18,486.30	\$8.30 per hr.

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Family	\$1,301.78	\$2,243.43	\$3,545.21	\$42,542.46	\$18.73 per hr.
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RECOMMENDATION: APPROVE THE RESOLUTION FOR HEALTH INSURANCE RENEWAL.]

A motion was made by Vice Mayor Mashburn, seconded by Councilman Turman to approve Resolution No. 25-136. Which follows in its entirety:

RESOLUTION NO. 25-136

WHEREAS, The City of Alliance has engaged in a process with Brown and Brown, our health benefits broker, evaluating its current healthcare benefit plans offered to employees; and

WHEREAS, Various options and proposals have been considered by staff and Brown and Brown, and staff has recommended the options contained herein; and

WHEREAS, The City of Alliance recommends a proposal to renew our contract for reinsurance carrier with Symetra as set forth herein; and

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

WHEREAS, The City of Alliance has received a proposal to renew its contract with Unum to provide group term-life employee coverage and voluntary coverage options for employees; and

WHEREAS, The City of Alliance has received a proposal to renew its contract with VSP, Inc. to provide vision coverage; and

WHEREAS, The City of Alliance has received a proposal to renew its contract with AirMedCare for AirLink Membership; and

NOW, THEREFORE, BE IT RESOLVED, City Monthly premium payments per employee to Symetra as the reinsurance carrier, effective January 1, 2026, shall be as follows:

Specific Single Premium	\$ 378.54
Specific Family Premium	\$ 1,045.04
Aggregate Premium	\$ 19.47

NOW, THEREFORE, BE IT RESOLVED, City Monthly premium payments per employee to Regional Care, Inc. as the TPA, effective January 1, 2026, shall be as follows:

Transplant Coverage: Single	\$ 8.69	Family	\$ 21.57
Vision Coverage: Single	\$ 14.16	Family	\$ 27.10

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The administrative service fees to Regional Care, Incorporated, shall be \$37.70 monthly per covered employee; and

NOW, THEREFORE, BE IT RESOLVED, City Monthly premium payments per employee to Unum as the provider of term-life employee coverage, effective January 1, 2026, shall be as follows:

Life:	Single \$ 9.90	Family	\$ 10.90
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NOW, THEREFORE, BE IT RESOLVED, administrative service fees paid to AirMedCare for AirLink Membership shall be no more than \$75 per covered employee; and

BE IT FURTHER RESOLVED, the City of Alliance shall make monthly contributions to our Health Support Fund, effective January 1, 2026, for the payment of medical and dental claims up to the following amounts:

Per Single Employee \$ 972.07	Per Family Employee \$2,243.43
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Human Resources Director Mayhew came before the Council to give them an overview of Resolution No. 25-136.

Vice Mayor Mashburn read a statement to the Employees.

Roll call vote with the following results:

Voting Aye: Mashburn, Turman and McGhehey.

Voting Nay: None.

Motion carried.

- The next item on the agenda for Council was Resolution No. 25-137 which will approve the employee health insurance renewal for medical, dental, vision and in-lieu benefits. The following information was provided:

[RESOLUTION – EMPLOYEE HEALTH INSURANCE RENEWAL

Brown and Brown, the City's health benefits broker, has completed the annual insurance renewal and assisted with a market comparison to ensure competitive rates for the benefits offered to employees. The City's goal continues to be maintaining a high level of coverage without reducing or eliminating benefits, while also addressing the rising national cost of health insurance and ongoing budget demands.

To maintain sustainable and competitive benefits, the City is proposing adjustments to employee contributions for medical, dental, and vision insurance premiums. A recent market review of similar cities showed that our current employee contributions are significantly below average, while the total cost of premiums is

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significantly above comparable communities due to the actual cost of employee health claims. To ensure we can continue offering quality coverage while balancing taxpayer costs, the following changes are proposed:

- **Medical Coverage**

Single: \$60 → **\$72 per month** (+\$12)

Family: \$170 → **\$221 per month** (+\$52)

Family coverage carries greater claim liability, as more individuals are covered. Recent claims activity also shows high utilization among dependents. Allocating approximately **20% for Single and 30% for Family** more closely aligns with market standards. Currently, **29 employees** are enrolled in single coverage and **37 in family**, covering **169 total lives** under the plan.

- **Dental Coverage**

Single: \$15 → **\$20 per month** (+\$5)

Family: \$40 → **\$50 per month** (+\$10)

The City's dental plan remains highly competitive, offering \$2,000 in annual insurance dollars and improved coinsurance adopted last year. Dental coverage is also available to part-time employees and those who waive medical coverage. Currently, 80 employees and 117 dependents participate.

- **Vision Coverage**

Single: \$5 → **\$10 per month** (+\$5)

Family: \$20 → **\$27.10 per month** (+\$7.10)

The vision plan includes **\$200 per year** toward glasses or contacts and **\$20 toward safety glasses**, a benefit added last year. Vision coverage is available to both full-time and part-time employees, with **79 employees** and **115 dependents** currently enrolled.

Combined Impact: Employees enrolled in all three benefits will see a total monthly increase of \$22 for Single and \$68.10 for Family. To help reduce the effect on take-home pay, the City will begin withholding premiums across all 26 pay periods rather than 24. While this does not eliminate the increase, it helps soften the impact on biweekly paychecks. Overall, the City collected an estimated total of \$133,000 in employee premiums in FY2025. This premium increases that amount by an estimated \$39,000 in FY2026, which equates to roughly 7.82% of total costs.

Deductible: IRS Guidelines for a medical plan with an embedded deductible require the individual deductible to increase \$100 to \$3,400. The family deductible also increased \$100 to \$5,800. The maximum out-of-pocket and out-of-network deductibles will remain unchanged. The City increased co-insurance from 80/20 to 90/10 last year. Coinsurance is the percentage of costs an employee pays toward a covered expense or service after the deductible is met. By increasing this cost share, the City continues to assume an additional 10% of employee expense.

City Contributions and Additional Benefits

- **Health Savings Account (HSA):**
 - Single: **\$1,200 annually**
 - Family: **\$1,680 annually**
 - These funds may be used toward deductibles, prescriptions, or qualified dental and vision expenses.
 - **In-Lieu Benefit:** Employees who waive medical coverage continue to receive **\$350 per month (\$4,000 annually)**.
 - **AirLink:** Provided at **no cost** to all full-time benefit-eligible employees.
 - **Supplemental Benefits:** Full-time and eligible part-time employees may enroll in **Colonial Life** voluntary benefits, including accident, cancer, critical illness, and short-term disability.
 - **Flexible Spending Accounts (FSA):** Available for healthcare and dependent care (childcare or elder care) expenses.
- Life and AD&D Insurance:** The City provides **\$55,000 in life and accidental death insurance** through UNUM, with the option to purchase additional voluntary coverage for employees, spouses, and dependents.

Employee Monthly Premium	Single	Family
Medical	\$72	\$221
Dental	\$20	\$ 50
Vision	\$10	\$ 27.10
	\$102	\$298.10
Medical In-Network Deductible	\$3,400	\$5,800
In-Network Out-of-Pocket Max.	\$4,000	\$8,000
City's Annual HSA Contribution	\$1,200	\$1,680

Commitment to Employee Well-Being

The City remains committed to supporting employee health and wellness through comprehensive, affordable coverage. While premium costs are shared, the City continues to absorb the majority of rising health plan expenses. These adjustments ensure that we can sustain the quality of benefits our employees and their families rely on. This is the first time in seven years that employees are being asked to help meet the growing costs of insurance.

Our health plan's success depends on our collective commitment to maintaining healthy habits, using preventive care, and being responsible consumers of healthcare. Together, we can continue to protect a benefit that supports every employee's well-being.

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RECOMMENDATION: APPROVE THE RESOLUTION FOR HEALTH INSURANCE RENEWAL WITH UNUM, REGIONAL CARE INC., AND SYMETRA AS UNDERWRITERS. A RESTATED MEDICAL AND DENTAL PLAN DOCUMENT WILL BE FORTHCOMING.]

A motion was made by Vice Mayor Mashburn, seconded by Councilman Turman to approve Resolution No. 25-137. Which follows in its entirety:

RESOLUTION NO. 25-137

WHEREAS, The City of Alliance has engaged in a process with Brown and Brown Corporation, our benefit broker, evaluating its current healthcare benefit plan offered to employees; and

WHEREAS, Employees will be able to choose single or family medical, dental, and vision insurance coverage options that best meet their needs; and

WHEREAS, Premiums will be paid or received based on each pay period payroll is processed (26); and

WHEREAS, Eligible employees who elect to waive medical coverage with proof of other medical coverage will be eligible for a \$350 monthly benefit to help offset the cost of other coverage; and

WHEREAS, Employees will be eligible for monthly health savings account contributions of \$100 for single plan participants and \$140 for family plan participants; and

WHEREAS, Employees will be eligible for \$2,000 in insurance dollars with the dental benefit and \$200 in insurance dollars for the vision benefit; and

WHEREAS, Eligible employees will be able to purchase voluntary term-life coverage through the company Unum; and

NOW THEREFORE BE IT RESOLVED, by the Mayor and Council that the following monthly employee contribution levels are hereby established effective January 1, 2026.

	Employee		Family	
	In	Out	In	Out
Medical Premium	\$72.00		\$221.00	
Annual Medical Deductible	\$3,400	\$3,600	\$5,800	\$6,720
Co-Insurance	90/10	60/40	90/10	60/40
Annual Max. Cost to Employee	\$4,000	\$8,000	\$8,000	\$16,000

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Dental Premium	\$20.00	\$50.00
Vision Premium	\$10.00	\$27.10

Human Resources Director Mayhew gave the Council an overview of Resolution No. 25-137.

Roll call vote with the following results:

Voting Aye: Turman, Mashburn and McGhehey.

Voting Nay: None.

Motion carried.

- The next item on the agenda for Council was Resolution No. 25-138 which will appoint Shana Brown and Chief Troy Shoemaker to serve as Interim City Manager(s) for the City of Alliance until such time that a full-time City Manager is appointed and begins work. The following information was provided:

[Following the direction of the Council at its meeting of October 7, 2025 wherein the City Council accepted the resignation of current City Manager Seth Sorensen, Council and the City Manager have held multiple conversations with Department Heads regarding the appointment of an Interim City Manager to serve until such time as a new City Manager is appointed and commences work.

It is the general feeling of Department heads that they would prefer to fill the interim role using a current city employee rather than contracting out the work or otherwise hiring someone on an interim basis for the following reasons: (1) to save money; (2) Staff is aware of what is currently going on in the City whereas introducing a third party would require a learning curve; (3) no desire to have a third party come onboard who may change the current direction of budget, projects, or personnel.

After meeting individually with Department Heads it is recommended that two Department Heads be appointed to share the role and responsibilities of the City Manager in the interim. Two Department Heads, namely Shana Brown and Troy Shoemaker have tentatively agreed to fill this role pending the approval of the City Council. As both would be working outside of their normal roles and taking on additional responsibilities while also maintaining responsibility for their existing role, it is customary and recommended they receive additional pay while acting as interim City Manager(s).

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Appointing interims at this point in time will allow the existing City Manager to better hand off ownership of ongoing programs and projects thus reducing the likelihood of items “falling through the cracks” and maintaining a continuity in leadership.

Recommendation: It is recommended to appoint Shana Brown and Troy Shoemaker as Interim City Co-Managers for the City of Alliance, Nebraska effective November 1, 2025 until such time as a full-time City Manager is appointed and begins work or until such time that other arrangements are implemented. It is recommended that each receive additional pay beyond their existing salary in the amount of \$1,500.00 per pay period while acting in the interim role.]

A motion was made by Mayor McGhehey, seconded by Councilman Turman to approve Resolution No. 25-138. Which follows in its entirety:

RESOLUTION NO. 25-138

WHEREAS, The City of Alliance desires to fill the position of a professional City Manager following the resignation of the current City Manager Seth Sorensen; and

WHEREAS, Said resignation necessitates the appointment of one or more individuals to act as Interim City Manager until such time that a full-time manager is appointed and begins work; and

WHEREAS, The City Council of Alliance desires to appoint two individuals to act as Co-City Manager in the Interim capacity.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of Alliance, Nebraska, that Shana Brown, Culture and Leisure Services Director and Chief Troy Shoemaker for Chief over Fire and Ambulance be appointed to serve as Interim City Manager(s) for the City of Alliance, Nebraska until such time that a full-time City Manager is appointed and begins work; and

BE IT FURTHER RESOLVED, by the Mayor and City Council of Alliance, Nebraska, that each individual serving in the capacity of Interim City Manager at this time shall receive additional compensation in the amount of One Thousand, Five Hundred Dollars (\$1,500.00) per pay period for such time as they shall serve in this capacity.

FINALLY BE IT RESOLVED, by the Mayor and City Council of Alliance, Nebraska, that Shana Brown and Troy Shoemaker shall continue to serve in their existing capacity with the additional duties of interim city manager and shall return to the duties of their existing positions when the need for an interim ceases.

Roll call vote with the following results:

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Voting Aye: Turman, Mashburn and McGhehey.

Voting Nay: None.

Motion carried.

- The next item on the agenda for Council was Resolution No. 25-139 which will authorize the City of Alliance to enter into a contract of service with Government Professional Services for the amount of \$22,500.00 to provide recruitment services for the position of City Manager for the City of Alliance. The following information was provided:

[Following the direction of the Council at its meeting of October 7, 2025 for the City Manager to seek the services of a recruiter to aid in the search for a new City Manager, staff reached out to five firms, four of which are companies with a national presence and one, Vacanti Municipal Consulting, being contacted due to their work history with the City of Alliance and presence within the State of Nebraska.

Below is a brief summary of the respondents and their anticipated costs:

Firm	Location	Cost	Notes
Vacanti Municipal Consulting	NE	\$40,000 + Expenses	\$30,000 to be paid regardless of success in finding a manager.
GMP	WA	\$16,500 - \$24,000	\$24,000 is a not-to-exceed amount, with the difference intended to cover incidentals and postings. 18 Month guarantee done at cost.
GPS	CO	\$22,500 (firm)	Alliance worked with GPS on the Police Chief Recruitment. Their price includes all expenses and costs. 18 Month guarantee done at cost.
Crawford Thomas	FL	20% of the candidate's annualized starting base salary, Minimum of \$6,000	90-day Replacement Guarantee at no additional cost.
SGR	TX	\$26,919 - \$29,419	\$29,419 is a not-to-exceed amount, with the difference intended to cover postings. 12 Month guarantee done at cost.

GPS provided recruitment services for the Alliance Police Chief search in 2024 and are willing to provide a discount because of this existing relationship. During that search Alliance worked directly with a GPS senior executive and their proposal for this search promises the same. When Alliance made an offer to an applicant in the

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original interview pool and that applicant declined, GPS continued to provide their services at no additional cost.

GPS is located in Colorado and have an office located closer to Alliance than other firms. Additionally, unlike most of the other respondents, GPS includes the cost of advertising in their all-in price rather than as a set fee plus expenses. Finally, although GMP provides a lower entry fee, the final cost is unknown other than the not-to-exceed amount of \$24,000, whereas GPS has set an all-in price of \$22,500. Both GPS and GMP provide an 18-month guarantee on their searches where the City would only be liable for actual costs (travel, advertising, etc.) for the subsequent search should an appointee leave within 18 months of start date.

Recommendation: It is recommended to enter into a contract with Government Professional Services (GPS) for the amount of \$22,500 to conduct a nationwide search for a new City Manager.]

A motion was made by Mayor McGhehey, seconded by Councilman Turman to approve Resolution No. 25-139. Which follows in its entirety:

RESOLUTION NO. 25-139

WHEREAS, The City of Alliance desires to fill the position of a professional City Manager following the resignation of the current City Manager Seth Sorensen; and

WHEREAS, The City Council desires to conduct a nationwide search through the services of a professional recruitment agency; and

WHEREAS, Proposals were received from five recruitment agencies; and

WHEREAS, Staff recommends entering into an agreement with Government Professional Services (GPS) to provide recruitment services due to their proposed cost, history of customer service, and previous relationship with the City.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of Alliance, Nebraska, that the Mayor is authorized to enter into a contract of service with Government Professional Services for the amount of Twenty two thousand five hundred dollars (\$22,500) to provide recruitment services for the position of City Manager for the City of Alliance, Nebraska.

Roll call vote with the following results:

Voting Aye: Mashburn, Turman and McGhehey.

Voting Nay: None.

Motion carried.

The Alliance City Council adjourned the October 21, 2025 City Council Meeting at 7:44 p.m.

October 21, 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