

AGENDA
CITY COUNCIL, YORK, NEBRASKA
Thursday, September 3, 2026
5:30 PM

THE OPEN MEETINGS ACT IS AVAILABLE FOR REVIEW ON THE DOCUMENTS
TABLE IN COUNCIL CHAMBERS

Public participation in City Council meetings follows the rules established in the City of York Ordinances and the state Open Meetings Act. Pursuant to section 2-32(a) of the City Code and the Open Meetings Act, the presiding officer allows public comments during council meetings on matters designated as public hearings and on matters on the agenda that require passage or other action by the Council. Public comment is not allowed after a motion is made by a council member to pass or act on an agenda item. Comments are not allowed on any item that is not on the agenda to ensure full transparency of discussion items to the public before the meeting as required by the Open Meetings Act.

1. A copy of the Open Meetings Act is available for review on the documents table in Council Chambers
2. Notice of this meeting was published in the York News Times on August 27, 2026
3. Pledge of Allegiance
4. Roll Call
5. Consider approval of the minutes of the August 20, 2026 meeting
6. Claims of Elected Officials
 - 6.1. Claim for Tony North of North Printing and Office Supply in the amount of \$766.53
 - 6.2. Claim for Jeff Pieper of Pieper's Inc. in the amount of \$1,109.37
 - 6.3. Claim for Stephen Postier of the York County Development Corporation in the amount of \$9,061.75
7. Claims for the period of August 21, 2026 through September 3, 2026
8. City Administrator Report
9. Consider approval of a Special Designated License for Blended Distilling for a tasting and sales event at Kirtsey's Clothing and Gift Boutique, 723 N. Lincoln Ave., on October 21, 2026
10. Mayor Appointments:

- 10.1. Reappointment of Brian Melby, Angie Kroger and Jane Brogan to the Board of Adjustment for a term ending September 1, 2029
11. Consider approval of an agreement between the City of York and Fraternal Order of Police, York Lodge No. 31 for the period of September 21, 2026 through September 30, 2027
12. Consider approval of an agreement between the City of York and the York Professional Firefighters Local 1648 for the period September 21, 2026 through September 30, 2027
13. Consider approval of Resolution 2026-25 to set job classifications, pay grade and set maximum wage levels at step 7 of the pay range schedule to become effective September 21, 2026
14. Third reading:
Ordinance No. 2445 - Prescribing Sewer Rates
15. Third Reading:
Ordinance No. 2446 - Prescribing Landfill Rates
16. Ordinance No. 2447 - Adopt the pay range schedule for 2026-2027
 - 16.1. Suspend the rules for Ordinance No. 2447
 - 16.2. Passage of Ordinance No. 2447
17. First Reading:
Ordinance No. 2449 - to amend Section 52-229 (Ordinance No. 2431) to provide a definition for "scooters": to repeal all ordinances in conflict and provide and effective date
18. Consider going into closed session for discussion about potential real estate purchases and imminent litigation
19. Discuss and act on authorizing a petition for eminent domain to be filed in the York County Court against McDonald's Corporation to obtain easements required for Project Access York
20. Adjournment

Open Meetings Act

(Effective date: July 18, 2026)

84-1407. Act, how cited.

Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

84-1408. Declaration of intent; meetings open to public.

It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret.

Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

84-1409. Terms, defined.

For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

(a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;

(b) Discussion regarding deployment of security personnel or devices;

(c) Investigative proceedings regarding allegations of criminal misconduct;

(d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;

(e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or

(f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1)(a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body; applicability of section.

(1)(a) Except as provided in subsection (9) of this section, each public body shall give reasonable advance publicized notice of the time and place of each meeting by a method designated by each public body and recorded in its minutes. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committees, notice shall be given at least four times each year of the regular meeting schedule, the location, and the method designated by the public body to provide reasonable advance publicized notice. Such notice shall be given by publication in a legal newspaper of general circulation within the public body's jurisdiction.

(ii) Subdivision (1)(b)(i) of this section shall not apply in the case of the governing body of a city of the second class or village, any advisory committee of such governing body, the governing body of a rural or suburban fire protection district, or any public body that only meets intermittently and is not required to hold regular meetings.

(iii) Failure to comply with subdivision (1)(b)(i) of this section shall not cause any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken at a meeting of the public body to be void or voidable.

(c) For a public body that decides to publish notice in a newspaper of general circulation within the public body's jurisdiction to meet the notice requirement in subdivision (1)(a) of this section, in case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (i) post such notice on its website, if available, (ii) request the newspaper submit a post on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (iii) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting pursuant to subdivision (1)(c)(i) and (iii) of this section and a written record of the request to the newspaper pursuant to subdivision (1)(c)(ii) of this section. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(d) Each public body shall record the methods and dates of such notice in its minutes.

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met:

(i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;

(ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;

(iii) The governing body of a public power district having a chartered territory of more than one county in this state;

(iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

(vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

(b) The requirements for holding a meeting by means of virtual conferencing are as follows:

(i) Reasonable advance publicized notice is given as provided in subsection (1) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;

(iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and

(iv) Except as otherwise provided in this subdivision, subsection (1) of section 70-1014, subsection (2) of section 70-1014.02, or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (A) an organization created under the Interlocal Cooperation Act that sells electricity or natural gas, (B) an organization created under the Municipal Cooperative Financing Act, (C) a governing body of a risk management pool and any advisory committee of such governing body, (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, (E) the Semiquincentennial Commission, (F) the board of trustees of the Nebraska State Historical Society, or (G) any local foster care review board, such organization, governing body, or committee may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing.

(3) Virtual conferencing, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(4) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(5) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (4) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(6) A public body may allow a member of the public or any other witness to appear before the public body by means of virtual conferencing.

(7)(a) Notwithstanding subsections (2) and (5) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsection (1) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (4) of this section shall be complied with in conducting such meetings.

(c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section 84-1413.

(8) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (2)(a) of this section may hold a meeting by virtual conferencing if:

(a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;

(b) No action is taken by the public body at the virtual meeting; and

(c) The public body complies with subdivisions (2)(b)(i) and (ii) of this section.

(9) This section does not apply to a meeting of the Nebraska Power Review Board or a public power district, a public power and irrigation district, an electric membership association, an electric cooperative company, a municipality having a generation and distribution system, or a registered group of municipalities if such meeting is subject to section 70-1034.

84-1412. Meetings of public body; rights of public; public body; powers and duties.

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

(a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;

- (b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;
 - (c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;
 - (d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;
 - (e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and
 - (f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.
- (7) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting.
- (8) Public bodies shall make available at the meeting or the in-state location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the information.

84-1413. Meetings; minutes; roll call vote; secret ballot; when; agenda and minutes; required on website; when.

- (1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.
- (2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.
- (3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written or kept as an electronic record and shall be available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing or keeping the minutes is absent due to a serious illness or emergency.

(6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of

declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Supplier to Taylor Farms frequently fails to disclose workplace injury tallies

WAYLON CUNNINGHAM
Reuters

Taylor Farms, the produce company at the center of a U.S. cyclospora outbreak, frequently failed to submit federally required workplace injury logs in recent years, including for at least four facilities where workers suffered fatal or otherwise serious injuries, a Reuters review of federal records found.

Over the last five years, five to seven Taylor Farms facilities filed the annual report within the following year, with some showing injury rates above industry averages, while others recording below-average rates. From 2021 to 2025, at least 17 facilities required such filings based on the number of employees and nature of the work, according to a review of intermittent Occupational Safety and Health Administration inspection filings. The figures indicate an

overall reporting rate well below the industry average of 78%, based on Reuters calculations of 2023 census numbers and the latest OSHA data. OSHA did not respond to questions about Taylor Farms' lower reporting rate.

Reporting gaps, which Taylor Farms acknowledged to Reuters, make it difficult for the public to assess the workplace safety record of the California-based company, according to some workplace safety watchdog groups. OSHA said in rulemaking documents, memos and public releases that electronic submission of these logs allows the agency to focus its enforcement efforts and that it is important for the public to have access to them.

North America's largest salad producer is under scrutiny for the outbreak that killed two people and sickened thousands across

the country. U.S. authorities linked the outbreak to Taylor Farms lettuce from Mexico.

Asked about the reporting gaps, Taylor Farms said in a statement: "Employee safety is a core operational priority across Taylor Fresh Foods' 30 facilities and 25,000 team members, and gaps in the electronic submission of our 300A log summary forms have been addressed," using the technical name for the injury logs. The 30 facilities include those outside the United States.

The company did not respond to a follow-up request for the injury logs or for more detail about what they showed. Taylor Farms also said it recently invested in new workplace safety reporting software.

\$1.8M in citations

Perishable food manufacturers, which often work with heavy machinery, have

a higher injury rate than U.S. private industry as a whole, according to the Bureau of Labor Statistics.

Since 2021, OSHA and state safety regulators levied almost \$1.8 million in citations against Taylor Farms related to machine hazards, amputations, and failures to properly train employees, many of whom it hires from temporary staffing agencies.

OSHA requires all but the smallest worksites in higher-hazard industries to submit injury tallies and other details by March 2 each year. That higher-hazard industry list includes virtually all of Taylor Farms' worksites, including farms, vegetable processing factories and warehouses, according to OSHA inspection records.

The annual injury logs are "an essential tool" for regulators and the public to identify and prevent hazards,



TAYLOR FARMS

Taylor Farms sells salad kits, lettuce and other fresh-food products through retailers nationwide.

said Jessica Martinez, executive director of the non-profit National Council for Occupational Safety and Health. "These records are not just paperwork."

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INFORMATION & REFERRAL
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We are a partner agency with Nebraska's Aging and Disability Resource Center (ADRC). Call on us to see how we can help.
LEAGUE OF HUMAN DIGNITY

Phone 833-800-5643

LEGAL NOTICES

NOTICE OF INCORPORATION OF HERZBERG CPA, PC
Notice is hereby given that Articles of Incorporation for Herzberg CPA, PC, were filed with the Nebraska Secretary of State on August 18th, 2026. The corporation is authorized to issue 1,000 shares of common stock and shall be fully paid when issued. The street address for the initial registered office of the corporation is 1719 N Brookside Lane, York, Nebraska 68467 and the name of the registered agent at such address is Jayden Herzberg. The Incorporator's name and address is Jayden Herzberg, 1719 N Brookside Lane, York, Nebraska 68467.
Scott D. Grafton, #22264
WHITNEY, NEWMAN, MERSCH, OTTO & GRAFTON, P.C.
1228 L Street
Aurora, NE 68818
(402) 694-5414
August 27, September 3, 10, 2026
COL-NE-1601397 ZNEZ

Legals

2026 August School Board Minutes
McCool Junction Public School
The McCool Junction Board of Education met on Monday, August 10, 2026, in the downstairs conference room of the McCool Junction High School in accordance with the Nebraska Open Meetings Act. President Alysia Clark called the meeting to order at 7:34 p.m. Present: Alysia Clark, Abbie Christian, Grant Jackson, Krystal Rasmussen, Matt Clark, Michele Schwartz, Principal Jake Wiese and Superintendent Dade McDonald.
Visitors: None
1. Routine Matters: (a) Approve the July 2026 meeting minutes. Motion by M. Clark, seconded by M. Schwartz: RCV 6/0. (b) Treasurer's Report: Activity Fund, Lunch Fund, Special Building Fund, Depreciation Reserve Fund, Qualified Capital Purpose Undertaking Account, Interest Account. (c) Approve the claims. Motion by K. Rasmussen, seconded by G. Jackson: RCV 6/0. (d) Approve the agenda. Motion by M. Clark, seconded by K. Rasmussen: RCV 6/0.
2. Scheduled Audience: None
3. Unscheduled Audience: None
4. Discussion Items: (a) 2026-2027 Budget & Budget Process Update for future (b) Americanism Committee Update (c) ALICAP Insurance (d) Update on property acquisition
5. Action Items: (a) Approve additional board meeting for month of September – Budget Hearing to be held on Monday, September 28 at 7:00 p.m. and Tax Asking Hearing to be held immediately following Budget Hearing. Motion by M. Clark, seconded by A. Christian: RCV 6/0.
6. Principal's Report: Monthly Update
7. Superintendent's Report: (a) Back to School
8. Communication/Board Reports: None
9. Adjournment: Motion by K. Rasmussen, seconded by M. Schwartz to adjourn the meeting at 8:39 p.m. RCV 6/0
NOTICE THAT THE REGULAR SCHEDULED MEETING OF THE MCCOOL JUNCTION SCHOOL BOARD OF EDUCATION DISTRICT #83, MCCOOL JUNCTION PUBLIC SCHOOL WILL BE ON MONDAY, SEPTEMBER 14, 2026 AT 7:00 PM IN THE DOWNSTAIRS CONFERENCE ROOM OF THE MCCOOL JUNCTION HIGH SCHOOL BUILDING
Secretary
Abbie Christian
August 27, 2026
COL-NE-1601400 ZNEZ

Legals

USB re Nora and Thomas Friend
NOTICE OF TRUSTEE'S SALE
TO WHOM IT MAY CONCERN:
YOU ARE HEREBY NOTIFIED that the following-described property will be sold by **GREGORY L. GALLES**, Successor Trustee, at public auction to the highest bidder in the lower lobby of the York County Courthouse, 510 Lincoln Avenue, York, Nebraska, on September 17, 2026, at 10:00 a.m.:
The East 230 feet 6 inches of Lot Seven (7), Block Twenty (20), the Village of Gresham, York County, Nebraska
The highest bidder will deposit with the Trustee the full purchase price in certified funds by 5:00 p.m. on the date of sale, at the offices of Locher Pavelka Dostal Braddy & Hammes, except this requirement is waived when the highest bidder is the Beneficiary. The Purchaser shall be responsible for all prior liens, all applicable fees, and all taxes, including the documentary stamp tax. This property is sold "as is" and this sale is made without any warranties as to the title or condition of the property.
DATED this 16th day of July, 2026.
GREGORY L. GALLES, Successor Trustee
By: /s/
For: **LOCHER PAVELKA DOSTAL BRADDY & HAMMES, LLC**
200 The Omaha Club
2002 Douglas Street
Omaha, Nebraska 68102
Phone: (402) 898-7000
Fax: (402) 898-7130
Gregory L. Galles, #21748
STATE OF NEBRASKA ss
COUNTY OF DOUGLAS)
On this 16th day of July, 2026, before me, a Notary Public in and for said County and State, personally came Gregory L. Galles, to me known to be the identical person whose name is affixed to the foregoing instrument and acknowledged the execution thereof to be a voluntary act and deed. Witness my hand and notarial seal the day and year last above written.
/s/ **KATELYN KERANS**
Notary Public
July 30, August 6, 13, 20, 27, 2026
COL-NE-1601341 ZNEZ

NOTICE OF INFORMAL PROBATE AND NOTICE TO CREDITORS
Fillman Law Offices, LLC
County Court of York County, Nebraska
Estate No. PR 26-47
Estate of Eldon E. Stone, Jr., Deceased
Notice is hereby given that on July 28, 2026, in the County Court of York County, Nebraska, the Registrar issued a written statement of Informal Probate of the Will of said Decedent and that William R. Stone, whose address is 1036 Elmer Avenue, York, Nebraska 68467, was informally appointed by the Registrar as Personal Representative of the Estate.
Creditors of this Estate must file their claims with this Court on or before October 12, 2026 or be forever barred.
/s/
Clerk of County Court
510 Lincoln Avenue
York, NE 68467
STEVEN B. FILLMAN, #20066
Attorney at Law
507 N. Lincoln Avenue
York, NE 68467
August 13, 20, 27, 2026
COL-NE-1601361 ZNEZ

ESU6 Meeting Notice
The September meeting of the Board of Educational Service Unit 6 will meet at the Educational Service Unit 6 main office, located at 210 5th St, Milford, NE on Thursday, September 10, 2026 immediately following the conclusion of the Budget Hearing which will begin at 6:00 p.m. The agenda for said meeting is on file at that location and kept continually current.
August 27, 2026
COL-NE-1601399 ZNEZ

CITY OF YORK
NOTICE OF MEETING
Notice is hereby given that a meeting of the City Council of the City of York, Nebraska, will be held at 5:30 o'clock p.m. on Thursday, September 3, 2026 in the Council Chambers, York Municipal Building, 100 East 4th Street, which meeting will be open to the attendance of the public. An agenda of such meeting, kept continuously current, is available for public inspection at the office of the City Clerk. Individuals requiring physical or sensory accommodations should contact the City Clerk at 402-363-2600. Requests need to be made by 5:00 p.m. on the Friday prior to the meeting.
Amanda Ring, City Clerk
August 27, 2026
COL-NE-1601005 ZNEZ

REGULAR MEETING
CITY COUNCIL – YORK, NEBRAKSA
August 20, 2026
5:30 PM

A meeting of the Mayor and City Council of the City of York, Nebraska, was convened in open and public session at 5:30 o'clock p.m. in the Council Chambers.

The Mayor announced that the Open Meetings Act is available for review on the documents table in Council Chambers.

Notice of this meeting was given in advance thereof by publication in the York News Times on August 13, 2026, the City's designated method for giving notice, a copy of the proof of publication being attached to these minutes. Notice of this meeting was given to the Mayor and all members of the City Council and a copy of their acknowledgment and receipt of notice and the agenda is attached to these minutes. Availability of the agenda was communicated in advance notice to the Mayor and City Council for this meeting. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

Mayor: Barry Redfern: Present. Councilmembers: Doreen Lopez: Present, Jeff McGregor: Present, Tony North: Present, Jeff Pieper: Present, Stephen Postier: Present, Jennifer Sheppard: Present, Scott Van Esch: Present, Jerry Wilkinson: Present. The following City Officials were present: City Administrator Dr. Sue Crawford, City Attorney Charles Campbell, Police Chief Edward Tjaden, Public Works Director James Paul, Fire Chief Tony Bestwick, Zoning Administrator Dan Aude, Parks and Recreation Director Cheree Folts, City Treasurer Pellie Thomas, Convention Center Director Terri Carlson and Library Director Dr. Holli Duggan.

Minutes

Motion to approve the minutes of the August 6, 2026 meeting. Ayes with a motion by Jerry Wilkinson and a second by Jennifer Sheppard. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Claims of Elected Officials

Motion to approve the claim for Tony North of North Printing and Office Supply in the amount of \$622.85. Ayes with a motion by Jerry Wilkinson and a second by Stephen Postier. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Abstain (With Conflict), Jennifer Sheppard: Yea, Stephen Postier: Yea.

Motion to approve the claim for Jeff Pieper of Pieper's Inc. in the amount of \$428.63. Ayes with a motion by Jerry Wilkinson and a second by Jeff McGregor. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Abstain (With Conflict), Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Claims

Motion to approve the claims for August 6, 2026 through August 20, 2026. Ayes with a motion by Jerry Wilkinson and a second by Doreen Lopez. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Department Activities Reports for July 2026

Motion to approve the departmental activities reports for the month of July 2026. Ayes with a motion by Jeff Pieper and a second by Scott Van Esch. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Cash Balances for July 2026

Motion to approve the cash balances for the month of July 2026. Ayes with a motion by Scott Van Esch and a second by Jerry Wilkinson. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

City Administrator Report

Dr. Crawford shared that the City of York was the grant recipient from Trees of Nebraska for the fourth year in a row. Thanks to Cheree Folts for making this happen. Dr. Duggan has collaborated with YC3 and Rotary for a grant to create a pollinator garden and an outdoor classroom on the library foundation green space near the library. York County Development Corporation is the economic development partner of the city for housing. YCDC recently received the International Economic Development Council Gold Award for Communities of 25,000 and less for housing innovations and financing. An international award was also received for the 17-County podcast.

SDL – Chamber for York County Historical Assoc

Betsy Forbis, 603 N. Lincoln Ave, York, Nebraska, shared this would be the last license for the Sip & Stroll Event. Motion to approve the special designated liquor license for Sip & Stroll, September 24, 2026 for the Greater York Area Chamber of Commerce at the York County Historical Association, 109 E. 6th Street, York, Nebraska. Ayes with a

motion by Tony North and a second by Jennifer Sheppard. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Resolution 2026-21 – Bond Reimbursement to City
RESOLUTION 2026-21

A RESOLUTION DECLARING THE OFFICIAL INTENT OF THE CITY OF YORK, NEBRASKA, TO REIMBURSE CERTAIN EXPENDITURES OF THE CITY FROM THE PROCEEDS OF BONDS ISSUED BY THE CITY

BE IT RESOLVED by the Council (the “**Council**”) of the City of York, Nebraska (the “**City**”) as follows:

Section 1. (a) The City plans to (i) acquire and improve certain real estate, and construct certain infrastructure improvements for the Tower Crossing project in the City (the “**Project**”), and the City anticipates spending funds in the amount of approximately \$1,000,000 to pay the costs of the Project.

(b) The City anticipates issuing bonds in the principal amount of not more than \$3,200,000 (the “**Bonds**”) to finance all or a portion of the costs of the Project. The City anticipates incurring a portion of the costs of the Project prior to the issuance of Bonds and reimbursing such costs from proceeds of the Bonds.

(c) It is necessary, desirable, advisable and in the best interests of the City that it declare its official intent to permit the City to reimburse costs of the Project made by the City from the proceeds of the Bonds in accordance with the requirements of the Internal Revenue Code of 1986, as amended, (the “**Code**”) and the applicable regulations thereunder, including but not limited to Section 1.150-2 thereof.

Section 2. (a) The Council hereby declares the official intent of the City to reimburse all or part of the costs of the Project through the issuance of Bonds, the interest on which may be excludable from gross income for federal income tax purposes under Section 103 of the Code.

(b) The Bonds will be issued in the amount and upon the terms and conditions provided in a bond ordinance to be passed by the Council at a future meeting. Notwithstanding any other provision of this Resolution, nothing contained herein is intended to obligate the City to issue the Bonds or to reimburse any particular expenditure with respect to the Project.

(c) The Mayor, City Administrator and City Treasurer (each an “**Authorized Officer**”) are hereby individually authorized to take any further action as such Authorized Officer shall deem necessary or desirable without further action by the Council to carry out the transactions contemplated by this Resolution.

Section 3. This Resolution will be in full force and effect from and after its passage and adoption by the Council and approval by the Mayor.

Section 4. All resolutions of the Council, or parts thereof, in conflict with the provisions of this Resolution are, to the extent of such conflict, hereby repealed.

Scott Keene, 2900 S. 70th Street, Suite 310, Piper-Sandler & Co., Lincoln, shared that the city will likely be financing bonds early 2027 for Tower Crossing Area located at the interchange. Rather than issuing the bonds now, this resolution allows the city to use cash now for initial costs and get reimbursed from the bonds after they are issued in 2027. There is nothing in the resolution to obligate the financing of the bonds, or to move forward with the project or reimburse the city for costs incurred. It does allow the city the opportunity to reimburse in the future if desired. The bonds that will be issued are municipal improvement bonds that are secured by sales tax and then backstopped by property tax. Analysis is being done on repayment of the bonds in either five years or ten years. If the decision is made to use a rating for the bond to determine if the city could receive a lower interest rate, a new bond rating will be completed. An old bond rating cannot be assigned to a new bond. There isn't a specified amount of money that is being assigned to reimburse from this resolution.

Motion to approve Resolution 2026-21, declaring the official intent of the City of York, Nebraska to reimburse certain expenditures of the City from the proceeds of bonds issued by the City. Ayes with a motion by Stephen Postier and a second by Jeff McGregor. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Resolution 2026-22 - Police Retirement Plan Update
RESOLUTION 2026-22

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF YORK, NEBRASKA:

1. That in order to adopt certain changes enacted under the Cities of the First Class Police Officers Retirement Act pursuant to 2026 Nebraska Legislative Bill 743, the City of York, Nebraska Police Retirement Plan and Trust (the "Plan") shall be, and it hereby is, amended in the form of the Second Amendment attached hereto and by this reference fully incorporated herein.
2. That the Mayor and other appropriate elected officials and officers of the City of York shall be, and they hereby are, authorized to do all things necessary to carry out and accomplish the foregoing Resolution, including the execution of any document or amendment which may be necessary or appropriate to amend and administer the Plan, including such actions as may be necessary or appropriate to achieve and maintain qualification of the Plan under Section 401(a) of the Internal Revenue Code of 1986, as amended, as such sections apply to government plans.

SECOND AMENDMENT
CITY OF YORK, NEBRASKA
POLICE RETIREMENT PLAN AND TRUST

The City of York, Nebraska Police Retirement Plan and Trust (the “Plan”), as most recently amended and restated effective January 1, 2015, and as subsequently amended, is hereby further amended to incorporate revisions to the Cities of the First Class Police Officers Retirement Act under Nebraska 2026 Legislative Bill 743, as follows:

I.

The first paragraph of Section 8.5 of the Plan is hereby amended to provide as follows:

"In lieu of the normal form of retirement income provided under Sections 8.3 or 8.4 of this Article VIII, one of the following optional benefit forms may be selected by the Participant, each of which shall be the actuarial equivalent of the normal form of benefit

- (a) An annuity for the life of the Participant with a survivor annuity for the life of the beneficiary selected by the Participant equal to fifty percent (50%), seventy-five percent (75%) or one hundred percent (100%) of the annuity payable during the joint lives of the Participant and his or her designated beneficiary;
- (b) An annuity for the life of the Participant with monthly payments continuing to the Participant's designated beneficiary or beneficiaries if the Participant dies before he or she has received sixty (60), or one hundred twenty (120), or one hundred eighty (180) monthly payments (whichever option is selected), until the total number of monthly payments to the Participant and the designated beneficiary equals the guaranteed period selected by the Participant;
- (c) A single lump sum cash payment; or
- (d) One or more partial payments in an amount and frequency elected by the Participant.”

II.

The foregoing amendments to the Plan shall supersede the existing provisions of the Plan to the extent those provisions are inconsistent with the provisions of this Amendment. The remaining terms and provisions of the Plan are hereby confirmed and ratified in all respects except insofar as the foregoing provisions of this Amendment amend the same.

Dr. Crawford shared with the Council that retirement benefits for fire and police are determined by state statute. In 2026, the state law changed to provide more flexibility for the police withdrawing funds, so this resolution is to update the city's plan to align with the state law adjustment.

Motion to approve Resolution 2026-22, to amend the City of York, Nebraska Police Retirement Plan and Trust in order to adopt changes enacted under the Cities of the First-Class Police Officers Retirement Act pursuant to 2026 Nebraska Legislative Bill 743. Ayes with a motion by Jeff Pieper and a second by Doreen Lopez. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Resolution 2026-23 – Surplus Property
RESOLUTION 2026-23

A RESOLUTION DECLARING CERTAIN CITY PROPERTY SURPLUS AND AUTHORIZING DISPOSITION OF SURPLUS PROPERTY

WHEREAS, there are certain items of City property and equipment surplus to City needs; **NOW, THEREFORE**,

THE CITY COUNCIL OF THE CITY OF YORK, NEBRASKA, hereby resolves as follows:

SECTION 1: The items of City property and equipment listed in Exhibit A, attached hereto, are declared surplus property, and the City staff at the direction of the Mayor, is authorized to sell such property at a price that is in the best interest of the City.

SECTION 2: The City staff is hereby authorized to dispose of said surplus property through one of the following methods:

- a) By transfer to a governmental agency.
- b) In trade as credit toward the purchase of a like article.
- c) By sale through competitive sealed bid, public or private sale, consignment or internet auction.

For any surplus property that is not sold, the City may sell the surplus property for salvage or dispose of the surplus property that cannot be sold.

EXHIBIT A

UNIT #	YEAR	DESCRIPTION	DEPARTMENT	VALUATION	SERIAL
		Old vinyl chairs (3)	Fire		
		Metal bed frames with head boards (7)	Fire		
		Maroon chairs (3)	Fire		
		1.5 nozzles (7)	Fire		
		Foam attachments for nozzles (4)	Fire		
		6’ x 8’ wood table (1)	Fire		

		Clothes washing machine (1)	Fire		
		Leather sofa (1)	Fire		
		Unihoist manhole recovery tool (1)	Fire		
		Leather recliners (2)	Fire		
		Floor Scrubber – old (1)	Fire		
		Refrigerators (3)	Fire		
		Spreader and cutter, rescue tools (1 each)	Fire		
		Assorted cabinets and small tables (6)	Fire		
		Edge rope rescue device (1)	Fire		
		Short file cabinets (7)	Fire		
		Surplus army backpacks (3)	Fire		
		Wall Lockers (2)	Fire		
		Exercise machine (1)	Fire		
		Smith Machine (1)	Fire		
		Steel rack roller (1)	Fire		
		Cot parts, squad shelving (2)	Fire		
		Push Lawn Mower (1)	Fire		
		Assorted desks in office (3)	Fire		
		4-drawer letter size filing cabinet (3)	Administrative		
		5-drawer letter size filing cabinet (1)	Administrative		
		2-drawer lateral filing cabinet (1)	Administrative		
		4-drawer lateral filing cabinet (1)	Administrative		
		Computer task chairs (broken) (10)	Library		
		1986 - SteelCase Office desk (1)	Library	\$300	
		2 nd Quarter Library Cleanout	Library	\$31,405.06	
		Stove Hood System, NEW in box (1)	Fire		
		Assorted barbells (12)	Fire		

Motion to approve Resolution 2026-23 declaring certain city property surplus and authorizing disposition of surplus property. Ayes with a motion by Scott Van Esch and a second by Jennifer Sheppard. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Resolution 2026-24 - Holthus Convention Center Rate Increase
RESOLUTION 2026-24

BE IT RESOLVED by the Mayor and City Council that the attached 2026 Proposed Rate Adjustments for the Holthus Convention Center be adopted, effective October 1, 2026.



3130 Holen Ave
York, NE 68467
402-363-2675
HolthusConventionCenter.com

Holthus Convention Center Rate Increase Proposal
August 14, 2026

The Holthus Convention Center is proposing adjustments to its rental and service rates, effective October 1, 2026, pending approval by the York City Council. These changes are intended to ensure that rates remain reflective of current operating costs and the level of service provided by the Convention Center.

The proposed rate adjustments represent the first increase to Holthus Convention Center rates since 2019. Since that time, operating expenses, supplies, staffing, and service-related costs have increased. Updating the rate structure will help the Convention Center continue to provide quality facilities and services while maintaining responsible financial operations. In addition to adjustments to existing rates, the proposal includes two new party packages designed specifically for smaller groups. Details and pricing for the Celebration Package and Cheers Package are included in the proposed rate schedule..

The Holthus Convention Center is also currently reviewing its linen service contract in hopes of transitioning to a new provider that can offer more reliable service and a higher-quality product. This review is intended to ensure that linen services continue to meet the standards and quality expected by our customers.

The Holthus Convention Center appreciates the Council's consideration of these proposed changes. Updating rates after seven years will help the facility continue to operate effectively, respond to rising costs, and provide quality service and event experiences to the community.

Terri Carlson
Holthus Convention Center



cityofyork.ne.gov



3130 Holen Ave
York, NE 68467
402-363-2675
HolthusConventionCenter.com

Ballroom & Lobby Rental

Room	Standard Rate	Corporate Rate
Entire Facility	\$1750	\$2000
Grand Ballroom	\$1500	\$1750
Ballroom A	\$750	\$1000
Ballrooms B-E	\$700	\$900
Ballrooms B&E	\$500	\$600
Ballrooms B&C or D&E	\$450	\$550
Ballrooms C&D	\$400	\$500
Ballroom B or E	\$350	\$450
Ballroom C or D	\$225	\$275
Lobby	\$250	\$300
Lobby W/Ballroom or Meeting Room	\$150	\$200
Lobby Luncheon	\$100	\$100

Meeting Room Rental

Room	Standard Rate	Corporate Rate
Meeting Room I	\$250	\$300
Meeting Room F or K	\$150	\$175
Meeting Room G or J	\$100	\$125
Meeting Room F/G or J/K	\$200	\$250
Conference Room	\$100	\$125

Additional Space Rental & Fees

Kitchen	\$250	\$250
West Grass Lot Or South Parking Lot	\$250	\$250
Setup Fee for Day Preceding Event	\$250	\$250
Teardown for Day Following Event	\$250	\$250
Security Deposit	\$250	\$250

Non Profit Fundraisers will continue to receive a discounted fee of 10% off standard rate.



cityofyork.ne.gov



3130 Holen Ave
York, NE 68467
402-363-2675
HolthusConventionCenter.com

Wedding & Party Packages

Room	Rental Rate	Notes
Platinum Package (Entire Facility)	\$3000	Includes personalized layout, day of Bride/Groom room and AV package.
Gold Package (Grand Ballroom)	\$2500	Includes personalized layout & AV package. Add lobby or additional day-of side room for \$150/room (Based on availability)
Silver Package (Ballroom A)	\$1750	Includes personalized layout & AV package. Add lobby or additional day-of side room for \$150/room (Based on availability)
Bronze Package (Ballroom B-E)	\$1500	Includes personalized layout & AV package. Add lobby or additional day-of side room for \$150/room (Based on availability)
Celebration Package (Lobby or Room I)	\$550	Includes personalized layout, AV, linens and beverage service (tea & water) <i>*Additional \$100 for Ballroom B&C or D&E</i>
Cheers Package (Room F&G or J&K)	\$450	Includes personalized layout, AV, linens and beverage service (tea & water)

Event Service Item Fees

Item	Fee
Audiovisual	\$25/screen
Risers	\$25/section
Copies	\$.25
Tablecloths	\$6 - \$10/each
Linen Napkins	\$.50
Table Skirting	\$50 - \$100

Kitchen & Bar Fees

Item	Fee
Catering Fee	10%
Bar Fee	7.5%
Wedding Kitchen Fee (If no caterer)	\$400



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2019 Rental Rates

Room	2019 Standard Rate	2019 Corporate Rate
Entire Facility	\$1,500	\$1,800
Grand Ballroom w/stage	\$1,200	\$1,500
Ballroom A w/stage	\$650	\$800
Ballrooms B-E	\$600	\$700
Ballrooms B&E	\$400	\$500
Ballrooms B&C or D&E	\$350	\$450
Ballrooms C&D	\$300	\$400
Ballroom B or E	\$250	\$350
Ballroom C or D	\$200	\$275
Meeting Room F or K	\$100	\$125
Meeting Room G or J	\$75	\$100
Meeting Room F&G or J&K	\$150	\$200
Meeting Room I (Monday thru Thursday)	\$200	\$250
Meeting Room I (Friday thru Sunday)	\$250	\$275
Conference Room	\$75	\$100
Lobby (Monday thru Thursday)	\$200	\$250
Lobby (Friday thru Sunday)	\$250	\$275
Lobby w/Ballroom or Meeting (Monday thru Thursday)	\$100	\$150
Lobby w/Ballroom or Meeting (Friday thru Sunday)	\$150	\$200
Lobby Luncheon w/Meeting Room (Based on availability)	\$75	\$75

Large Kitchen	\$150	\$150
Small Kitchen	\$125	\$125
Both Kitchens	\$225	\$225
Kitchenette	\$0	\$0
Outside - West Grass Lot	\$250	\$400
Outside - North Grass Lot	\$500	\$750
Outside - South Parking Lot	\$250	\$250
Setup Fee for Day Preceding Event	\$250	\$250
Teardown Fee for Day Following Event	\$250	\$250
Meeting Package in meeting room (Projector/Screen/Easels)	\$25/room	\$25/room
Meeting Package in Ballroom (Projector/Screen/Easels/Mics/etc.)	\$75	\$125
Security Deposit (Fully Refundable)	\$250	\$250

*Non-Profit Fundraisers receive 10% off Standard Rate.

Platinum Package (Entire Facility Capacity 700)	FY19 Fee
Personalized Layout	\$2,500
Day of Bride & Groom Rooms	
Lunch Room/Gift Storage	
AV Package (Projects/Screens/Microphones) as Needed	
Optional Friday night Rehearsal/Rehearsal Dinner	
Friday 9am to 4pm (10pm for rehearsal/dinner option)	
Saturday 8am to Midnight	
*Decorations must be removed from facility by 2am	
Gold Package (Grand Ballroom Capacity 700)	FY19 Fee
Personalized Layout	\$2,000
AV Package (Projects/Screens/Microphones) as Needed	
Friday 9am to 4pm	
Saturday Noon to Midnight	
*Decorations must be removed from facility by 2am	
Add lobby or additional day-of side room for \$150/room (Based on availability)	
Silver Package (Ballroom A Capacity 350)	FY19 Fee
Personalized Layout	\$1,500
AV Package (Projects/Screens/Microphones) as Needed	
Friday 9am to 4pm	
Saturday Noon to Midnight	
*Decorations must be removed from facility by 2am	
Add additional day-of side room for \$150/room (Based on availability)	
Bronze Package (Ballroom B-E Capacity 250)	FY19 Fee
Personalized Layout	\$1,200
AV Package (Projects/Screens/Microphones) as Needed	
Friday 9am to 4pm	
Saturday Noon to Midnight	
*Decorations must be removed from facility by 2am	
Add additional day-of side room for \$150/room (Based on availability)	

Additional Fees	FY19 Fee
Risers	\$25/section
Business Center	\$.25/sheet
Business Center	\$.10/Sheet
Linen Tablecloths	\$4.00/ea
Linen Napkins	\$.25/each
Table Skirting	\$25 - \$75
Chair Covers & Bands (minimum order of 100 required)	\$3/chair
Uplighting	\$40/Light
Barn Door Backdrop	\$200
Beverage Service	Varies
Catering Fee	10% of bill
Bar Fee	7.5% of bill

Terri stated that rates have not increased since 2019. The packet shows the proposed amounts what they had been previously. Additions to the wedding and party package are the Celebration and Cheers Package. The rates will now be the same for each day, eliminating the Monday through Thursday and Friday through Sunday rates. A kitchen fee will be added if an event wants to make their own food. The other increase is in the tablecloth rate. She answered questions of the Council regarding deposits and how the rate adjustments will be implemented and how the prices compare to other venues.

Motion to approve the Resolution 2026-24 to update the Holthus Convention Center rental rates to be effective October 1, 2026. Ayes with a motion by Tony North and a second by Jeff McGregor. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

ORDINANCE NO. 2436

AN ORDINANCE TO AMEND CHAPTER 52 OF THE YORK CITY CODE TO ENACT A SECTION TO PERMIT THE OPERATION OF UTILITY-TYPE VEHICLES WITHIN THE CORPORATE LIMITS OF THE CITY AS AUTHORIZED BY NEB. REV. STAT. §60-6,356; TO IMPOSE A PENALTY FOR THE VIOLATION OF THIS SECTION; TO REPEAL ALL ORDINANCES IN CONFLICT HEREWITH; AND TO PROVIDE FOR AN EFFECTIVE DATE FOR THIS ORDINANCE.

The Mayor started the discussion stating public input was welcome. John Biel, 515 E. 18th Street, York, shared that he understood there are mixed feelings regarding this subject. He pointed out that there are e-bikes and e-scooters with the operator not having any safety equipment and the UTVs have a lot more safety equipment. Most UTVs are the size of small cars or bigger. There are uses for UTVs aside from climbing rocks/mountains. He would encourage the Council to vote yes on approving this ordinance. Dan Aude, 1317 Road 15, Geneva, stated he is still opposed to this. His concerns are safety and the fire and police departments. He could support it if all drivers/passengers wore helmets and all operators passed a national certified UTV/golf cart driver's ed program. There was no other public comment. The Mayor turned the conversation over to the Council. Councilmember Postier stated he liked the general concept, keeping it as simple as possible and referencing state law. His biggest concern is there is no registration factored into the ordinance. In his opinion, it's going to add a lot of time and work for the police department without having a registration process. If city administration can work with police and other staff to create a process for registration, he believes it will help law enforcement. He would like to see the five-day window for insurance be eliminated, and the registration would alleviate the potential for lawsuits. The registration would help identify the owner if an underage driver had the UTV out. The proof of insurance is defined by state statute so that the insurance window cannot be shortened. Councilmember Wilkinson said he would support the registration process. Councilmember Sheppard said she would be in support of registration and that it was included the first time these ordinances were presented. At that time, there was pushback regarding the registration process. She stated most UTV owners were okay with a \$100 annual registration fee to help cover the costs and process for registration. Chief Tjaden shared that the registration could get complicated depending on what all would be required to issue a permit. Sheppard asked if the purpose of the registration process was to verify the UTV is street worthy or is it to know the ownership of the UTV? More conversation was had regarding the registration process and what all might be included in that. Safety requirements were discussed, specifically seat belts and what that could be interpreted as. Postier made a motion to pass the ordinance with the amendment to do an annual registration with a fee where they have to show insurance, include name, address, phone number and email and include an attestation that the UTV is street legal. Wilkinson seconded the motion. The Mayor opened the subject back up for public comment. Amy Lehman, 1430 S. Grant Ave, stated she had previously brought up farm permits, and in her research, there have been other first-class cities that have limited the farm permit to 18 years and older. Talk of 13–14-year-old kids being pulled over, but a farm permit would be legal if used for farm operations. Charley stated that since the farm permit is provided by state statute that the city cannot change those requirements. Discussion was had regarding the amendment and Councilmember Sheppard suggested including the \$100 fee in the amendment to the ordinance.

Motion to approve Ordinance No. 2436 to amend Chapter 52 to enact a section to permit the operation of utility-type vehicles within the corporate limits of the city as authorized by Nebraska State Statute §60-6, 356 and to impose a penalty for the violation of this section WITH AN AMENDMENT to include an annual registration with a fee, proof of insurance, identifying information including name, address, phone number and email and an attestation that the UTV is street legal. Ayes with a motion by Stephen Postier and a second by Jerry Wilkinson. Jerry Wilkinson: Nay, Scott Van Esch: Nay, Jeff Pieper: Nay, Jeff McGregor: Nay, Doreen Lopez: Nay, Tony North: Nay, Jennifer Sheppard: Nay, Stephen Postier: Nay. Motion failed.

Motion to update Ordinance No. 2436 to include the following amendment: require an annual registration to include name, physical address, phone number, email, certificate of insurance and an attestation that the UTV follows state statute, the owner receives an identification stick for the UTV and will pay an annual \$100 fee. Ayes with a motion by Stephen Postier and a second by Jerry Wilkinson. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Motion to approve Ordinance No. 2436 to amend Chapter 52 to enact a section to permit the operation of utility-type vehicles within the corporate limits of the city as authorized by Nebraska State Statute §60-6, 356 and to impose a penalty for the violation of this section; to include the amendment passed in the previous motion. Ayes with a motion by Jeff Pieper and a second by Jeff McGregor. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

ORDINANCE NO. 2437

AN ORDINANCE TO AMEND CHAPTER 52 OF THE YORK CITY CODE TO ENACT AN ORDINANCE TO PERMIT THE OPERATION OF GOLF CAR VEHICLES WITHIN THE CORPORATE LIMITS OF THE CITY AS AUTHORIZED BY THIS ORDINANCE AND NEB. REV. STAT. §60-6,381; TO IMPOSE A PENALTY FOR THE VIOLATION OF THIS SECTION; TO REPEAL ALL ORDINANCES IN CONFLICT HEREWITH; AND

TO PROVIDE FOR AN EFFECTIVE DATE FOR THIS ORDINANCE.

The Mayor opened this item up for public input. There was no public input. Councilmember North stated the Ordinance wanted to limit the regulations as much as possible. It aligns with state statutes. Charley stated that the golf carts are limited to certain streets which differed from the previous ordinance. Dr. Crawford shared there was a provision authorizing golf carts for a special event. Councilmember Sheppard stated that you do see golf carts on the streets currently, so why not allow them to do it legally? This would make it legal for those wanting to use it as a mode of transportation. Councilmember Postier stated he isn't in favor of the lack of safety equipment required for golf carts in this ordinance. He wouldn't feel comfortable voting on this ordinance as it reads currently. Councilmember North stated he would like to see a vote on it, because a lot of time and effort has gone into this ordinance.

Motion to approve Ordinance No. 2437 to amend Chapter 52 to enact an ordinance to permit the operation of golf car vehicles within the corporate limits of the city as authorized by this ordinance and Nebraska Revised Statute §60-6,381 and to impose a penalty for the violation of this section. Ayes with a motion by Tony North and a second by Jennifer Sheppard. Jerry Wilkinson: Nay, Scott Van Esch: Nay, Jeff Pieper: Yea, Jeff McGregor: Nay, Doreen Lopez: Nay, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Nay. Motion failed.

Public Hearing on change to Residential Zoning Ordinances

The Mayor stated this was the time and place for a public hearing on the changes to residential zoning ordinances. Dr. Crawford stated the connection between these ordinances and the comprehensive plan. The direction of the comp plan recommends moving towards a mixed-use for zoning as long as similar intensity. These amendments allow someone to request a commercial use within a residential area. Anyone requesting this would be required to submit an application, the property would be posted, the planning commission would review and give a recommendation to the council, and then it would be presented to council for approval. Questions were asked regarding specifications the council could require and why these special use permits are only being amended to the residential zoning district. Discussion was had about updating the agricultural zoning along with the residential. Dan shared that each commercial district has specific uses listed within it. The C-1 was applied to the residential zoning because it borders the most residential areas.

Ordinance No. 2442 –

ORDINANCE NO. 2442

AN ORDINANCE OF THE CITY OF YORK, NEBRASKA, TO AMEND ARTICLE VII “R” SINGLE-FAMILY DWELLING DISTRICT TO AUTHORIZE A COMMERCIAL USE BY SPECIAL PERMIT; TO REPEAL ALL ORDINANCES AND CONFLICTS HEREWITH; AND TO PROVIDE AN EFFECTIVE DATE FOR THIS ORDINANCE.

Motion to suspend the statutory rule requiring reading on three different days for Ordinance No. 2442. The motion was adopted by a three-fourths vote of the Council and the statutory rule suspended for consideration of said Ordinance on its second and third readings. Ayes with a motion by Jennifer Sheppard and a second by Doreen Lopez. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Motion to approve Ordinance No. 2442 to amend Article VII "R" single-family dwelling district to authorize a commercial use by special permit. Ayes with a motion by Jeff McGregor and a second by Scott Van Esch. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Ordinance No. 2443 –

ORDINANCE NO. 2443

AN ORDINANCE OF THE CITY OF YORK, NEBRASKA, TO AMEND ARTICLE VIII “R-2” TWO-FAMILY DWELLING DISTRICT TO AUTHORIZE A COMMERCIAL USE BY SPECIAL PERMIT; TO REPEAL ALL ORDINANCES AND CONFLICTS HEREWITH; AND TO PROVIDE AN EFFECTIVE DATE FOR THIS ORDINANCE.

Motion to suspend the statutory rule requiring reading on three different days for Ordinance No. 2443. The motion was adopted by a three-fourths vote of the Council and the statutory rule suspended for consideration of said Ordinance on its second and third readings. Ayes with a motion by Jerry Wilkinson and a second by Jeff Pieper. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Motion to approve Ordinance No. 2443 to amend Article VII "R-2" two-family dwelling district to authorize a commercial use by special permit. Ayes with a motion by Tony North and a second by Jeff McGregor. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Ordinance No. 2444 –

ORDINANCE NO. 2444

AN ORDINANCE OF THE CITY OF YORK, NEBRASKA, TO AMEND ARTICLE IX “R-3” MULTIPLE-FAMILY DWELLING DISTRICT TO AUTHORIZE A COMMERCIAL USE BY SPECIAL PERMIT; TO REPEAL ALL ORDINANCES AND CONFLICTS HEREWITH; AND TO PROVIDE AN EFFECTIVE DATE FOR THIS ORDINANCE.

Motion to suspend the statutory rule requiring reading on three different days for Ordinance No. 2444. The motion was adopted by a three-fourths vote of the Council and the statutory rule suspended for consideration of said Ordinance on its second and third readings. Ayes with a motion by Jeff Pieper and a second by Scott Van Esch. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Motion to approve Ordinance No. 2444 to amend Article IX "R-3" multiple-family dwelling district to authorize a commercial use by special permit. Ayes with a motion by Scott Van Esch and a second by Jerry Wilkinson. Jerry Wilkinson: Yea, Scott Van Esch: Yea, Jeff Pieper: Yea, Jeff McGregor: Yea, Doreen Lopez: Yea, Tony North: Yea, Jennifer Sheppard: Yea, Stephen Postier: Yea.

Second reading:
Ordinance No. 2445 –

ORDINANCE NO. 2445

AN ORDINANCE TO AMEND PORTIONS OF CHAPTER 54 OF THE MUNICIPAL CODE OF THE CITY OF YORK, NEBRASKA, PRESCRIBING SEWER RATES, REPEAL OF ALL ORDINANCES IN CONFLICT HEREWITH, AND PROVIDING FOR THE EFFECTIVE DATE OF SAID ORDINANCE.

The third reading will take place on September 3, 2026.

Second Reading:
Ordinance No. 2446 –

ORDINANCE NO. 2446

AN ORDINANCE TO AMEND A PORTION OF CHAPTER 40, GARBAGE AND TRASH, REPEAL OF ALL ORDINANCES IN CONFLICT HEREWITH AND PROVIDING FOR THE EFFECTIVE DATE OF THIS ORDINANCE.

The third reading will take place on September 3, 2026.

Adjournment

There being no further business to come before the Council, the Mayor adjourned the meeting, the time being 6:41 p.m.

Amanda Ring, City Clerk

Barry Redfern, Mayor

SORTED BY VENDOR

VENDOR	NAME	NO# INVOICES	TOTAL AMOUNT	G/L 1099 ACCT NO#	G/L NAME	G/L AMOUNT
=====						
01-00001	CITY OF YORK - WATER DEPT	1	22,941.50	N		
01-00010	GALE	2	160.50	N		
01-00120	JACKSON SERVICES INC	10	910.52	N		
01-00200	NEBRASKA MACHINERY CO	1	2,339.33	N		
01-00210	EAKES OFFICE PLUS	7	2,074.31	N		
01-00290	NORTH PRINTING & OFFICE S	9	766.53	N		
01-00300	BLACK HILLS ENERGY	14	7,561.48	N		
01-00340	BOUND TREE MEDICAL LLC	2	870.77	N		
01-00360	CITY OF YORK	3	32,390.75	N		
01-00540	GLOBAL TECH, INC.	9	1,665.55	N		
01-00701	OLSSON ASSOCIATES	4	49,989.25	N		
01-00710	OVERLAND SAND & GRAVEL	2	662.25	N		
01-00740	TK ELEVATOR CORP	2	509.64	N		
01-00750	PIEPERS INC	2	1,109.37	N		
01-00780	PRESTO X COMPANY	2	176.12	N		
01-00800	BURST, LLC	22	882.27	N		
01-00950	LINCOLN ELECTRIC SUPPLY C	1	512.33	N		
01-01290	GRAND CENTRAL FOODS, INC.	2	200.72	N		
01-01310	PIEPER PLBG/WELLD RILLING	1	1,214.50	N		
01-01330	JLC, INCORPORATED	5	33,060.24	N		
01-01390	AFLAC	3	793.78	N		
01-01420	NE CHILD SUPPORT PAYMENT	1	323.55	N		
01-01460	PERENNIAL POWER	1	15,962.53	N		
01-01470	SERVI-TECH LABORATORIES	1	123.00	N		
01-01490	NE DEPT OF REVENUE	2	8,644.00	N		
01-01510	HACH CO.	3	1,514.57	N		
01-01640	INTERNAL REVENUE SERVICE	4	59,667.10	N		

SORTED BY VENDOR

VENDOR	NAME	NO# INVOICES	TOTAL AMOUNT	G/L 1099 ACCT NO#	G/L NAME	G/L AMOUNT
=====						
01-01650	UNION BANK	7	44,961.83	N		
01-01670	FRATERNAL ORDER OF POLICE	2	810.00	N		
01-01690	UNITED FUND	2	54.00	N		
01-02060	NE DEPT OF ENVIRONMENT &	1	7,650.00	N		
01-02250	MILLER SEED & SUPPLY CO	3	1,358.73	N		
01-02530	PEPSI COLA OF LINCOLN/ TO	7	616.75	N		
01-02560	COLEMAN OIL CO LLC	3	43,737.96	N		
01-02590	ADOPT A PET	1	3,583.33	N		
01-02650	O'REILLY AUTO PARTS	1	9.99	N		
01-03240	YORK COUNTY DEVELOPMENT C	1	9,061.75	N		
01-03260	HOMETOWN LEASING	3	315.34	N		
01-03380	POWER SERVICE INC	1	32.85	N		
01-03590	PENNER'S TIRE & AUTO	2	515.41	N		
01-03930	YORK CHAMBER OF COMMERCE	1	2,575.00	N		
01-0396	RONALD HOEFT	2	560.34	N		
01-04050	GALLS INCORPORATED	4	1,336.89	N		
01-04190	YORK ANIMAL CLINIC	1	81.50	N		
01-04790	AMERICAN WATER WORKS ASSO	1	385.00	N		
01-05310	SAPP BROTHERS PETROLEUM,	1	4,522.00	N		
01-05380	NE STATE FIRE MARSHAL	2	244.00	N		
01-05780	NEBRASKA ASSOC OF AIRPORT	1	250.00	N		
01-05870	WEX BANK	1	12,557.09	N		
01-06410	CASH-WA DISTRIBUTING	1	727.32	N		
01-08290	POLLARDWATER	1	57.36	N		
01-08410	BEACON ATHLETICS	1	574.38	N		
01-09090	WINDSTREAM	1	45.69	N		
01-09220	CENTRAL NEBRASKA REFRIGER	3	1,440.72	N		

SORTED BY VENDOR

VENDOR	NAME	NO# INVOICES	TOTAL AMOUNT	G/L 1099 ACCT NO#	G/L NAME	G/L AMOUNT
=====						
01-1	MISCELLANEOUS VENDOR	1	300.00	N		
01-10090	MIDLAND TELECOM INC	1	100.00	N		
01-10840	TOTAL ADMINISTRATIVESERV	3	4,986.68	N		
01-10880	RASMUSSEN MECHANICALSERV	1	1,891.00	N		
01-11010	VERIZON	2	1,653.66	N		
01-11450	HEIDI GREGG	1	91.46	N		
01-11730	CHANCES R	1	2,953.38	N		
01-15930	STERICYCLE INC	1	422.72	N		
01-15980	HDR ENGINEERING INC	1	14,237.95	N		
01-16900	AQUA-CHEM INC	3	1,278.40	N		
01-18410	RCI GROUP II LLC	1	39,598.17	Y		
01-18820	DYNAMIC MEDIA	1	419.40	N		
01-19590	COLONIAL LIFE	4	547.24	N		
01-19940	OVERDRIVE INC	1	1,289.03	N		
01-21320	CULLIGAN	1	17.00	N		
01-21420	TRANE US INC	1	1,050.00	N		
01-22660	SPECTRUM ENTERPRISE	1	13.50	N		
01-24120	FIRESPRING	1	2,168.02	N		
01-25080	DEARBORN NATIONAL-VOLFIR	1	159.60	N		
01-25290	SCOTT GONNERMAN	2	4,585.00	N		
01-25650	CARDMEMBER SERVICE	1	13,182.75	N		
01-26020	POMP'S TIRE SERVICE INC	1	310.43	N		
01-26670	MIDWEST ALARMSERVICES	1	501.38	N		
01-27210	MIDWEST AUTO PARTS INC.	17	1,302.40	N		
01-27300	DAVIS EQUIPMENTCORPORATI	2	1,118.39	N		
01-27310	NICK'S FARM STORE	2	190.73	N		
01-27480	BRIAN ROWE	1	1,100.00	Y		

VENDOR SET: 01 CITY OF YORK

D I S B U R S E M E N T R E P O R T

BANK: ALL

VENDOR CLASS(ES) : ALL CLASSES

SORTED BY VENDOR

VENDOR	NAME	NO# INVOICES	TOTAL AMOUNT	G/L 1099 ACCT NO#	G/L NAME	G/L AMOUNT
01-27730	BENJAMIN FRANCISCO	1	150.00	Y		
01-28230	STANDARD INS CO	1	4,583.77	N		
01-28510	LEE ENT ADVERTISING	1	863.62	N		
01-28540	AMAZON BUSINESS	48	3,026.64	N		
01-28570	ERIC ECKERT	1	300.00	N		
01-29270	ALLO	2	1,803.05	N		
01-29610	BENEFIT PLANSADMINISTRAT	1	800.00	N		
01-29980	BOMGAARS	1	690.40	N		
01-30350	PAUL C JOHNSON- ROAD 3	1	287.50	Y		
01-30370	NORTH CENTRAL EMERGENCY V	1	8,598.44	N		
01-30380	ALL TRAFFIC SOLUTIONS	2	78,920.00	N		
01-30640	LAND SERVICES LLC	1	2,200.00	N		
01-31310	TG TECHNICAL SERVICES	1	318.88	Y		
01-31490	VESTIS	4	607.10	N		
01-32810	ON TARGET AMMUNITION	1	1,274.69	N		
01-32840	UTILITY CONSULTANTS INC	1	90.00	N		
01-33060	SKYLINE PHARMACEUTICALS	1	440.50	N		
01-33510	TALIA MCMULLEN	1	148.81	N		
01-33790	PRINCIPAL LIFE INS CO	18	8,509.86	N		
01-34120	VENDNET HOLDINGS LLC	1	133.94	N		
01-34130	EMMIE DVORAK	1	500.00	Y		
01-34140	COLBURN SOLUTIONS	1	94,059.89	N		
01-34150	MARLA CHRISMAN	1	1,825.00	N		
01-34160	CTC GUNWORKS	1	6,589.92	N		

VENDOR SET: 01 CITY OF YORK

D I S B U R S E M E N T R E P O R T

BANK: ALL

VENDOR CLASS(ES) : ALL CLASSES

SORTED BY VENDOR

VENDOR	NAME	NO# INVOICES	TOTAL AMOUNT	G/L 1099 ACCT NO#	G/L NAME	G/L AMOUNT
--------	------	-----------------	-----------------	----------------------	-------------	---------------

*** REPORT TOTALS ***		318	697,281.99			
		Payroll	210,920.91			
		Total	908,297.04			

**Special Designated License
Local Recommendation (Form 200)**

Applications must be entered on the portal after local approval – no exceptions
Late applications are non-refundable and will be rejected

Blended Distilling LLC

Retail Liquor License Name or *Non-Profit Organization (*Must include Form #201 as Page 2)

1420 Road N, Suite D York, NE 68467

Retail Liquor License Address or Non-Profit Business Address

Z-125408

Retail License Number or Non-Profit Federal ID #

Consecutive Dates only Oct 21

Event Date(s): _____

Event Start Time(s): 4 pm _____

Event End Time(s): 9 pm _____

Alternate Date: _____

Alternate Location Building & Address: _____

Event Building Name: Kirtsey's Clothing and Gift Boutique

Event Street Address/City: 723 Lincoln Ave / York

Indoor area to be licensed in length & width: 150 X 100

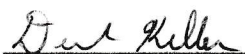
Outdoor area to be licensed in length & width: _____ X _____ (Diagram Form #109 must be attached)

Type of Event: Tasting & Sales **Estimate # of attendees:** 100

Type of alcohol to be served: Beer ☒ Wine ☒ Distilled Spirits ☒
(If not marked, you will not be able to serve this type of alcohol)

Event Contact Name: Derek Keller **Event Contact Phone Number:** 402-363-1662

Event Contact Email: blended.distilling@hotmail.com

***Signature Authorized Representative:**  **Printed Name** Derek Keller

I declare that I am the authorized representative of the above named license applicant and that the statements made on this application are true to the best of my knowledge and belief. I also consent to an investigation of my background including all records of every kind including police records. I agree to waive any rights or causes of action against the Nebraska Liquor Control Commission, the Nebraska State Patrol or any other individual releasing said information to the Liquor Control Commission or the Nebraska State Patrol. I further declare that the license applied for will not be used by any other person, group, organization or corporation for profit or not for profit and that the event will be supervised by persons directly responsible to the holder of this Special Designated License.

***Retail licensee – Must be signed by a member listed on permanent license**

***Non-Profit Organization – Must be signed by a Corporate Officer**

Local Governing Body completes below:

The local governing body for the City/Village of _____ **OR** County of _____ approves
the issuance of a Special Designated License as requested above. (Only one should be written above)

Local Governing Body Authorized Signature

Date

AN AGREEMENT BETWEEN
THE CITY OF YORK, NEBRASKA
AND
THE FRATERNAL ORDER OF POLICE, YORK LODGE #31

For the period of

September 21st, 2026 through September 30th, 2029

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ARTICLE I RECOGNITION

Section 1.1 The City recognizes the Fraternal Order of Police, York Lodge No. 31 as the sole and exclusive collective bargaining representative of the Police Officers, Sergeants, and Lieutenants of the York Police Department.

ARTICLE II DEFINITIONS

Section 2.1 For purposes of the Agreement, the following words, terms and phrases shall be construed in accordance with the Definitions assigned to them unless the context in which the same shall be used would otherwise necessarily require a different definition.

Section 2.2 Department shall mean the Police Department of the City of York, Nebraska.

Section 2.3 Employee shall mean any employee represented by the Fraternal Order of Police No. 31

Section 2.4 Department Head shall mean the Chief of Police of the City of York, Nebraska.

Section 2.5 Civil Service Commission shall mean the duly appointed Civil Service Commission of the City of York, Nebraska, as defined in state statutes.

Section 2.6 City, or Employer, shall mean the City of York, Nebraska.

Section 2.7 F.O.P. shall mean Fraternal Order of Police, York Lodge No. 31.

Section 2.8 Bargaining unit members shall mean Police Officers, Police Sergeants, and Police Lieutenants employed by the City of York.

Section 2.9 Grievance. A claim of an employee arising during the term of this agreement which is limited to matters of interpretation or application of the express provisions of this agreement or of City or Department policies and procedures. A grievance under this agreement may not be filed respecting personnel actions subject to the jurisdiction of the Civil Service Commission. It will include the disciplinary actions of oral or written reprimand, or disciplinary probation. The F.O.P. may file a grievance.

Section 2.10 Work Day is an eight (8), ten (10), or twelve (12) hour day depending on the employee's job assignment.

Section 2.11 Regular work period is eighty (80) hours worked in a two-week period.

ARTICLE III
MANAGEMENT RIGHTS AND RESPONSIBILITIES

Management Rights

Section 3.1 All management rights, functions, responsibilities, and authority not specifically limited by the express terms of this agreement are retained by the City and remain exclusively within the rights of the City.

Section 3.2 The F.O.P. acknowledges the concept of inherent management rights. These rights, powers, and authority of the City include, but are not limited to the following:

- a. The right to determine, effectuate, and implement the objectives and goals of the City.
- b. The right to manage and supervise all operations and functions of the City.
- c. The right to establish, allocate, schedule, assign, modify, change, and discontinue City operations, work shifts, and working hours.
- d. The right to establish, set, modify, change, and discontinue work standards.
- e. The right to hire, examine, classify, promote, train, transfer, assign, and retain employees; suspend, demote, discharge, or take other disciplinary action against employees for just cause; and to relieve employees from duties due to lack of work or funds.
- f. The right to increase, reduce, change, modify, and alter the composition and size of the work force.
- g. The right to determine, establish, and implement policies for the selection, training, and promotion of employees.
- h. The right to create, establish, change, modify, merge, contract, subcontract, and discontinue any City function operation, and department.
- i. The right to establish, implement, modify, and change financial policies, accounting procedures, prices of goods or services, public relations, and procedures and policies for the safety, health, and protection of City property and personnel.

- j. The right to adopt, modify, change, enforce, or discontinue any existing rules, regulations, procedures, and policies which are not in direct conflict with any provisions of this Agreement.
- k. The right to determine and enforce employee's quality and quantity standards.
- l. The right to classify jobs and to allocate individual employees to appropriate classifications based upon duty assignments. The City will not abolish or change any bargaining unit classifications for the purpose of depriving the bargaining unit employees of their benefits under this agreement.

Management Responsibilities

Section 3.3 The Employer agrees to notify Employees of changes in the Police Department regulations by memo eight (8) days prior to the policy change,

Section 3.4 A complete and current set of Department policies and procedures will be furnished to all employees.

Section 3.5 In the event of an emergency; policies, procedures, or operational guidelines may be changed immediately. Employees will be notified as soon as possible and posting will occur thereafter.

ARTICLE IV CHECK-OFF

Section 4.1 The City shall deduct regular annual F.O.P. dues from the pay of each employee covered by this Agreement, provided that at the time of such deduction there is in possession of the City Clerk's office of the City a current written assignment, executed by the employee, in the form and according to the terms of an authorization form to make such deduction, attached thereto, marked Appendix B, and made a part hereof. Such authorization may be revoked by the employee at any time by giving written notice thereof to the City Clerk's Office.

Section 4.2 Previously signed and unrevoked written authorization shall continue to be effective as to employees reinstated following layoff, leave of absence, or suspension not exceeding sixty (60) days; previous authorization of other employees rehired or reinstated shall not be considered to be effective.

Section 4.3 Such authorization shall be divided equally between the twenty-six pay periods of each calendar year and will be remitted to the duly designated F.O.P. Official on a monthly basis. The F.O.P. shall advise the City Clerk's Office in writing of the name of such official.

Section 4.4 The City shall not be liable for the remittance payment of any sums other than those constituting actual deductions made; and if for any reason it fails to make a deduction for any employee as above provided, it shall make that deduction from the employee's next pay period in which F.O.P. dues are normally deducted after written notification to the City Clerk's Office of the error. If the City makes an overpayment to the F.O.P., the City will deduct that amount from the next remittance to the F.O.P. The F.O.P. agrees to indemnify and hold the City harmless against any and all claims, suits, and orders of judgments brought against the City as a result of any action taken or not taken by the City under the provisions of this Article.

ARTICLE V BULLETIN BOARD

Section 5.1 The City shall permit the F.O.P. to use one (1) bulletin board exclusively, as designated by the Department Head, for posting of F.O.P. meetings and elections, reports of F.O. P. Committees and other notices or announcements that would be of benefit or interest to the employees that are job or union related.

Section 5.2 Posted materials shall not contain anything political, discriminatory or inflammatory, or anything reflecting adversely upon the City or any of its employees. Any violation of this Section shall entitle the City to cancel the provisions of this Article and prohibit further use of the bulletin board.

Section 5.3 The bulletin board shall be for the exclusive use of the F.O.P.

ARTICLE VI DISCHARGE AND DISCIPLINE

Section 6.1 Disciplinary Actions - The tenure of a person holding a position of employment under the Civil Service Act shall be only during good behavior. Any such person may be removed or discharged, suspended with or without pay, demoted, reduced in rank, or deprived of vacation, benefits, compensation, or other privileges, except pension benefits, for any of the following reasons:

- (1) Incompetency, inefficiency, or inattention to or dereliction of duty;
- (2) Dishonesty, prejudicial conduct, immoral conduct, discourteous treatment of the public or a fellow employee, any act of omission or commission tending to injure the public service, any willful failure on the part of the employee to properly conduct himself or herself, or any willful violation of the Civil Service Act or the rules and regulations adopted pursuant to such act;
- (3) Mental or physical unfitness for the position which the employee holds;
- (4) Drunkenness or the use of intoxicating liquors, narcotics, or any other habit-forming drug, liquid, or preparation to such an extent that the use interferes with the efficiency or mental or physical fitness of the employee or precludes the employee from properly performing the functions and duties of his or her position;
- (5) Conviction of a felony or misdemeanor tending to the employee's ability to effectively perform the duties of his or her position; or
- (6) Any other act or failure to act which, in the judgement of the civil service commissioners, is sufficient to show the offender to be an unsuitable and unfit person to be employed in the public service.

Section 6.2 Disciplinary Actions-Oral Reprimand: An employee may be reprimanded orally for cause by his superior. Such oral reprimand shall be documented in written form, and placed in such employee's personnel file and a copy of the same furnished to the employee.

Section 6.3 Disciplinary Actions-Written Reprimand: An employee may be reprimanded for cause. Such reprimand shall be in writing. Such reprimand shall be transmitted to the employee and a copy, signed by the employee, shall be transmitted for inclusion in the employee's personnel file.

Section 6.4 Disciplinary Actions-Disciplinary Probation: An employee may be placed on disciplinary probation for cause for a period not exceeding 180 calendar days in any twelve-month period. A written notice of such disciplinary probation shall be transmitted to the employee within one day following the imposition of the same; and a copy included in the employee's personnel file. If an employee, while on disciplinary probation, is alleged to have further violated policy or otherwise have committed an act that is or may have been misconduct, the disciplinary probation may be extended until the allegation is investigated and a conclusion reached. Employees found to have violated policy or committed an act of misconduct while on disciplinary probation shall be further disciplined. An employee may be removed from disciplinary probation at any time. Employees on disciplinary probation shall not be promoted or granted any pay increase. After probation has concluded, such employee shall then be eligible to receive his/her pay raise effective as of that date, and shall also be re-eligible for promotional consideration.

Section 6.5 Disciplinary Actions-Suspension: An employee may be suspended without pay for cause for a period or periods not exceeding 240 hours in any twelve (12) month period; however, no single suspension shall be for more than 80 hours. A written notice for such suspension shall be transmitted to the employee within one (1) day following the effective date of the suspension; a copy of the written notice shall be transmitted to the Civil Service Commission. Such notice shall include the reasons for and the duration of the suspension.

Section 6.6 Disciplinary Actions-Demotion: An employee may be demoted for cause. A written statement of the reasons for any such action shall be transmitted to the employee and a copy transmitted to the Civil Service Commission.

Section 6.7 Disciplinary Actions-Discharge: An employee may be discharged for cause. Such employee may be suspended without pay pending discharge.

Section 6.8 An employee may request that any reprimand or order of disciplinary probation, except those that relate to a violation of any misdemeanor or felony State or Federal Statute, that are greater than eighteen (18) months old be removed from his or her personnel file. If such a request is made, all reprimands or orders of disciplinary probation that are greater than eighteen (18) months old at the time of the request, will be removed and given to the employee provided that no other disciplinary action of a similar nature has been taken against said employee as contained in his or her personnel file. If removed, no copies or notations of such documents will be maintained in the personnel file. Disciplinary actions involving suspension without pay, demotion, or dismissal shall be a permanent part of an employee's file.

Section 6.9 Any disciplinary action shall be initiated as expeditiously as possible from the time known by or brought to the attention of the City by a complaint or other notification.

ARTICLE VII EMPLOYEE RIGHTS

Section 7.1 All employees covered by this contract shall be entitled to the following rights. The rights and procedures contained herein shall not apply to any criminal investigations.

- A. The Employer will not solicit any formal citizens' complaints against an employee; solicitation shall not be construed to mean any follow-up of a third-party complaint or follow-up of first-party complaints.
- B. An employee shall not be subject to any offensive language, nor shall be threatened with dismissal, transfer or other disciplinary punishment in an attempt to obtain his or her resignation.
- C. An accused employee shall be informed of the nature of any complaint and investigation. The accused employee shall be permitted to have either his/her choice of an attorney or Union Official present during questioning. If the Department chooses to tape record any portion of the proceedings, it must record the entire proceedings.
- D. The questioning shall be conducted at a reasonable hour, preferably at a time when the employee is on duty, or during the normal waking hours for the employee. If such interrogation is conducted during off-duty time, the employee shall be compensated in accordance with regular overtime procedures.
- E. The employee shall be informed, prior to the questioning, of the name and rank of the person in charge of the questioning and all other persons to be present.
- F. The questioning session shall be for a reasonable period, and the person being questioned shall be allowed reasonable breaks or rest periods.
- G. Unless agreed to by the employee, the City shall not divulge the reason for any disciplinary action that is not appealed to the Civil Service Commission or the City Personnel Board. The City shall make every reasonable effort to insure that no employee's home address or telephone number is released for public consumption.
- H. When an employee has consented to the use of their name and/or images on the Personnel Handbook Acknowledgement Form, and has not revoked such consent, the City may use the employee's name and/or images in marketing materials and/or on its website and social media outlets; provided, however, that the City shall not release the name and/or image of an employee in

relation to a critical incident (e.g., an officer-involved shooting, use of force, or in-custody death) or disciplinary matter without the employee's express consent, in writing.

- I. Garrity warnings shall be given in the appropriate circumstances on the form found in Appendix C.
- J. Each employee shall, upon request, have the right to review his or her personnel file during regular business hours.

Section 7.2 INFORMAL RESOLUTION PROCESS -An informal resolution process will be used for "complaint inquiries". This consists of discussion with an employee concerning minor or less serious allegations of misconduct. The purpose of the "complaint inquiry" is to provide an optional method to expeditiously resolve less serious complaints. No advance notice requirements shall apply; however, an employee may request representation. The informal resolution process may be conducted by telephone.

Section 7.3 IMPOSITION OF DISCIPLINE

- 1. When imposing discipline, management shall not take into consideration any other offense which is not a founded allegation of misconduct and is not documented in the employee's personnel file.
- 2. The parties agree that the progressive discipline techniques shall be used. The goal of progressive discipline is to apply the minimum level of discipline which will bring the employee's performance to the expected level.

Section 7.4 DUE PROCESS.

- 1. Discipline shall be conducted in accordance with due process, as provided for in this labor contract and the provisions of the Civil Service statutes, and good faith for just cause.
- 2. Employees shall be entitled to a fair and impartial investigation when, in the course of the employee's scope of employment, the employer deems an investigation necessary. Employees will assist and expedite administrative investigations and, when requested by investigative officers, furnish information or give statements as witnesses within the guidelines specified in this Agreement.
- 3. An employee's immediate family shall not be interviewed unless they are a party or witness to the complaint or at the specific request of such employee.

ARTICLE VIII
APPEAL PROCEDURE

Disciplinary appeals, except for oral or written reprimands and disciplinary probation, are not governed by the Grievance Procedure set forth in this contract. Such appeals may be processed in accordance with applicable Civil Service statutes and regulations.

ARTICLE IX
GRIEVANCE PROCEDURE

Section 9.1 The following procedure shall be used in the submission of a grievance.

- Step 1. An employee or the F.O.P. who has a grievance shall present the same, in writing to the immediate supervisor within seven (7) calendar days from the date of the action. The letter must state the pertinent facts relating to the cause of the grievance. The supervisor shall then meet with the employee to discuss the grievance and shall respond with a decision within four (4) days, in writing, to the employee.
- Step 2. If satisfactory settlement is not reached under Step 1 hereof, then the aggrieved employee or the F.O.P. may, within seven (7) calendar days of receipt of the decision of the employee's supervisor, the employee may present the grievance to the Department Head in the form of a signed letter, within seven (7) days of the receipt of the decision of the employee's supervisor. The grievance shall then be discussed by the employee, the supervisor, and the Department Head in an attempt to resolve the matter. The Department Head shall notify the employee, in writing, of the decision within seven (7) days of the receipt of the grievance.
- Step 3. If the grievance is not settled by the department head to the satisfaction of the employee, the employee may appeal, in writing, to the City Administrator within ten (10) days of the receipt of the Department Head's decision. The City Administrator shall render a written decision on the grievance within ten (10) days of the completion of the hearing. The City Administrator shall decide if the action taken against the employee was appropriate.

Step 4. If the grievance is not settled by the City Administrator to the satisfaction of the employee, the employee may submit the matter to arbitration by sending a written Notice to Arbitrate to both the City Administrator and City Council within ten (10) calendar days of receiving the Step 3 response from the City Administrator. If the parties are unable to agree upon an arbitrator, the parties will request the Federal Mediation and Conciliation to submit a list of seven names to serve as arbitrator. The parties shall then select an arbitrator by alternately striking names from the list after flipping a coin to decide which party begins striking names first.

The arbitrator selected by the parties shall confer with the parties, hold a hearing, and issue a decision within thirty (30) days of the hearing. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact and reasoning. The arbitrator shall not amend, modify, nullify, or add to the provisions of the agreement. The decision of the arbitrator shall be submitted to the City, employee, and FOP. Any appeals of the arbitrator's decision shall be in accordance with the Uniform Arbitration Act. The costs of the services of the arbitrator shall be borne equally by the parties. Any other expenses incurred shall be paid by the party incurring the same.

The parties agree to meet and confer in an effort to identify witnesses and agree on the exchange of relevant documents. The Arbitrator may order responses to requests for information necessary to prepare for the hearing that the arbitrator believes is necessary to a full and fair exploration of the issues in dispute, consistent with the expedited nature of arbitration.

Section 9.2 Any time limitation provided herein may be waived or extended in writing by mutual agreement of the aggrieved employee or the F.O.P. and the City Administrator.

ARTICLE X PROBATIONARY EMPLOYEES

Section 10.1 The probationary period shall consist of the probationary service period which concludes twelve (12) months after his/her date of hire or date of certification, whichever is the latter, except in a case of a promotion or reclassification which period shall consist of twelve (12) months of actual employment in the new position. Any interruption of employment during either probationary period shall not be counted as part of the period. Approved paid leave not in excess of thirty (30) calendar days does not constitute an interruption of employment within the meaning of this Section from and after the effective date of this Agreement.

Section 10.2 At any time during the probationary period, the Department Head may remove an employee whose performance and/or attitude does not meet the required standards.

Section 10.3 At the completion of an employee's probationary period, the Chief shall notify the employee in writing whether the employee has met the required standards and whether or not the employee will continue in his/her position.

Section 10.4 An employee step raise procedure begins after six (6) months of employment, and then, as provided by current City policy until the top step in the applicable pay grade is attained.

ARTICLE XI PROMOTION

Section 11.1 If any position that is represented by the F.O. P. or will be represented by the F.O.P. in the future, except Police Officer should become vacant, competitive testing for the position shall be conducted within the Department so long as a qualified candidate shall present himself/herself.

ARTICLE XII

SENIORITY

Section 12.1 Seniority shall be based on continuous length of service in a classification without a break or interruption; provided, that any suspension for disciplinary purposes, absence on authorized leave with pay, absence on authorized leave without pay for ninety (90) days or less; or layoff for ninety (90) calendar days or less, shall not constitute a break or interruption of service within the meaning of this Section. Any layoff, authorized absence, or voluntary termination of employment without pay for more than ninety (90) calendar days shall result in an adjustment in seniority for all time on leave or layoff. Employees on military leave of absence shall be exempt from any adjustments to seniority due to the absence without pay.

Section 12.2 A list of employees arranged in order of seniority shall be maintained and made available for examination by employees, provided that the seniority list be revised and updated at the end of each contract year, a copy of the same shall be transmitted to the President of the F.O.P. within thirty (30) days from the effective date of the labor agreement.

Section 12.3 Where two (2) or more employees in the same classification are appointed on the same date, their seniority standing shall be determined in the order of their rank on the Certified Employee List of the Civil Service Commission from which their appointments are made.

Section 12.4 Seniority, as it applies to granting employees preference relative to holidays off and vacation leave, shall be based on continuous length of service with the York Police Department.

ARTICLE XIII LAY-OFF

Section 13.1 Whenever a reduction in work force becomes necessary, lay-off of a bargaining unit employee shall be made on the basis of: 1) the multiple job skills recently or currently being performed by the employee, 2) the knowledge, skills, and abilities of the employee, 3) the performance appraisal of the employee including any recent or pending disciplinary actions involving the employee, 4) the employment policies and staffing needs of the department together with contracts, ordinances, and statutes related thereto, 5) required federal, state, or local certifications or licenses, and 6) seniority accumulated as a sworn officer with the Police Department. The F.O.P. and the employee shall be notified fourteen (14) calendar days in advance of any anticipated lay-off.

Section 13.2 No regular employee shall be laid off from any classification while there are provisional, part-time, or seasonal employees working in the same classification.

Section 13.3 In the event an employee becomes subject to lay-off in his/her classification and is qualified to perform duties in a lower classification, he shall be permitted to take a position in the next lower classification at the classification's rate of pay and any employees in the lower classification subject to lay-off by virtue of the provisions of this Section shall be laid off in accordance with the provisions of Section 13.1 hereof. An employee appointed to such position in a lower classification shall be entitled to the rate of pay of the highest step level of that lower classification or his/her current rate of pay, whichever is lower.

Section 13.4 The names of regular employees who have been laid off shall be placed on a lay-off list, maintained by the City for a one-year period. The City shall rehire in reverse order of lay-off; provided such employees are otherwise qualified to perform the duties of the position. No new employees will be hired by the City until all laid off employees have been offered positions. If a laid off employee is offered and refuses employment, he/she may be removed from the layoff list.

Section 13.5 Where an employee has accepted a position in a lower classification by virtue of Section 13.3 or 13.4 hereof, he/she shall be recalled to his/her former position when the same becomes available in the reverse order of reduction for a period of up to 2 years.

ARTICLE XIV LEAVE

All leave under Article XIV is governed by the City of York Personnel Handbook (Effective January 26, 2026); with the exceptions listed below.

Section 14.1 Sick Leave-See Personnel Handbook.

Section 14.2 Vacation Leave

A. Vacation Leave

1. Scheduling of Vacations

The shift supervisor and/or Chief shall grant leave on the basis of the work requirements of the department, safety of the public, employee rest, and recognizing their wishes whenever possible.

2. Holidays

Holidays occurring during scheduled vacation leave shall not be charged against vacation leave, but against holiday leave.

Section 14.3 Accident and Injury Leave: Worker's Compensation

B. Accident and Injury Leave: Worker's Compensation

1. City Payments in Addition to Worker's Compensation

Employees receiving Worker's Compensation shall receive payment from the City for the difference between the Worker's Compensation pay and their standard wages.

Section 14.4 Bereavement Leave

C. Bereavement Leave

1. In the event of the death of any employee's father, mother, spouse, child, mother-in-law, father-in-law, sister, brother, sister-in-law, brother-in-law, grandparents, grandchildren, or household member, the employee will be allowed paid leave for reasonable and necessary absence for arrangement and attendance to said funeral not to exceed 36 hours. This may be extended to 60 hours with the approval of the department head.

ARTICLE XV
NON-DISCRIMINATION

Section 15.1 The parties hereby agree not to discriminate against any employees because of race, color, creed, sex, national origin, protected age, disability, marital status, sexual preference, religious or political affiliations, or F.O.P. membership.

Section 15.2 The parties hereby agree that no Officers, agents, representatives, members or anyone connected with either party shall in any manner intimidate, coerce, restrain, reward, entice or interfere with the rights of employees to form, join or assist labor organizations, or to refrain from any of these activities, including the right of employees to withdraw, revoke, or cancel F.O.P. membership.

Section 15.3 AD.A. Compliance. In order to allow the City to deal directly with disabled employees and to maintain confidentiality as required by the Americans with Disabilities Act, the F.O.P. hereby waives its right to object to the City's good faith efforts to comply with the Americans with Disabilities Act with respect to employees in the bargaining unit. This waiver shall include, but is not limited to, the City's direct dealing with employees in the bargaining unit with respect to accommodations, and the obligation of the City to maintain confidentiality with respect to medical conditions or medical histories of employees in the bargaining unit.

ARTICLE XVI
EMPLOYEE PERFORMANCE EVALUATION

Section 16.1 All personnel of the York Police Department shall be evaluated at the end of his or her initial six-month employment period. Each employee shall then be evaluated at least annually. Evaluations of personnel ranked below Sergeant will all be initially conducted by the Sergeant, if available, and if not, by the next highest Officer. All employee evaluations shall be subject to review by the next highest Officer, each review to take no longer than fifteen (15) days from the date of the preceding reviewer's report.

Section 16.2 The performance evaluation review may be the criteria for determining whether or not the employee being reviewed is eligible for promotion.

Section 16.3 The original of each employee's official performance review shall be maintained in the Officer's personnel file, kept by the Human Resources Director at City Hall. Said file is to be confidential.

ARTICLE XVII HOURS OF WORK

Section 17.1 The City and the F.O.P. will discuss any changes to the current work schedules before any changes are made.

Section 17.2 An employee shall, when possible, be allowed a thirty (30) minute lunch period when working an eight (8) hour day, and a forty-five (45) minute lunch break when working a ten (10) hour or a twelve (12) hour day. In addition, the employee, when possible, shall be allowed one fifteen (15) minute break every four (4) hours worked.

Section 17.3 Duty Shifts are comprised of two elements: a time-of-day element (Day, Night, or Swing) and a two-week cycle element (A/C or B/D). Preferences for one duty shift element will be bid in order of seniority prior to the 1st day of December, but no earlier than the 1st day of November. During the bid process, Officers and Sergeants shall submit a ranking to the Chief of Police of the following shift elements by order of priority, with 1 being the highest priority and 5 being the lowest priority. Sergeants may not select Swing shift:

SHIFT ELEMENTS:

- Day shift
- Night shift
- A/C two-week cycle
- B/D two-week cycle
- Swing shift (Officers only)

The Chief of Police shall assign Officers and Sergeants into duty shifts that include one element per Officer or Sergeant that is their highest available ranked element by order of seniority. If an employee's highest ranked element is no longer available due to being assigned to a more senior employee, then the Chief of Police shall assign the employee to a duty shift that includes the employee's highest ranked element that is still available. The Chief of Police chooses the second shift element to assign Officers and Sergeants into duty shifts that comprise of a time-of-day element and a two-week cycle element.

Duty shifts go into effect the first full pay period at the beginning of the new calendar year and will conclude the last pay period of the calendar year. The F.O.P and the City may mutually agree to rebid shifts any-time during the calendar year.

Officers may submit a request to trade shifts to the Chief of Police when both Officers agree it is mutually beneficial. The Chief of Police or his or her designee determines whether the trade can be made.

Section 17.4 Employees' regular work period shall be eighty (80) hours in a two-week period.

ARTICLE XVIII
OUTSIDE EMPLOYMENT AND EMPLOYEE DUTIES

Section 18.1 Subject to approval of the Department Head, outside Employment Without Uniform Employees shall be entitled to engage in outside employment which does not require the use of the official uniform as defined in the Department's Rules and Regulations and which is neither prohibited by the provisions of this Agreement nor the Department's Rules and Regulations, provided that the duties of the outside employment do not constitute a conflict of interest nor conflict with an employee's performance of his/her duties with the City of York.

Section 18.2 Subject to approval of the Department Head, outside Employment with Uniform Employees may be allowed to engage in outside employment which does require the use of the official uniform and which is not prohibited by the provisions of the Agreement provided that the duties of the outside employment do not constitute a conflict of interest nor conflict with an employee's performance of his/her duties with the City of York. This approved use shall include school events, County Fair, community events, and adult and teen activities within the City and County of York, Nebraska.

ARTICLE XIX
ATTENDANCE IN COURT, CONFERENCES AND OTHER MEETINGS

Section 19.1 An employee required to attend as a witness or in any other capacity directly related to the employee's official duties in any case pending in the County Court or District Court or before any Grand Jury proceedings, or in conference with the County Attorney or their assistants, or at any pretrial conference or any other related hearing or at any proceedings by any City, County, State or Federal government, or any of the subdivisions or agencies thereof during off-duty periods shall be entitled to compensation as though called back for regular duty.

Section 19.2 Employees attending City required, or City approved and job related training sessions, workshops, and conferences shall be paid at their regular rate of pay. The actual hours attending the training shall be considered as hours worked for the purposes of computing overtime. The actual hours will only include the time spent in the training sessions.

Section 19.3 Employees attending City required, or City approved and job related court, training sessions, workshops, or conferences at a site in excess of fifteen (15) one way road miles (by the most direct route) shall be paid travel time. Travel time shall be counted as hours worked for purposes of determining overtime. The following will be used for determining travel time by motorized vehicle; 50 miles will equal 1 hour.

Section 19.4 Newly hired officers attending the Nebraska Law Enforcement Training Center to obtain the certification required by Section 81-1414 of the Nebraska Revised Statutes shall be paid at their regular rate of pay. The actual time spent in the training sessions as they are scheduled shall be considered as hours worked for the purposes of computing overtime. Each attendee shall submit documentation of the scheduled training sessions to the Chief of Police at the end of each week of training. Travel time shall be computed following the guidelines established in Section 19.3 of this agreement.

Section 19.5 Union officials, not exceeding two (2), shall be granted leave from duty, without loss of pay, for all meetings between the City and the Union for the purpose of negotiating the terms of a collective bargaining agreement, so long as their absences do not result in a stoppage of work in the department.

ARTICLE XX HOLIDAYS

Section 20.1 Employees shall be granted the following paid holidays:

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve
Christmas Day
Martin Luther King Day
President's Day
Veteran's Day
Floating Holiday (12 hours)

Section 20.1 (a) After 15 years of service, an employee earns an additional Floating Holiday (12 hours)

Section 20.1 (b) After 25 years of service, an employee earns an additional Floating Holiday (12 hours) (for a total of three 12-hour Floating Holidays).

Section 20.2 All work performed on observed holidays shall be compensated at a rate of one- and one-half times the actual number of hours worked on such holidays, plus an additional eight (8), ten (10) or twelve (12) hours of pay at regular time, depending on which shift (hours) the employee is regularly scheduled to work. In the event an employee works a portion of a holiday, he shall be entitled to one- and one-half times the actual number of hours worked for that time, with the remainder of the time being paid as straight time in holiday pay.

In the event an employee takes an observed paid holiday off and the day is a regularly scheduled 8-, 10- or 12-hours day, the employee will be compensated for the regularly scheduled hours at regular pay at straight time.

When a holiday falls on a regular day off for an employee, that employee shall be compensated for twelve (12) hours of pay, in addition to his/her regular base pay, at straight time.

Employees called back to work on holidays or after being staffed-off on a holiday will be paid-twelve hours pay for the holiday and time and one-half for the actual hours worked.

ARTICLE XXI OVERTIME AND CALL-BACK PAY

Section 21.1 The following items will be regarded as hours worked for the purpose of computing overtime:

1. Hours worked.
2. Rest periods.
3. Job required court appearance.
4. When an employee is required to attend training sessions on his/her off-duty time, such time shall be considered time worked and subject to compensation.

Section 21.3 CALL BACK - If an employee is called to duty (including courttime) during his/her off duty time, such employee shall be paid for a minimum of two (2) hours. Call back time shall not be paid in the event an employee is called back to complete work which could have been done at the close of the shift.

Section 21.4 OVERTIME/COMPENSATORY TIME- Overtime may be taken either in wages or compensatory time, as determined by the employee. In the event the employee determines to accrue compensatory time, said time shall not exceed eighty (80) hours.

Utilization of compensatory time must be approved by the supervisors prior to the taking of said leave. The Employer will provide flexibility to employees in taking compensatory time when possible.

Section 21.5 Employer shall use the prevailing Fair Labor Standards Act criterion in determining overtime issues and overtime status of employees covered by this Agreement.

ARTICLE XXII UNIFORMS AND EQUIPMENT

Section 22.1 Each employee shall receive uniforms and equipment furnished by the City, at its expense.

Section 22.2 The City will replace or repair uniforms damaged in the line of duty. Accessories, such as watches and glasses, damaged in the line of duty will be repaired or replaced up to a reasonable sum. Invoices must be submitted. Incidents of the above nature shall be reported by the end of shift or the next workday to the supervising officer for their review and consideration.

Section 22.3 The City shall obtain and issue each employee a Protective Vest, within a reasonable period of time. Each year the FOP and Chief of police shall mutually agree on the product standards and brands of protective vest, using the most up to date information provided by reputable test sources and federal standards for protective vests. Such vest shall be of proper fit for the officer and in a safe, usable condition. The City shall replace the protective vest in the case of damage through no negligence of the Officer or upon expiration of the safety date.

Section 22.4 If the City orders any uniform style or color change or addition, the City shall pay to replace said uniforms, or any other equipment designated for change or addition.

Section 22.5 The City will pay to each employee, the amount of sixty-five dollars (\$65.00) per month to reimburse the employee for the cleaning of uniforms.

ARTICLE XXIII INSURANCE

Section 23.1 Employees and their families shall be entitled to enroll in the City's Group Health Insurance Program. The City shall pay one hundred (100) percent of the health insurance premiums for single coverage, and seventy (70) percent of the difference between single coverage and family coverage of health insurance premiums.

Section 23.2 In the event it becomes necessary to change the level of benefits, the City and one member appointed by the F.O.P. shall meet, discuss and agree upon alternative ways the City can maintain the level of benefits fundamentally equal to what is currently in effect as of September 21st, 2026, or to agree upon alternative benefit levels.

Section 23.3 The City shall provide life insurance for the employee in the amount equal to one (1) times their annual salary (rounded to the nearest \$1,000), at no expense to the employee.

Section 23.4 The City shall make available vision insurance and the premium shall be 100% paid by the employee.

Section 23.5 The City shall make available supplemental insurance and the premium shall be 100% paid by the employee.

Section 23.6 Employees and their families shall be entitled to enroll in the City's Group Dental Insurance Program. The City shall pay thirty-four (34) percent of the dental insurance premiums for single coverage and thirty-four (34) percent of the difference between single coverage and family coverage of dental insurance premiums.

ARTICLE XXIV
EDUCATION REIMBURSEMENT

Section 24.1 The City will not reimburse educational expenses where state funds exist for said purpose.

Section 24.2 The City will pay for educational reimbursement obligations committed to by the City prior to September 15, 2022.

ARTICLE XXV
SAFETY COMMITTEE

Section 25.1 In accordance with Section 48-443 through 48-445 of Nebraska Revised Statutes, The City has appointed a Safety Committee consisting of management and non-management personnel. The duties of said committee shall be in accordance with said Statutes and applicable rules and regulations as may be validly adopted and amended by the Nebraska Department of Labor. Representation of bargaining unit members shall be solicited.

ARTICLE XXVI
SAVINGS CLAUSE

Section 26.1 If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful or unenforceable, all other provisions of the Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE XXVII
MAINTENANCE OF STANDARDS

Section 27.1 Nothing contained in this Agreement shall be construed as repealing any lawfully recognized benefit provided through the City for employees of the Police Department, and no employee shall inadvertently suffer any loss of wages, hours or working conditions by reason of the signing of this Agreement.

Section 27.2 In the event of a conflict between this Agreement and the City of York's or the Department's policies, this Agreement shall control anything to the contrary.

ARTICLE XXVIII WAGES

Section 28.1 (1) Effective September 21st, 2026, employees in all F.O.P. job classifications/positions shall be compensated in accordance with the attached wage schedules for fiscal year 2026-2027 and 2027-2028 found in Appendix "A". Appendix "A" reflects a 3% pay increase at each step and across all pay lines in each F.O.P. job classification/position for fiscal year 2026-2027 as well as fiscal year 2027-2028. For fiscal year 2028-2029, the parties agree to reopen the contract solely for the purpose of establishing an across-the-board percentage increase for each step and all pay lines in each F.O.P. job classification/position; provided, however, that the parties may agree to make specific and individualized changes to particular classifications or steps based upon comparability data from CIR array members.

(2) If notice is given as provided in Article XXX, Section 30.3, then contract negotiations shall begin not later than May 21, 2029. Comparable First Class Cities shall be used during contract negotiations to determine a midpoint or higher wages.

Section 28.3 When an employee is promoted to a position having a higher pay grade, the rate of pay shall be no less than what the employee is making at the position that he/she is promoted from. The first step increase shall be after successful completion of the Probationary period, and then every twelve (12) months thereafter until the maximum step for the position is attained.

Section 28.4 An employee assigned as a Field Training Officer (FTO) for the training of new officers in the twelve (12) week Field Training Program, shall, in addition to their regular pay, receive an additional \$1.50 per hour during actual time with the new officer. The additional pay shall only apply to the specific pay periods that the employee is actually acting as a Field Training Officer and has a new officer with him/her. The FTO's supervisor shall authorize the request for additional pay for each pay period and it will be the responsibility of the employee to submit the proper paper work to the supervisor before the end of the affected pay period. The FTO must be certified in the Field Training Officer Program and must be approved by the Chief of Police.

Section 28.5. Any employee who is certified to instruct other employees in the Department shall receive an instructor incentive pay of \$250 payable at the end of the fiscal year. Any employee who has already obtained or earns a Bachelor's degree at any point before September 30, 2026 and September 30th, 2027 shall receive a \$250 incentive pay payable at the end of the fiscal year. Any employee who is designated to monitor and develop social media shall receive an incentive pay of \$250 payable at the end of the fiscal year. Employees who qualify for multiple incentives shall be paid the sum of the incentives.

The following instructor positions are qualified to receive incentive pay only if they instruct that course during the calendar year:

ARTICLE XXVIII

CPD/AED, Defensive Tactics, Emergency Vehicle Operations, Taser, Firearms
De-escalation, Active Threat, Anti-bias, Oleoresin Capsicum Spray

Section 28.6. When an officer works a full shift on their scheduled day off, and that effort leads to a weekly total of work hours that exceeds 80 hours in a regular two-week work period, then the officer shall receive \$100 in compensation. This is in addition to the pay or compensation that applies to the actual shift hours worked.

Section 28.7. An employee assigned to a Night duty shift (a duty shift where the time-of-day element is Night) shall receive an additional \$0.50 per hour as a Night shift differential for contract year September 21, 2026 through September 19, 2027, and \$0.75 per hour as Night shift differential Starting September 20, 2027. This differential does not apply to Swing Shift hours or call back hours. If the Chief of Police or his or her designee assigns a Day Shift or Swing Shift employee to serve on the Night shift for an emergency or staffing shortages for an 8, 10, or 12-hour shift then that employee will receive the Night shift differential for the actual hours worked on the Night shift in that pay period.

Section 28.8

Pay for Activity Related to Work

The Chief of Police or the City Administrator may grant employees administrative leave with pay for the following purposes:

- a. To participate in meetings, institutes, examinations, official funerals, and other activities directly related to work of the employee. Administrative leave granted to employees for this purpose shall be with pay to the extent of the normal workday or work week.
- b. To compete for positions in the City personnel system.
- c. To pay for activities related to work.

ARTICLE XXIX
WORKING OUT OF CLASSIFICATION

Section 29.1 An employee is entitled to additional compensation for working out of classification when the employee is designated by the Department Head to act in a higher job classification, meets the minimum qualifications of said position, and performs said duties for 40 or more hours within a pay period between September 21, 2026 and September 19, 2027 and 20 or more hours within a pay period between September 20, 2027 and September 17, 2028; or 12 or more hours within a pay period starting September 18, 2028 and beyond. The employee shall be compensated at a rate of 5% above the step in which the employee is currently paid or at step 1 of the higher classification; whichever is greater, for the actual hours worked at the higher classification.

ARTICLE XXX
TERM OF AGREEMENT

Section 30.1 This Agreement, with all of its terms, shall be in full force and effect during the entire period of negotiations for a modification of this Agreement and shall be extended until such time as a new or modified agreement is approved by both parties.

Section 30.2 This Agreement shall be automatically renewed from year to year thereafter unless either party desires to modify this Agreement September 21st, 2026 to and including September 30, 2029.

Section 30.3 This Agreement shall remain in full or any part thereof; it shall notify the other in writing no later than the first day of May, 2029. If such notice is given, negotiations shall begin no later than May 21, 2029.

Section 30.4 For contract year 2028-2029, the parties agree to reopen the contract solely for the purpose of establishing an across-the-board percentage increase for each step and all pay lines in each F.O.P. job classification/position; provided, however, that the parties may agree to make specific and individualized changes to particular classifications or steps if either party can demonstrate that wages are no longer comparable to the wages of the CIR array of communities.

ARTICLE XXXI WORK STOPPAGES

Section 31.1 Prohibition of Work Stoppages. The protection of the public health, safety, and welfare demands that neither the F.O.P. nor any individual City employee in the bargaining unit, or any person acting in concert with them will cause, sanction, or take part in any lockouts, strikes, slow downs, work stoppages, abnormal absenteeism, withholding of services or any other interference with the normal work routine of the City, including sympathy strikes, picket lines, or boycotts, for any reason whatsoever during the period of this Agreement.

Section 31.2 F.O.P. Obligations. The F.O.P., its officers, agents, and members agree that they will not authorize, ratify, permit, aid, assist, or participate in any strike, slow down, work stoppage or interference with operations, including sympathy strikes or boycotts, for any reason whatsoever. If any unauthorized strike, slow down, work stoppage, or interference with production, including a sympathy strike or boycott, occurs or is threatened, the F.O.P. agrees to use every means at its disposal to disavow, prevent, and terminate such unauthorized action and to maintain full operations.

ARTICLE XXXII SCOPE OF AGREEMENT

Section 32.1 Complete Agreement. The parties mutually agree that this contract and the City of York Personnel Handbook (Effective January 26, 2026) constitute the entire Agreement and understanding concerning all proper subjects of collective bargaining for the duration of the contract between the parties and supersedes all previous agreements. When this contract differs from the Personnel Handbook, the conditions of this contract apply. This contract shall not be modified, altered, changed, or amended in any respect unless in writing and signed by both parties. The City may change, modify, or eliminate the guidelines/policies in this Handbook. Union leadership will be notified and unions allowed to reopen contract renegotiations prior to changes, modifications, or elimination of guidelines/policies in this handbook.

There are no oral agreements nor is this Agreement based upon any oral representation covering the subject matter of this agreement.

Section 32.2 Interpretation. This Agreement has been executed in accordance with the statutes and laws of the State of Nebraska and the United States of America, and any dispute, disagreement, or litigation arising under this Agreement shall be adjudged in accordance with the statutes and laws of the State of Nebraska and of the United States of America.

Section 32.3 C.I.R. Waiver. As a result of negotiations, and in consideration of this entire collective bargaining agreement, the F.O.P., on behalf of all of its members, and the City, and all its representatives, hereby knowingly, intelligently, and voluntarily waive their rights to file any proceedings with the Nebraska Commission of Industrial Relations alleging lack of comparability with respect to any wages and fringe benefits, or any other conditions of employment with respect to the time period between September 21st, 2026 through September 30th, 2029.

Section 32.4 Negotiations. The parties agree that the negotiations preceding the signing of this Agreement included negotiations on all proper subjects of bargaining and that all negotiations were conducted in accordance with all applicable federal and state requirements.

IN WITNESS HEREOF, said parties have caused duplicate copies hereof to be executed by their duly authorized representatives on this ____ day of _____, 2026.

WITNESS:

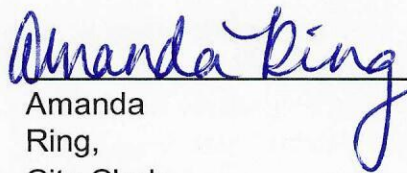
CITY OF YORK, NEBRASKA

Amanda Ring,
City Clerk

Barry Redfern
Mayor

WITNESS:

FRATERNAL ORDER OF POLICE
YORK, LODGE #31



Amanda
Ring,
City Clerk



Sgt. Brit Koch
President, FOP #31

APPENDIX A

CITY OF YORK - POLICE DEPARTMENT
2026-2027 PAY SCHEDULES (Effective September 21, 2026)

Pay Grade		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 7.5</u>
P1 OFFICER	Monthly	5512.57	5734.73	5969.28	6204.02	6445.26	6705.17	6978.26	7117.82
	Annual	66,151	68,817	71,631	74,448	77,343	80,462	83,739	85,414
	Hourly	31.803	33.085	34.438	35.792	37.184	38.684	40.259	41.064
	Bi-weekly	2544.26	2646.80	2755.05	2863.40	2974.74	3094.69	3220.73	3285.15
P2 SERGEANT	Monthly	6257.79	6508.97	6771.92	7047.44	7341.43	7653.28	7971.82	8131.26
	Annual	75,093	78,108	81,263	84,569	88,097	91,839	95,662	97,575
	Hourly	36.103	37.552	39.069	40.658	42.354	44.154	45.991	46.911
	Bi-weekly	2888.21	3004.14	3125.50	3252.67	3388.35	3532.28	3679.30	3752.89

APPENDIX A

CITY OF YORK - POLICE DEPARTMENT PAY SCHEDULES (Effective September 20, 2027)

Pay Grade		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
P1 OFFICER	Monthly	5677.95	5906.78	6148.36	6390.14	6638.62	6906.32	7187.61	7475.11
	Annual	68,135	70,881	73,780	76,682	79,663	82,876	86,251	89,701
	Hourly	32.757	34.078	35.471	36.866	38.300	39.844	41.467	43.126
	Bi-weekly	2620.59	2726.20	2837.70	2949.30	3063.98	3187.53	3317.36	3450.05
P2 SERGEANT	Monthly	6445.52	6704.24	6975.07	7258.87	7561.68	7882.88	8210.97	8539.41
	Annual	77,346	80,451	83,701	87,106	90,740	94,595	98,532	102,473
	Hourly	37.186	38.678	40.241	41.878	43.625	45.478	47.371	49.266
	Bi-weekly	2974.86	3094.26	3219.27	3350.25	3490.00	3638.25	3789.68	3941.27

APPENDIX B

AUTHORIZATION FOR PAYROLL DEDUCTION

FRATERNAL ORDER OF POLICE LODGE #31

Effective _____, I hereby request and authorize you to deduct from my earnings each payroll period, the amount of \$_____ totaling \$_____ per calendar year of my gross income for regular payment to the FRATERNAL ORDER OF POLICE, LODGE #31. These authorizations are revocable at any time upon giving written notice, pursuant to Article IV, Check-Off, Section 4.1 to the City Clerk of the City of York.

Employee's Signature

Social Security# _____

First Name	M.I	Last Name	Date
------------	-----	-----------	------

Street Address	City	State	Zip
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APPENDIX A

AN AGREEMENT BETWEEN
THE CITY OF YORK, NEBRASKA
AND
THE YORK PROFESSIONAL FIRE FIGHTERS, LOCAL 1648

FOR THE PERIOD OF
SEPTEMBER 21ST, 2026 THROUGH SEPTEMBER 17TH, 2028

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ARTICLE I
RECOGNITION

Section 1.1 The City recognizes the York Professional Fire Fighters Local 1648 as the sole and exclusive collective bargaining representative for the positions of: Fire Medic I, Fire Medic II, Fire Medic IV, and Fire Captain of the York Fire Department.

ARTICLE II
DEFINITIONS

Section 2.1 For the purposes of the agreement, the following words, terms, and phrases shall be construed in accordance with the definitions assigned to them unless the context in which the same shall be used would otherwise necessarily require a different definition.

Section 2.2 Department shall mean the Fire Department of the City of York, Nebraska.

Section 2.3 Employee shall mean any employee represented by the York Professional Fire Fighters Local 1648.

Section 2.4 Department Head shall mean the Fire Chief of the City of York, Nebraska. Section 2.5 City, or Employer, shall mean the City of York, Nebraska.

Section 2.6 YPFL shall mean the York Professional Fire Fighters Local 1648.

Section 2.7 Bargaining unit members shall mean Fire Medic I, Fire Medic II, Fire Medic III, and Fire Captains employed by the City of York.

Section 2.8 Retirement shall mean twenty (20) years of continuous service or age fifty-five (55), which ever shall occur sooner.

ARTICLE III

CHECK-OFF

Section 3.1 The City shall deduct regular annual YPFL dues from the pay of each employee covered by this agreement, provided that at the time of such deduction there is in possession of the City Clerk's Office of the City a current written agreement, executed by the employee, in the form and according to the terms of an authorization form to make such deduction, attached thereto, marked Appendix B, and made a part hereof. The employee may revoke such authorization at any time by giving written notice thereof to the City Clerk's Office.

Section 3.2 Previously signed and unrevoked written authorization shall continue to be effective as to employees reinstated following layoff, leave of absence, or suspension not exceeding sixty (60) days; previous authorization of other employees rehired or reinstated shall not be considered to be effective.

Section 3.3 Such authorization shall be divided equally between the twenty-six (26) pay periods of each calendar year and will be remitted to the duly designated YPFL Official on a monthly basis. The YPFL shall advise the City Clerk's Office in writing of the name of such official.

Section 3.4 The City shall not be liable for the remittance payment of any sums other than those constituting actual deductions made; and if for any reason it fails to make a deduction for any employee as above provided, it shall make that deduction from the employee's next pay period in which the YPFL dues are normally deducted after written notification to the City Clerk's Office of the error. If the City makes an overpayment to the YPFL, the City will deduct that amount from the next remittance to the YPFL. The YPFL agrees to indemnify and hold the City harmless against any and all claims, suits, and orders of judgements brought against the City as a result of any action taken or not taken by the City under the provisions of this article.

ARTICLE IV

LEAVE

Section 4.1 SICK LEAVE – Each full-time employee working 24-hour shifts, shall accrue sixteen (16) hours of paid sick leave per month or one hundred ninety-two (192) hours per year. Sick leave will be accrued per pay period (7.39 hours per pay period). Sick leave shall not accrue beyond one thousand, four hundred and sixty (1,460) hours.

Upon death or retirement from the City, the employee shall receive pay for fifty percent (50%) of current accumulated sick leave to a maximum of seven hundred thirty (730) hours paid.

Section 4.2 HOLIDAYS – When a holiday falls on a scheduled working day, the employee shall be compensated at a rate of two times his/her regular base pay for actual time worked.

When a holiday falls on a regular day off, the employee shall be compensated for twelve (12) hours in addition to his/her regular base pay at straight time. Employees shall be granted the following paid holidays:

New Years Day
Martin Luther King Jr. Day
President's Day
Memorial Day
Independence Day
Labor Day
Veterans Day
Thanksgiving Day
Day After Thanksgiving Day
Christmas Eve
Christmas Day

In addition to the eleven (11) set holidays, employees may take one paid 24 hour shift off each calendar year as a floating holiday. The timing of the floating holiday must be approved at least two (2) weeks in advance.

Section 4.3 VACATION LEAVE – Fulltime regular employees shall become eligible for vacation based upon length of service as follows:

144 hours per year for the first four years of employment
(6 twenty-four-hour shifts)
180 hours per year after the fifth anniversary of employment
(7.5 twenty-four-hour shifts)
216 hours per year after the tenth anniversary of employment
(9 twenty-four-hour shifts)
240 hours per year after the fifteenth anniversary of employment
(10 twenty-four-hour shifts)

288 hours per year after the twentieth anniversary of employment
(12 twenty-four-hour shifts)

Vacation leave is accrued per pay period (26 pay periods per year). Effective January 1st, 2017, all employees maximum allowable vacation accrual is their current year's accrual plus 53 hours. Effective January 1st, 2017, employees will not accrue more than the maximum as defined above. Employees must account for per period vacation leave accrual independently, as not to miss an accrual because they have reached the maximum.

Section 4.4 COMPENSATORY TIME – Full time employees may take overtime in wages or compensatory time, as determined by the employee. In the event the employee determines to accrue compensatory time, said time shall not exceed one hundred twenty (120) hours. Compensatory time earned must be taken within one year of being earned. Compensatory time is to be managed by the Fire Chief.

Section 4.5 MILITARY LEAVE – Employees, who are members of the National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air Force Reserve, and Coast Guard Reserve, shall be entitled to a military leave of absence from their respective duties, without loss of pay, when employed with or without pay under the orders or authorization of competent authority in the active service of the state or of the United States. Employees shall receive a military leave of absence of one hundred sixty-eight (168) hours each calendar year. Such military leave of absence may be taken in hourly increments and shall be in addition to the regular annual leave of the employee. When the Governor of this state declares that a state of emergency exists and any employees are ordered to active service of the state, a state of emergency leave of absence will be granted until such member is released from active service of the state by a competent authority. A military leave of absence shall not be used during a state of emergency declared by the Governor. Other forms of leave may be granted. During a state of emergency leave of absence because of the call of the Governor, any employee subject to this section shall receive his or her normal salary or compensation minus the state active-duty base pay her or she receives in active service of the state.

ARTICLE V

MAINTENCE OF STANDARDS

Section 5.1 Nothing contained in this Agreement shall be construed as repealing any lawfully recognized benefit provide through the City for employees of the bargaining unit, and no employee shall inadvertently suffer any loss of wages, hours, or working conditions by reason of the signing of this Agreement.

Section 5.2 In the event of a conflict between this Agreement and the City or York's or the Department's policies, this Agreement shall control anything to the contrary.

ARTICLE VI

WAGES

Section 6.1 - Employees shall be compensated in accordance with the attached wage scale, Appendix "A"

Section 6.2 – The Wages in Appendix "A" represent:

2026-2027: Captains – 2.5% Increase plus 3% Cost of Living Increase

FireMedic I, II, and III – 3% Cost of Living Increase

2027-2028: Captains – 2.5% Increase plus 3% Cost of Living Increase

FireMedic I, II, and III – 2% Increase plus 3% Cost of Living Increase

For all bargaining unit employees, wages for 2026-2027 will become effective on **September 21st, 2026**; and wages for 2027-2028 will become effective on **September 20th, 2027**.

Section 6.3 - When a full-time employee, working 24-hour shifts, takes paid vacation, paid sick leave, or a floating holiday in the pay week that he/she is scheduled for three (3) shifts, the employee will be paid time and one-half (1.5) for hours paid over fifty-three (53). This does not apply if the employee is using compensatory time.

ARTICLE VII

WORKING OUT OF CLASSIFICATION

Section 7.1 – When a full-time employee, working 24-hour shifts, is assigned to act as Captain, and performs said duties; the employee shall be compensated at a rate of 5% above the step in which the employee is currently paid for the actual hours worked as Captain starting with the first hour worked, so long as the assignment is for twelve (12) consecutive hours.

Section 7.2 When a Captain is assigned, per the process established in the York Fire Department Regulations, to act as Acting Fire Chief and performs said duties, the employee shall be compensated at a rate of 5% above the step in which the employee is currently paid for up to 40 hours per week of the hours worked by the Acting Fire Chief starting from the first hour worked.

ARTICLE VIII
LONGEVITY PAY

Section 8.1 – All bargaining unit employees will no longer accrue longevity pay at the rate of one (1) percent of base pay for each five (5) years of continuous service. The longevity pay that the bargaining unit employees have earned will become part of their base pay as outlined in Appendix “A”.

ARTICLE IX
INSURANCE

Section 9.1 Employees and their families shall be entitled to enroll in the City’s Group Health Insurance Program. The City shall pay one hundred (100) percent of the health insurance premiums for single coverage and seventy (70) percent of the difference between single coverage and family coverage of health insurance. The employee shall pay zero (0) percent of the health insurance premiums for single coverage and thirty (30) percent of the difference between single coverage and family coverage of health insurance.

ARTICLE X
STEP INCREASES

Section 10.1 All bargaining unit employees shall be given a step increase after successful completion of their six (6) month probationary period. All bargaining unit employees shall then receive a step increase each year after the employee’s anniversary date, upon satisfactory performance review. The anniversary date of the employee shall be the date upon which employment started with the city.

ARTICLE XI
TERM OF AGREEMENT

Section 11.1 This Agreement, with all of its terms, shall be in full force and effective from September 21st, 2026 to, and including September 17th, 2028.

Section 11.2 This Agreement shall remain in full force and effect during the entire period of negotiations for a modification of this Agreement and shall be extended until such time as both parties approve a new or modified agreement.

Section 11.3 This Agreement shall be automatically renewed from year to year thereafter unless either party desires to modify this Agreement or any part thereof; it shall notify the other in writing no later than the first day of June.

ARTICLE XII

C.I.R. WAIVER

Section 12.1 As a result of negotiations, and in consideration of this entire collective bargaining agreement, the YPFL, on behalf of all its members, and the City, and all its representatives, hereby knowingly, intelligently, and voluntarily waive their rights to file any proceedings with the Nebraska Commission of Industrial Relations alleging lack of comparability with respect to any wages and fringe benefits, or any other conditions of employment with respect to the time period between September 21st, 2026 through September 17th, 2028.

XIII

UNION BUSINESS

Section 13.1 Union officials, not exceeding two (2), shall be granted leave from duty, without loss of pay, for all meetings between the City and the Union for the purpose of negotiating the terms of a collective bargaining agreement, so long as their absences do not result in a stoppage of work in the department.

Union officials, not exceeding two (2), shall be granted paid leave from duty for the purpose of attending Union meetings, conventions, or educational conferences when it has been determined by the Fire Chief that such absences will not hinder the effective operations of the department. Such leave shall be contingent upon a written request by the Union official and approval by the Fire Chief or his/her designee not less than two (2) weeks in advance of the requested leave dates. Such paid leave shall not collectively exceed seventy-two (72) hours for all Union officials any one calendar year.

Union officials will only be paid for hours in attendance at such Union meetings, conventions, or educational conferences when the Union employee attends on a regularly scheduled workday.

XIV

PRECEPTOR PAY

Section 14.1 When a full-time employee is assigned to act as an EMS Preceptor and performs said duties; the employee shall be compensated an additional rate of one dollar (\$1.00) per hour during which time the preceptor duties occur for 2026-2027, and at rate of one dollar and fifty cents (\$1.50) per hour for 2027-2028.

XV

VOLUNTARY EMPLOYEE BENEFIT ASSOCIATION (VEBA)

Section 15.1 The Union shall have the option during the life of this Agreement to direct the City to make mandatory salary deferrals for all members covered by this Agreement, at which time the City shall commence making an ongoing per pay period mandatory salary deferrals to a VEBA Trust Fund designated by the Union to pay any legally authorized IRS 213(d) healthcare expenses.

The mandatory salary deferral amount shall be determined by the Union and be deducted from the employee's paycheck on a pre-tax basis. At the time of retirement, employees shall have their Vacation and Sick Leave payout converted to VEBA Trust Fund contributions. The contributions will be made directly from the employer to the VEBA Trust with no individual election by the member.

XVI

BILINGUAL CERTIFICATION

Section 16.1 Members of the bargaining unit who demonstrate the ability to effectively communicate in Spanish and English, shall receive an additional five (5) percent of their respective base salaries. All bargaining unit employees receiving bilingual pay shall be required to show proof of certification and shall be required to recertify (test) every two years to demonstrate competency. This test shall be a verbal skills test paid for by the City and conducted by an outside language skills professional, instructor, or agency. If any employee fails to recertify, the employee may choose to recertify at their own expense, or the employee may test again in one year. Employees receiving this pay are required to speak the second language in the course and scope of their employment when it is necessary and may be asked to assist in translating.

XVII

MATERNITY POLICY

Section 17.1 Upon confirming pregnancy with FMLA paperwork, the employee will notify her immediate supervisor, who will in turn notify the Chief. In addition to the standard protections offered by the personnel manual and federal law, the employee shall have the option to be temporarily assigned to non-suppression duties. The employee shall be returned to normal duty after the end of the pregnancy.

XVIII

FOOTWEAR REIMBURSEMENT

Section 18.1 Beginning January 1st, 2027, all bargaining unit employees shall be reimbursed up to one hundred dollars (\$100) per year to purchase duty footwear. To receive reimbursement, employees must submit an itemized receipt of their footwear purchase.

XIX

INTERVIEW PANEL

Section 19.1 One Union representative can present a question to the Civil Service Board prior to interviews for a new Fire Chief. A Union representative may be present for the interview questions and provide input to the Civil Service Members after the interviewer answers the questions. The Union representative will not be present for Civil Service Member deliberation of the candidates nor for the conversation of the ranking of the candidates.

IN WITNESS HEREOF, said parties have caused duplicate copies hereof to be executed by their duly authorized representative on this ____ day of _____, 2026.

WITNESS:

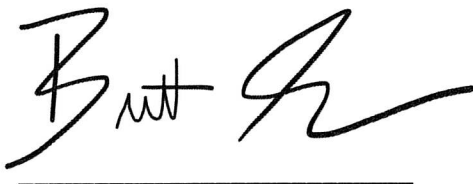
CITY OF YORK, NEBRASKA

City Clerk

Mayor

WITNESS

YORK PROFESSIONAL FIRE FIGHTERS LOCAL 1648 – YORK, NEBRASKA



President

APPENDIX A

CITY OF YORK - FIRE DEPARTMENT
2026-2027 PAY SCHEDULES (Effective 9/21/2026)

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
F1	M	4461.87	4658.25	4864.22	5080.04	5305.66	5542.25	5789.52	6071.29
FM1	A	53,542	55,899	58,371	60,961	63,668	66,507	69,474	72,855
EMT	H	25.742	26.875	28.063	29.308	30.610	31.974	33.401	35.027
	B	2059.32	2149.96	2245.02	2344.64	2448.76	2557.96	2672.09	2802.13
Hourly (53 hr/wk)		19.428	20.283	21.179	22.119	23.102	24.132	25.208	26.435
F2	M	4738.95	4948.56	5168.11	5397.86	5638.14	5889.56	6153.39	6450.64
FM2	A	56,867	59,383	62,017	64,774	67,658	70,675	73,841	77,408
***EMTI &	H	27.340	28.549	29.816	31.142	32.528	33.978	35.500	37.215
EMT ADV	B	2187.21	2283.95	2385.28	2491.32	2602.22	2718.26	2840.02	2977.22
Hourly (53 hr/wk)		20.634	21.547	22.503	23.503	24.549	25.644	26.793	28.087
F3	M	4977.90	5203.22	5439.32	5686.83	5945.74	6217.33	6502.22	6793.47
FM3	A	59,735	62,439	65,272	68,242	71,349	74,608	78,027	81,522
Paramedic	H	28.719	30.019	31.381	32.809	34.302	35.869	37.513	39.193
	B	2297.49	2401.49	2510.46	2624.69	2744.19	2869.54	3001.03	3135.45
Hourly (53 hr/wk)		21.674	22.656	23.684	24.761	25.889	27.071	28.312	29.580
F4.5	M	5659.97	5928.53	6210.34	6506.44	6817.35	7143.38	7486.16	7846.02
FM5	A	67,920	71,142	74,524	78,077	81,808	85,721	89,834	94,152
CAPTAIN	H	32.654	34.203	35.829	37.537	39.331	41.212	43.189	45.266
	B	2612.29	2736.24	2866.31	3002.97	3146.47	3296.94	3455.15	3621.24
Hourly (53 hr/wk)		24.644	25.814	27.041	28.330	29.684	31.103	32.596	34.163

The following employees will also receive a pay adjustment based on the 2019-20 contract:

	GRADE	STEP	PAY SCALE	HOURLY ADJ.	2025-26 PAY RATE
Roy Nickels	F5	8	34.163	0.863	35.026
Matt Nunnenkamp	F5	8	34.163	0.216	34.379
Brian Quick	F5	8	34.163	0.247	34.410
Erick Brekke	F2	8	28.087	0.199	28.286
Brett Sorensen	F3	8	29.580	0.216	29.796

EMT ADV Added in 2022 for Brekke and Palik as well as future designation for EMT Advanced.

APPENDIX A

CITY OF YORK - FIRE DEPARTMENT
2027-2028 PAY SCHEDULES (Effective 9/20/2027)

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
F1	M	4687.64	4893.96	5110.34	5337.09	5574.12	5822.68	6082.47	6378.50
FM1	A	56,252	58,727	61,324	64,045	66,889	69,872	72,990	76,542
EMT	H	27.044	28.234	29.483	30.791	32.158	33.592	35.091	36.799
	B	2163.52	2258.75	2358.62	2463.27	2572.67	2687.39	2807.29	2943.92
Hourly (53 hr/wk)		20.411	21.309	22.251	23.238	24.270	25.353	26.484	27.773
F2	M	4978.74	5198.96	5429.62	5670.99	5923.43	6187.57	6464.75	6777.04
FM2	A	59,745	62,387	65,155	68,052	71,081	74,251	77,577	81,324
***EMTI &	H	28.723	29.994	31.325	32.717	34.174	35.698	37.297	39.098
EMT ADV	B	2297.88	2399.52	2505.98	2617.38	2733.89	2855.80	2983.73	3127.86
Hourly (53 hr/wk)		21.678	22.637	23.641	24.692	25.791	26.942	28.148	29.508
F3	M	5229.78	5466.51	5714.55	5974.58	6246.60	6531.92	6831.24	7137.21
FM3	A	62,757	65,598	68,575	71,695	74,959	78,383	81,975	85,647
Paramedic	H	30.172	31.538	32.969	34.469	36.038	37.684	39.411	41.176
	B	2413.74	2523.00	2637.49	2757.50	2883.05	3014.73	3152.88	3294.10
Hourly (53 hr/wk)		22.771	23.802	24.882	26.014	27.199	28.441	29.744	31.076
F5	M	6274.14	6571.84	6884.23	7212.47	7557.11	7918.52	8298.49	8697.40
FM5	A	75,290	78,862	82,611	86,550	90,685	95,022	99,582	104,369
CAPTAIN	H	36.197	37.914	39.717	41.610	43.599	45.684	47.876	50.177
	B	2895.76	3033.16	3177.34	3328.83	3487.90	3654.70	3830.07	4014.19
Hourly (53 hr/wk)		27.318	28.615	29.975	31.404	32.905	34.478	36.133	37.870

The following employees will also receive a pay adjustment based on the 2019-20 contract:

	GRADE	STEP	PAY SCALE	HOURLY ADJ.	2025-26 PAY RATE
Roy Nickels	F5	8	37.870	0.863	38.733
Matt Nunnenkamp	F5	8	37.870	0.216	38.086
Brian Quick	F5	8	37.870	0.247	38.117
Erick Brekke	F2	8	29.508	0.199	29.707
Brett Sorensen	F3	8	31.076	0.216	31.292

EMT ADV Added in 2022 for Brekke and Palik as well as future designation for EMT Advanced.

APPENDIX B

**Authorization for Payroll Deduction
York Professional Fire Fighters Association**

Effective _____, I hereby request and authorize you to deduct from my earning each payroll period, the amount of \$15.00, totaling \$390.00 per calendar year and make same in payment to York Professional Fire Fighters Local 1648. This authorization is revocable at any time upon giving written notice to the City Clerk of the City of York, NE.

This assessment will be for 26 pay periods.

Union Member Name

Signature

Address

Date

RESOLUTION NO. 2026-25

BE IT RESOLVED that the Mayor and City Council of the City of York, Nebraska, hereby fix and prescribe job classifications, pay grades and set maximum wage levels at step 7 of the Pay Range Schedule to become effective on September 21, 2026, pursuant to authority granted in Ordinance No. 2447 of the City of York. BE IT FURTHER RESOLVED that the 2026-2027 budget includes funds required to defray these salary adjustments.

Title		Pay Grade	Title		Pay Grade
*	Airport Operations Manager	46.0		Maintenance Worker I w/o CDL	35.0
*	Asset Manager/Planning Director	45.5		Maintenance Worker I w/CDL	35.5
	Deputy City Clerk/Treasurer	39.5		Maintenance Worker II w/CDL	36.5
	Ballfield Complex Maint. Supr.	40.0		Maintenance Worker III w/CDL	38.0
	Building Inspector	43.5		Museum Complex Coordinator	40.0
*	City Administrator	60.0	*	Parks & Recreation Director	50.0
*	City Attorney – Part Time	44.0		Parks Supervisor	45.0
*	City Clerk	48.5		Plant Operator I – Wastewater	39.0
*	City Treasurer	50.5		Plant Operator II – Wastewater	41.5
	Convention Center Coordinator	36.5		Plant Operator III – Wastewater	44.0
*	Convention Center Director	47.5		Plant Superintendent – Wastewater	47.0
	Custodian I	30.5	*	Police Captain	49.5
	Custodian II	34.5	*	Police Chief	52.0
	Custodian Supervisor	36.0		Police Officer	P-1
	Equipment Mechanic	42.5		Police Sergeant	P-2
	Fire Captain	F-4.5		Public Works Clerk	36.5
*	Fire Chief	52.0	*	Public Works Director – Engineer	53.5
	Fire Medic I	F-1	*	Public Works Director – Non-Engineer	51.5
	Fire Medic II	F-2	*	Project Manager	45.5
	Fire Medic III	F-3		Records Administrator	37.0
	Foreman I	40.5	*	Recreation Coordinator	41.0
	Foreman II	42.5		Secretary I	34.0
*	Human Resources Director	50.0		Secretary II	35.5
	Laborer	35.0		Street Supervisor	45.0
	Landfill Clerk	35.0		Support Services Officer	35.5
	Landfill Operator	37.5		System Operator I – Water	37.0
	Landfill Superintendent	41.5		System Operator II – Water	40.0
	Librarian	35.5		Utilities Billing Manager	39.5
	Library Assistant III	35.5		Water Superintendent	47.0
*	Library Director	47.5		YPR Clerk	36.5

(*denotes exempt employee)

PASSED AND APPROVED THIS 3rd day of September, 2026.

Amanda Ring, City Clerk

Barry Redfern, Mayor

ORDINANCE NO. 2445

AN ORDINANCE TO AMEND PORTIONS OF CHAPTER 54 OF THE MUNICIPAL CODE OF THE CITY OF YORK, NEBRASKA, PRESCRIBING SEWER RATES, REPEAL OF ALL ORDINANCES IN CONFLICT HEREWITH, AND PROVIDING FOR THE EFFECTIVE DATE OF SAID ORDINANCE.

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

Section 1.

Sec. 54-135 Schedule of Rates (Commercial and Residential)

- | | | |
|-----|--|------------|
| (a) | Usage Charge per 100 cubic feet | \$2.48 |
| | Usage Charge over 1,000,000 cubic feet | \$3.00 |
| (b) | The bi-monthly rates to be charged to users shall be determined by meter size, as follows: | |
| | Minimum per household | \$61.27 |
| | 5/8 and 3/4 inch | \$61.27 |
| | 1 inch | \$98.40 |
| | 1 ½ inch | \$256.78 |
| | 2 inch | \$435.19 |
| | 3 inch | \$888.67 |
| | 4 inch | \$1,643.92 |
| | 6 inch | \$3,206.12 |

The balance of said section to remain unchanged.

Section 2. All ordinances and parts of ordinances in conflict herewith are hereby repealed.

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

PASSED AND APPROVED by the York City Council this 3rd day of September, 2026.

Barry Redfern, Mayor

ATTEST:

Amanda Ring, York City Clerk

ORDINANCE NO. 2446

AN ORDINANCE TO AMEND A PORTION OF CHAPTER 40, GARBAGE AND TRASH, REPEAL OF ALL ORDINANCES IN CONFLICT HEREWITH AND PROVIDING FOR THE EFFECTIVE DATE OF THIS ORDINANCE.

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

Section 1. That Chapter 40, Garbage and Trash, be amended as follows:

Sec. 40-41 Rates for use of solid waste management facility:

The following rates shall be charged for receiving of garbage, junk, refuse, rubbish or solid waste at the solid waste management facility and any other approved disposal facility:

The following rates will be effective October 1, 2026:

Disposal Fees:

Minimum Charge (flat fee).....	\$20.00
MSW/Landfill Disposal, Per Ton.....	\$73.00
Trees and Yard Waste, Per Ton.....	\$48.00
Construction & Demolition Site; Per Ton	\$58.00
Special Waste, Per Ton.....	\$146.00
Concrete/Brick/Dirt, Per Ton.....	\$15.00
Appliances, Each.....	\$15.00
Mattress & Box Springs Surcharge, Each	\$20.00

Tires

Smaller than 17", Each.....	\$10.00
On Rim.....	\$25.00
18" to 24", Each.....	\$15.00
On Rim.....	\$35.00
25" and Larger, Each.....	\$30.00
On Rim.....	\$80.00

Conveyances not removed from the landfill site by the closing hour will be charged for the incremental time on site after the closing hour at the rate of one hundred (\$100.00) dollars per hour.

Conveyances not covered will be charged a fee equal to two (2) times the disposal rate.

Section 2. That said fees shall be in full force and effect October 1, 2026.

Section 3. That all ordinances and parts of ordinances in conflict herewith are hereby repealed.

Section 4. That this ordinance shall be in full force and effect from and after its passage, approval and publication.

PASSED AND APPROVED this 3^d day of September, 2026.

Barry Redfern, Mayor

ATTEST:

Amanda Ring, York City Clerk

ORDINANCE NO. 2447

AN ORDINANCE OF THE CITY OF YORK, NEBRASKA TO ADOPT A PAY SCHEDULE SETTING FORTH PAY GRADES AND STEPS FOR CITY EMPLOYEES TO BE EFFECTIVE SEPTEMBER 21, 2026; TO REPEAL ALL ORDINANCES IN CONFLICT HERewith; AND TO PROVIDE FOR AN EFFECTIVE DATE FOR THIS ORDINANCE.

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

Section 1. The pay schedules for City of York employees for the 2026-2027 fiscal year effective September 21, 2026 attached hereto are hereby adopted.

Section 2. All ordinances and parts of ordinances in conflict herewith are hereby repealed.

Section 3. This ordinance take effect and be in full force and effect from and after its passage, approval, and publication as provided by law.

PASSED AND APPROVED by the York City Council this 3rd day of September, 2026.

Barry Redfern, Mayor

ATTEST:

Amanda Ring, City Clerk

CITY OF YORK								
2026-2027 PAY SCHEDULES (Effective 9/21/26)								
Pay								
Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
30.0	M	2701.55	2836.62	2978.46	3127.38	3283.75	3447.94	3620.33
	A	32,419	34,039	35,741	37,529	39,405	41,375	43,444
	H	15.586	16.365	17.183	18.043	18.945	19.892	20.887
	B	1246.87	1309.21	1374.67	1443.41	1515.58	1591.35	1670.92
30.5	M	2769.09	2907.54	3052.92	3205.56	3365.84	3534.13	3710.84
	A	33,229	34,890	36,635	38,467	40,390	42,410	44,530
	H	15.975	16.774	17.613	18.494	19.418	20.389	21.409
	B	1278.04	1341.94	1409.04	1479.49	1553.47	1631.14	1712.70
31.0	M	2836.62	2978.46	3127.38	3283.75	3447.94	3620.33	3801.35
	A	34,039	35,741	37,529	39,405	41,375	43,444	45,616
	H	16.365	17.183	18.043	18.945	19.892	20.887	21.931
	B	1309.21	1374.67	1443.41	1515.58	1591.35	1670.92	1754.47
31.5	M	2907.54	3052.92	3205.56	3365.84	3534.13	3710.84	3896.38
	A	34,890	36,635	38,467	40,390	42,410	44,530	46,757
	H	16.774	17.613	18.494	19.418	20.389	21.409	22.479
	B	1341.94	1409.04	1479.49	1553.47	1631.14	1712.70	1798.33
32.0	M	2978.46	3127.38	3283.75	3447.94	3620.33	3801.35	3991.42
	A	35,741	37,529	39,405	41,375	43,444	45,616	47,897
	H	17.183	18.043	18.945	19.892	20.887	21.931	23.027
	B	1374.67	1443.41	1515.58	1591.35	1670.92	1754.47	1842.19
32.5	M	3052.92	3205.56	3365.84	3534.13	3710.84	3896.38	4091.20
	A	36,635	38,467	40,390	42,410	44,530	46,757	49,094
	H	17.613	18.494	19.418	20.389	21.409	22.479	23.603
	B	1409.04	1479.49	1553.47	1631.14	1712.70	1798.33	1888.25
33.0	M	3127.38	3283.75	3447.94	3620.33	3801.35	3991.42	4190.99
	A	37,529	39,405	41,375	43,444	45,616	47,897	50,292
	H	18.043	18.945	19.892	20.887	21.931	23.027	24.179
	B	1443.41	1515.58	1591.35	1670.92	1754.47	1842.19	1934.30
33.5	M	3205.56	3365.84	3534.13	3710.84	3896.38	4091.20	4295.76
	A	38,467	40,390	42,410	44,530	46,757	49,094	51,549
	H	18.494	19.418	20.389	21.409	22.479	23.603	24.783
	B	1479.49	1553.47	1631.14	1712.70	1798.33	1888.25	1982.66
34.0	M	3283.75	3447.94	3620.33	3801.35	3991.42	4190.99	4400.54
	A	39,405	41,375	43,444	45,616	47,897	50,292	52,806
	H	18.945	19.892	20.887	21.931	23.027	24.179	25.388
	B	1515.58	1591.35	1670.92	1754.47	1842.19	1934.30	2031.02
34.5	M	3365.84	3534.13	3710.84	3896.38	4091.20	4295.76	4510.55
	A	40,390	42,410	44,530	46,757	49,094	51,549	54,127
	H	19.418	20.389	21.409	22.479	23.603	24.783	26.022
	B	1553.47	1631.14	1712.70	1798.33	1888.25	1982.66	2081.79

CITY OF YORK								
2026-2027 PAY SCHEDULES (Effective 9/21/26)								
Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
35.0	M	3447.94	3620.33	3801.35	3991.42	4190.99	4400.54	4620.56
	A	41,375	43,444	45,616	47,897	50,292	52,806	55,447
	H	19.892	20.887	21.931	23.027	24.179	25.388	26.657
	B	1591.35	1670.92	1754.47	1842.19	1934.30	2031.02	2132.57
35.5	M	3534.13	3710.84	3896.38	4091.20	4295.76	4510.55	4736.08
	A	42,410	44,530	46,757	49,094	51,549	54,127	56,833
	H	20.389	21.409	22.479	23.603	24.783	26.022	27.324
	B	1631.14	1712.70	1798.33	1888.25	1982.66	2081.79	2185.88
36.0	M	3620.33	3801.35	3991.42	4190.99	4400.54	4620.56	4851.59
	A	43,444	45,616	47,897	50,292	52,806	55,447	58,219
	H	20.887	21.931	23.027	24.179	25.388	26.657	27.990
	B	1670.92	1754.47	1842.19	1934.30	2031.02	2132.57	2239.20
36.5	M	3710.84	3896.38	4091.20	4295.76	4510.55	4736.08	4972.88
	A	44,530	46,757	49,094	51,549	54,127	56,833	59,675
	H	21.409	22.479	23.603	24.783	26.022	27.324	28.690
	B	1712.70	1798.33	1888.25	1982.66	2081.79	2185.88	2295.18
37.0	M	3801.35	3991.42	4190.99	4400.54	4620.56	4851.59	5094.17
	A	45,616	47,897	50,292	52,806	55,447	58,219	61,130
	H	21.931	23.027	24.179	25.388	26.657	27.990	29.389
	B	1754.47	1842.19	1934.30	2031.02	2132.57	2239.20	2351.16
37.5	M	3896.38	4091.20	4295.76	4510.55	4736.08	4972.88	5221.53
	A	46,757	49,094	51,549	54,127	56,833	59,675	62,658
	H	22.479	23.603	24.783	26.022	27.324	28.690	30.124
	B	1798.33	1888.25	1982.66	2081.79	2185.88	2295.18	2409.93
38.0	M	3991.42	4190.99	4400.54	4620.56	4851.59	5094.17	5348.88
	A	47,897	50,292	52,806	55,447	58,219	61,130	64,187
	H	23.027	24.179	25.388	26.657	27.990	29.389	30.859
	B	1842.19	1934.30	2031.02	2132.57	2239.20	2351.16	2468.71
38.5	M	4091.20	4295.76	4510.55	4736.08	4972.88	5221.53	5482.60
	A	49,094	51,549	54,127	56,833	59,675	62,658	65,791
	H	23.603	24.783	26.022	27.324	28.690	30.124	31.630
	B	1888.25	1982.66	2081.79	2185.88	2295.18	2409.93	2530.43
39.0	M	4190.99	4400.54	4620.56	4851.59	5094.17	5348.88	5616.32
	A	50,292	52,806	55,447	58,219	61,130	64,187	67,396
	H	24.179	25.388	26.657	27.990	29.389	30.859	32.402
	B	1934.30	2031.02	2132.57	2239.20	2351.16	2468.71	2592.15
39.5	M	4295.76	4510.55	4736.08	4972.88	5221.53	5482.60	5756.73
	A	51,549	54,127	56,833	59,675	62,658	65,791	69,081
	H	24.783	26.022	27.324	28.690	30.124	31.630	33.212
	B	1982.66	2081.79	2185.88	2295.18	2409.93	2530.43	2656.95

CITY OF YORK								
2026-2027 PAY SCHEDULES (Effective 9/21/26)								
Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
40.0	M	4400.54	4620.56	4851.59	5094.17	5348.88	5616.32	5897.14
	A	52,806	55,447	58,219	61,130	64,187	67,396	70,766
	H	25.388	26.657	27.990	29.389	30.859	32.402	34.022
	B	2031.02	2132.57	2239.20	2351.16	2468.71	2592.15	2721.76
40.5	M	4510.55	4736.08	4972.88	5221.53	5482.60	5756.73	6044.57
	A	54,127	56,833	59,675	62,658	65,791	69,081	72,535
	H	26.022	27.324	28.690	30.124	31.630	33.212	34.873
	B	2081.79	2185.88	2295.18	2409.93	2530.43	2656.95	2789.80
41.0	M	4620.56	4851.59	5094.17	5348.88	5616.32	5897.14	6192.00
	A	55,447	58,219	61,130	64,187	67,396	70,766	74,304
	H	26.657	27.990	29.389	30.859	32.402	34.022	35.723
	B	2132.57	2239.20	2351.16	2468.71	2592.15	2721.76	2857.84
41.5	M	4736.08	4972.88	5221.53	5482.60	5756.73	6044.57	6346.80
	A	56,833	59,675	62,658	65,791	69,081	72,535	76,162
	H	27.324	28.690	30.124	31.630	33.212	34.873	36.616
	B	2185.88	2295.18	2409.93	2530.43	2656.95	2789.80	2929.29
42.0	M	4851.59	5094.17	5348.88	5616.32	5897.14	6192.00	6501.60
	A	58,219	61,130	64,187	67,396	70,766	74,304	78,019
	H	27.990	29.389	30.859	32.402	34.022	35.723	37.509
	B	2239.20	2351.16	2468.71	2592.15	2721.76	2857.84	3000.74
42.5	M	4972.88	5221.53	5482.60	5756.73	6044.57	6346.80	6664.14
	A	59,675	62,658	65,791	69,081	72,535	76,162	79,970
	H	28.690	30.124	31.630	33.212	34.873	36.616	38.447
	B	2295.18	2409.93	2530.43	2656.95	2789.80	2929.29	3075.76
43.0	M	5094.17	5348.88	5616.32	5897.14	6192.00	6501.60	6826.68
	A	61,130	64,187	67,396	70,766	74,304	78,019	81,920
	H	29.389	30.859	32.402	34.022	35.723	37.509	39.385
	B	2351.16	2468.71	2592.15	2721.76	2857.84	3000.74	3150.77
43.5	M	5221.53	5482.60	5756.73	6044.57	6346.80	6664.14	6997.34
	A	62,658	65,791	69,081	72,535	76,162	79,970	83,968
	H	30.124	31.630	33.212	34.873	36.616	38.447	40.369
	B	2409.93	2530.43	2656.95	2789.80	2929.29	3075.76	3229.54
44.0	M	5348.88	5616.32	5897.14	6192.00	6501.60	6826.68	7168.01
	A	64,187	67,396	70,766	74,304	78,019	81,920	86,016
	H	30.859	32.402	34.022	35.723	37.509	39.385	41.354
	B	2468.71	2592.15	2721.76	2857.84	3000.74	3150.77	3308.31
44.5	M	5482.60	5756.73	6044.57	6346.80	6664.14	6997.34	7347.21
	A	65,791	69,081	72,535	76,162	79,970	83,968	88,167
	H	31.630	33.212	34.873	36.616	38.447	40.369	42.388
	B	2530.43	2656.95	2789.80	2929.29	3075.76	3229.54	3391.02

CITY OF YORK								
2026-2027 PAY SCHEDULES (Effective 9/21/26)								
Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
45.0	M	5616.32	5897.14	6192.00	6501.60	6826.68	7168.01	7526.41
	A	67,396	70,766	74,304	78,019	81,920	86,016	90,317
	H	32.402	34.022	35.723	37.509	39.385	41.354	43.422
	B	2592.15	2721.76	2857.84	3000.74	3150.77	3308.31	3473.73
45.5	M	5756.73	6044.57	6346.80	6664.14	6997.34	7347.21	7714.57
	A	69,081	72,535	76,162	79,970	83,968	88,167	92,575
	H	33.212	34.873	36.616	38.447	40.369	42.388	44.507
	B	2656.95	2789.80	2929.29	3075.76	3229.54	3391.02	3560.57
46.0	M	5897.14	6192.00	6501.60	6826.68	7168.01	7526.41	7902.73
	A	70,766	74,304	78,019	81,920	86,016	90,317	94,833
	H	34.022	35.723	37.509	39.385	41.354	43.422	45.593
	B	2721.76	2857.84	3000.74	3150.77	3308.31	3473.73	3647.41
46.5	M	6044.57	6346.80	6664.14	6997.34	7347.21	7714.57	8100.30
	A	72,535	76,162	79,970	83,968	88,167	92,575	97,204
	H	34.873	36.616	38.447	40.369	42.388	44.507	46.732
	B	2789.80	2929.29	3075.76	3229.54	3391.02	3560.57	3738.60
47.0	M	6192.00	6501.60	6826.68	7168.01	7526.41	7902.73	8297.87
	A	74,304	78,019	81,920	86,016	90,317	94,833	99,574
	H	35.723	37.509	39.385	41.354	43.422	45.593	47.872
	B	2857.84	3000.74	3150.77	3308.31	3473.73	3647.41	3829.78
47.5	M	6346.80	6664.14	6997.34	7347.21	7714.57	8100.30	8505.31
	A	76,162	79,970	83,968	88,167	92,575	97,204	102,064
	H	36.616	38.447	40.369	42.388	44.507	46.732	49.069
	B	2929.29	3075.76	3229.54	3391.02	3560.57	3738.60	3925.53
48.0	M	6501.60	6826.68	7168.01	7526.41	7902.73	8297.87	8712.76
	A	78,019	81,920	86,016	90,317	94,833	99,574	104,553
	H	37.509	39.385	41.354	43.422	45.593	47.872	50.266
	B	3000.74	3150.77	3308.31	3473.73	3647.41	3829.78	4021.27
48.5	M	6664.14	6997.34	7347.21	7714.57	8100.30	8505.31	8930.58
	A	79,970	83,968	88,167	92,575	97,204	102,064	107,167
	H	38.447	40.369	42.388	44.507	46.732	49.069	51.523
	B	3075.76	3229.54	3391.02	3560.57	3738.60	3925.53	4121.81
49.0	M	6826.68	7168.01	7526.41	7902.73	8297.87	8712.76	9148.40
	A	81,920	86,016	90,317	94,833	99,574	104,553	109,781
	H	39.385	41.354	43.422	45.593	47.872	50.266	52.779
	B	3150.77	3308.31	3473.73	3647.41	3829.78	4021.27	4222.34
49.5	M	6997.34	7347.21	7714.57	8100.30	8505.31	8930.58	9377.11
	A	83,968	88,167	92,575	97,204	102,064	107,167	112,525
	H	40.369	42.388	44.507	46.732	49.069	51.523	54.099
	B	3229.54	3391.02	3560.57	3738.60	3925.53	4121.81	4327.90

CITY OF YORK								
2026-2027 PAY SCHEDULES (Effective 9/21/26)								
Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
50.0	M	7168.01	7526.41	7902.73	8297.87	8712.76	9148.40	9605.82
	A	86,016	90,317	94,833	99,574	104,553	109,781	115,270
	H	41.354	43.422	45.593	47.872	50.266	52.779	55.418
	B	3308.31	3473.73	3647.41	3829.78	4021.27	4222.34	4433.45
50.5	M	7347.21	7714.57	8100.30	8505.31	8930.58	9377.11	9845.96
	A	88,167	92,575	97,204	102,064	107,167	112,525	118,152
	H	42.388	44.507	46.732	49.069	51.523	54.099	56.804
	B	3391.02	3560.57	3738.60	3925.53	4121.81	4327.90	4544.29
51.0	M	7526.41	7902.73	8297.87	8712.76	9148.40	9605.82	10086.11
	A	90,317	94,833	99,574	104,553	109,781	115,270	121,033
	H	43.422	45.593	47.872	50.266	52.779	55.418	58.189
	B	3473.73	3647.41	3829.78	4021.27	4222.34	4433.45	4655.13
51.5	M	7714.57	8100.30	8505.31	8930.58	9377.11	9845.96	10338.26
	A	92,575	97,204	102,064	107,167	112,525	118,152	124,059
	H	44.507	46.732	49.069	51.523	54.099	56.804	59.644
	B	3560.57	3738.60	3925.53	4121.81	4327.90	4544.29	4771.51
52.0	M	7902.73	8297.87	8712.76	9148.40	9605.82	10086.11	10590.42
	A	94,833	99,574	104,553	109,781	115,270	121,033	127,085
	H	45.593	47.872	50.266	52.779	55.418	58.189	61.099
	B	3647.41	3829.78	4021.27	4222.34	4433.45	4655.13	4887.88
52.5	M	8100.30	8505.31	8930.58	9377.11	9845.96	10338.26	10855.18
	A	97,204	102,064	107,167	112,525	118,152	124,059	130,262
	H	46.732	49.069	51.523	54.099	56.804	59.644	62.626
	B	3738.60	3925.53	4121.81	4327.90	4544.29	4771.51	5010.08
53.0	M	8297.87	8712.76	9148.40	9605.82	10086.11	10590.42	11119.94
	A	99,574	104,553	109,781	115,270	121,033	127,085	133,439
	H	47.872	50.266	52.779	55.418	58.189	61.099	64.153
	B	3829.78	4021.27	4222.34	4433.45	4655.13	4887.88	5132.28
53.5	M	8505.31	8930.58	9377.11	9845.96	10338.26	10855.18	11397.93
	A	102,064	107,167	112,525	118,152	124,059	130,262	136,775
	H	49.069	51.523	54.099	56.804	59.644	62.626	65.757
	B	3925.53	4121.81	4327.90	4544.29	4771.51	5010.08	5260.59
54.0	M	8712.76	9148.40	9605.82	10086.11	10590.42	11119.94	11675.93
	A	104,553	109,781	115,270	121,033	127,085	133,439	140,111
	H	50.266	52.779	55.418	58.189	61.099	64.153	67.361
	B	4021.27	4222.34	4433.45	4655.13	4887.88	5132.28	5388.89
54.5	M	8930.58	9377.11	9845.96	10338.26	10855.18	11397.93	11967.83
	A	107,167	112,525	118,152	124,059	130,262	136,775	143,614
	H	51.523	54.099	56.804	59.644	62.626	65.757	69.045
	B	4121.81	4327.90	4544.29	4771.51	5010.08	5260.59	5523.61

CITY OF YORK								
2026-2027 PAY SCHEDULES (Effective 9/21/26)								
Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
55.0	M	9148.40	9605.82	10086.11	10590.42	11119.94	11675.93	12259.73
	A	109,781	115,270	121,033	127,085	133,439	140,111	147,117
	H	52.779	55.418	58.189	61.099	64.153	67.361	70.729
	B	4222.34	4433.45	4655.13	4887.88	5132.28	5388.89	5658.34
55.5	M	9377.11	9845.96	10338.26	10855.18	11397.93	11967.83	12566.22
	A	112,525	118,152	124,059	130,262	136,775	143,614	150,795
	H	54.099	56.804	59.644	62.626	65.757	69.045	72.497
	B	4327.90	4544.29	4771.51	5010.08	5260.59	5523.61	5799.80
56.0	M	9605.82	10086.11	10590.42	11119.94	11675.93	12259.73	12872.72
	A	115,270	121,033	127,085	133,439	140,111	147,117	154,473
	H	55.418	58.189	61.099	64.153	67.361	70.729	74.266
	B	4433.45	4655.13	4887.88	5132.28	5388.89	5658.34	5941.25
56.5	M	9845.96	10338.26	10855.18	11397.93	11967.83	12566.22	13194.53
	A	118,152	124,059	130,262	136,775	143,614	150,795	158,334
	H	56.804	59.644	62.626	65.757	69.045	72.497	76.122
	B	4544.29	4771.51	5010.08	5260.59	5523.61	5799.80	6089.78
57.0	M	10086.11	10590.42	11119.94	11675.93	12259.73	12872.72	13516.35
	A	121,033	127,085	133,439	140,111	147,117	154,473	162,196
	H	58.189	61.099	64.153	67.361	70.729	74.266	77.979
	B	4655.13	4887.88	5132.28	5388.89	5658.34	5941.25	6238.32
57.5	M	10338.26	10855.18	11397.93	11967.83	12566.22	13194.53	13854.26
	A	124,059	130,262	136,775	143,614	150,795	158,334	166,251
	H	59.644	62.626	65.757	69.045	72.497	76.122	79.928
	B	4771.51	5010.08	5260.59	5523.61	5799.80	6089.78	6394.27
58.0	M	10590.42	11119.94	11675.93	12259.73	12872.72	13516.35	14192.17
	A	127,085	133,439	140,111	147,117	154,473	162,196	170,306
	H	61.099	64.153	67.361	70.729	74.266	77.979	81.878
	B	4887.88	5132.28	5388.89	5658.34	5941.25	6238.32	6550.23
58.5	M	10855.18	11397.93	11967.83	12566.22	13194.53	13854.26	14546.97
	A	130,262	136,775	143,614	150,795	158,334	166,251	174,564
	H	62.626	65.757	69.045	72.497	76.122	79.928	83.925
	B	5010.08	5260.59	5523.61	5799.80	6089.78	6394.27	6713.99
59.0	M	11119.94	11675.93	12259.73	12872.72	13516.35	14192.17	14901.78
	A	133,439	140,111	147,117	154,473	162,196	170,306	178,821
	H	64.153	67.361	70.729	74.266	77.979	81.878	85.972
	B	5132.28	5388.89	5658.34	5941.25	6238.32	6550.23	6877.74
59.5	M	11397.93	11967.83	12566.22	13194.53	13854.26	14546.97	15274.32
	A	136,775	143,614	150,795	158,334	166,251	174,564	183,292
	H	65.757	69.045	72.497	76.122	79.928	83.925	88.121
	B	5260.59	5523.61	5799.80	6089.78	6394.27	6713.99	7049.69

CITY OF YORK								
2026-2027 PAY SCHEDULES (Effective 9/21/26)								
Pay								
Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
60.0	M	11675.93	12259.73	12872.72	13516.35	14192.17	14901.78	15646.87
	A	140,111	147,117	154,473	162,196	170,306	178,821	187,762
	H	67.361	70.729	74.266	77.979	81.878	85.972	90.270
	B	5388.89	5658.34	5941.25	6238.32	6550.23	6877.74	7221.63

ORDINANCE NO. 2449

AN ORDINANCE OF THE CITY OF YORK, NEBRASKA TO AMEND SECTION 52-229 (ORDINANCE NO. 2431) TO PROVIDE A DEFINITION FOR "SCOOTERS": TO REPEAL ALL ORDINANCES IN CONFLICT HERewith; AND TO PROVIDE AN EFFECTIVE DATE FOR THIS ORDINANCE.

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

Section 1. Section 52-229 (Ordinance no. 2431) in Chapter 52, ARTICLE V. BICYCLES shall be amended as follows:

1. ARTICLE V. BICYCLES, SKATEBOARDS, ROLLER-BLADES, SCOOTERS AND HOVERBOARDS

a. Section 52-229 (Ordinance no. 2431) is amended as follows:

Sec. 52-229. Bicycles, skateboards, roller-blades, scooters and hoverboards.

Definition.

- (1) A bicycle is a peddle-driven, human-powered or motor-assisted vehicle with two or three wheels attached to a frame.
- (2) A skateboard, roller-blade, scooter or hoverboard may be human-powered and/or motor-assisted or operated.
- (3) Scooter means a wheeled device designed for a standing operator, having a platform or deck for the operator's feet and handlebars or a similar steering mechanism, that is propelled by human power, an electric motor, or another motor. The term includes both human-powered and motorized scooters. The term does not include any devise that is manufactured with, designed for, or equipped with a seat or saddle for use by the operator.

Operation.

- (1) No person shall operate a bicycle on a street, highway or sidewalk within the City with another person on the handlebars or in any position in front of the operator.
- (2) No bicycle, skateboard, roller-blade, scooter or hoverboard shall be operated faster than is reasonably safe under the circumstances then

exiting, and it shall be operated in a safe manner with reasonable regard to the safety of the operator and any other person upon the streets, highways and/or sidewalks of the City.

- (3) Persons operating bicycle, skateboard, roller-blade, scooter or hoverboard shall observe all traffic signs and stop at all stop signs.
- (4) No person shall ride a bicycle, skateboard, roller-blade, scooter or hoverboard upon a sidewalk within the "C-1" Central Business District of the City.
- (5) Any person operating a bicycle, skateboard, roller-blade, scooter or hoverboard upon a sidewalk or trail shall yield the right-of-way to any pedestrian and shall give an audible signal before overtaking and passing such pedestrian.

Section 2. All ordinances and parts of ordinances in conflict herewith are hereby repealed.

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

PASSED AND APPROVED by the York City Council this _____ day of _____, 2026.

Barry Redfern, Mayor

ATTEST:

Amanda Ring, York City Clerk