

# MCCOOK CITY COUNCIL

## REGULAR MEETING

**Monday, June 3, 2024**  
**5:30 PM - City Council Chambers**

Roll Call.

Excuse Absences.

Open Meetings Act Announcement.

Invocation - McCook Ministerial Association - Kyle Dellevoet, McCook Christian Church.

Pledge of Allegiance.

Call to Order.

Items.

1. Announcements & Recognitions.

2. Consent Agenda.

*\*The Consent Agenda is approved on one motion. Any item listed on the Consent Agenda may, by the request of any single Council member or public in attendance, be considered as a separate item under the Regular Agenda.*

A. Approve the minutes of the May 20, 2024 regular City Council meeting.

B. Approve the 2024-2025 budget schedule.

C. Forward to the City's insurance carrier for review and appropriate action a property damage claim from Suzi Armendariz for the estimated value of \$3,196.78.

D. Approve and authorize the Mayor to sign the 2024/2025 contract with the West Central Area Agency on Aging (WCNAAA) for the purpose of defining and specifying the separate and mutual responsibilities of each in the management, operation, support, monitoring, and evaluation of the McCook Heritage Senior Center.

E. Adopt Resolution 2024-11 adopting and approving the execution of an agreement to waive receipt of the non-primary entitlement funds apportioned to the McCook Ben Nelson Regional Airport in Fiscal Year 2021 and transferring these funds to another Nebraska airport and authorize the Mayor to sign.

F. Ratify the Mayor's appointments to the Board of Health - reappoint Nate Schneider, Linda Taylor, Dr. Jason Blomstedt, and Mary Beth Eisenmenger - terms expire June 2025, appoint Kevin Hodgson - term expires June 2025; Library Advisory Board - reappoint Sharon Bohling - term expires June 2028;

Parks Advisory Board - reappoint Caitlin Whitehead and Tricia Wagner - terms expire May 2027.

- G. Declare one 6,000-gallon cone bottom poly tank and steel stand surplus and authorize staff to dispose of it in the appropriate legal manner.
  - H. Approve an application from Great Plains communications to occupy city right-of-way for the purpose of installing underground fiber optic conduit, cable and one new ground level vault at West "F" Street and Missouri Avenue.
  - I. Approve an application from Great Plains Communications to occupy city right-of-way for the purpose of installing underground fiber optic conduit, cable and three new ground level vaults at West "Q" Street and West 8th Street.
  - J. Approve the application for Century Link to occupy city right-of-way for the purpose of replacing an underground telephone line at 1012 West 4th Street and authorize the Mayor to sign the application.
  - K. Approve the plans and specifications for the 2024 Asphalt Paving Projects and set the time and date to receive bids as 2:30 P.M., June 25, 2024.
3. Regular Agenda.
- A. Update regarding the swimming pool project and ballpark project.
  - B. Discussion regarding the 2024 City of McCook Wage Study.
  - C. Council Comments.
  - D. An Executive Session may be held upon a majority vote of the Council for the protection of public interest for a strategy session with respect to collective bargaining - the Fraternal Order of Police Lodge 57.
    - 1. Nebraska Open Meetings Act statement, if the motion to close passes.
    - 2. Close Executive Session.

Adjournment.

Meeting of the McCook Community Development Agency.

- 1. Call to Order and Roll Call.
- 2. Open Meetings Act Announcement.
- 3. Approve Resolution No. CDA 2024-03 adopting a policy for the assessment of an Administrative Fee for each Redevelopment Project authorized pursuant to the Redevelopment Plan.
- 4. Adjourn the McCook Community Development Agency meeting.

**CITY MANAGER'S REPORT  
JUNE 3, 2024 CITY COUNCIL MEETING**

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**ITEM:**        2.A.

Approve the minutes of the May 20, 2024 regular City Council meeting.

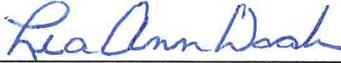
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**BACKGROUND:**

Receive and approve the minutes.

**FISCAL  
IMPACT:**     None.

**APPROVALS:**

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Lea Ann Doak, City Clerk

May 28, 2024

McCook City Council  
May 20, 2024  
5:30 PM Central

A MEETING OF THE MAYOR AND COUNCIL OF THE CITY OF MCCOOK, NEBRASKA convened in open, regular, and public session at 5:30 o'clock P.M. in the City Council Chambers.

Present: Mayor Taylor, Councilmembers Calvin, Weedon, Muehlenkamp, Rambali.

Absent: City Manager Schneider, City Clerk Doak, Assistant City Manager Koetter.

City Officials present: City Attorney Mustion, Deputy Clerk Burkey, Utilities Director Fawver, Fire Chief Harpham, Police Chief Hodgson, and Public Works Director Potthoff.

Notice of the meeting was given in advance thereof by publication in the McCook Daily Gazette on May 16, 2024, the designated method of giving notice, a copy of the proof of publication being attached to these minutes. Advance notice of the meeting was also given to the Mayor and members of the City Council and a copy of the Acknowledgment of Receipt of such notice is attached to these minutes. Availability of the agenda was communicated in the advance notice to the Mayor and Council. All proceedings hereafter shown were taken while the meeting was open to the attendance of the public.

Mayor Taylor announced that a copy of the Open Meetings Act was posted by the entrance to the Council Chambers and available for public review. Invocation provided by Jamie Mockry. Following the Pledge of Allegiance to the flag of the United States of America, Mayor Taylor called the meeting to order.

## **1. Announcements & Recognitions.**

Kyle Potthoff announced that Deputy City Clerk, Tracy Burkey, attained her Certified Municipal Clerk certification with the International Institute of Municipal Clerks.

## **2. Proclamations.**

- 2.A. Approve the proclamation designating the week of May 19-25, 2024 as "National Public Works Week" and authorize the Mayor to sign.

Motion to approve the proclamation designating the week of May 19-25, 2024 as "National Public Works Week" and authorize the Mayor to sign. This motion, made by Calvin and seconded by Muehlenkamp, passed.

Taylor: YEA, Calvin: YEA, Weedon: YEA, Muehlenkamp: YEA, Rambali: YEA  
YEA: 5, NAY: 0

- 2.B. Approve the proclamation designating May 19-25, 2024, as "Emergency Medical Services Week" and authorize the Mayor to sign.

Motion to approve the proclamation designating May 19-25, 2024, as "Emergency Medical Services Week" and authorize the Mayor to sign. This motion, made by Weedin and seconded by Muehlenkamp, passed.

Taylor: YEA, Calvin: YEA, Weedin: YEA, Muehlenkamp: YEA, Rambali: YEA  
YEA: 5, NAY: 0

### **3. Consent Agenda.**

Motion to approve the consent agenda. This motion, made by Weedin and seconded by Taylor, passed.

Taylor: YEA, Calvin: YEA, Weedin: YEA, Muehlenkamp: YEA, Rambali: YEA  
YEA: 5, NAY: 0

- 3.A. Approve the minutes of the May 6, 2024 regular City Council meeting and the May 15, 2024 special City Council meeting.
- 3.B. Accept the City of McCook - Tax Increment Financing Annual Report - dated April 2024.
- 3.C. Receive and file the claims for the month of April 2024, published May 14, 2024.
- 3.D. Receive and file the Financial Report for the period ending April 30, 2024.
- 3.E. Accept the minutes of the March 13, 2024 Library Advisory Board meeting.

### **4. Regular Agenda.**

Chris Miller and David Blau, Miller and Associates; Sarah Pierce, USDA North Platte; and Brad Slaughter, Northland Securities, presented and answered questions regarding funding recommendations for the new Wastewater Treatment Plant.

- 4.A. Approve Resolution No. 2024-10 to accept funding recommendation and authorize Mayor to execute all documents required to apply for funding through USDA-RD and Northland Securities for \$14,497,000 for completion of the Wastewater Improvements proposed within the completed Facility Plan Summary for the proposed WWTF upgrades.

Motion to approve Resolution No. 2024-10 to accept funding recommendation and authorize Mayor to execute all documents required to apply for funding through USDA-RD and Northland Securities for \$14,497,000 for completion of the Wastewater Improvements proposed within the completed Facility Plan Summary for the proposed WWTF upgrades. This motion, made by Calvin and seconded by Weedin, passed.

Taylor: YEA, Calvin: YEA, Weedin: YEA, Muehlenkamp: YEA, Rambali: YEA  
YEA: 5, NAY: 0

- 4.B. Council Comments.

Councilmember Rambali thanked Pat Fawver, Kyle Potthoff, and Marc Harpham for their leadership in each of their departments. Mayor Taylor thanked the Masons for the Cornerstone Ceremony at the new swimming pool on Saturday.

**Adjournment.**

There being no further business to come before the Council, Mayor Taylor declared the meeting adjourned at 6:15 P.M.

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Linda Taylor, Ex-Officio Mayor  
and Council President

ATTEST:

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Lea Ann Doak, City Clerk-Treasurer

**CITY MANAGER'S REPORT  
JUNE 3, 2024 CITY COUNCIL MEETING**

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**ITEM:        2.B.**

Approve the 2024-2025 budget schedule.

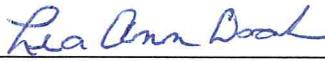
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**BACKGROUND:**

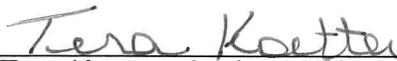
The 2024-2025 budget season is fast approaching. Historically, the council has approved the budget schedule prior to commencement. Included with this report is a proposed budget schedule. Please note the special meeting scheduled on Tuesday, August 13 for budget presentation and public review.

**FISCAL  
IMPACT:**     None.

**APPROVALS:**

  
\_\_\_\_\_  
Lea Ann Doak, City Clerk

May 29, 2024

  
\_\_\_\_\_  
Tera Koetter, Assistant City Manager

May 29, 2024

  
\_\_\_\_\_  
Nathan A. Schneider, City Manager

May 29, 2024

**CITY OF McCOOK  
BUDGET PREPARATION CALENDAR  
Fiscal Year 2024 - 2025**

<u>Date</u>	<u>Action</u>	<u>By Whom?</u>
June 3, 2024	Approve Budget Calendar	City Council
June 5, 2024	Initial Staff meeting to distribute forms and information to begin budget preparation	City Clerk Assistant City Manager
June 2024	Calculate cost of living percentage change for past 12 months and give to City Clerk.	City Manager Assistant City Manager City Clerk
July 1, 2024	City Council budget requests	City Council
July 3, 2024	Distribute Council Member's budget item requests to appropriate department heads for pricing and comments	City Clerk
June 24 - July	Complete revenue estimates and review with City Manager	City Clerk Assistant City Manager
June & July 2024	Review budget requests with appropriate Boards and Commissions.	City Manager Department Heads
July 1, 2024	Begin review of Water and Sewer rates (possibly Solid Waste) with Public Financial Management (PFM)	Utilities Director City Clerk Assistant City Manager City Manager
July 3, 2024	Submit Capital Outlay/Equipment requests to City Manager	Department Heads
July 3, 2024	Submit budget proposals and proposed increases, both expenditures and revenue estimates to City Clerk. Prioritize new Capital Improvement Projects and capital requests.	City Manager Assistant City Manager City Clerk Department Heads
July 8 - 18, 2024	Review operating budget requests with individual departments	City Manager Assistant City Manager City Clerk Department Heads
July, 2024	Complete review of entire budget and achieve balance between revenues and expenditures.	Department Heads City Manager Assistant City Manager City Clerk
August 5, 2024	City Manager annual evaluation	City Council City Manager
August 5 - 6, 2024	Begin printing of Preliminary Budget Document	City Clerk Assistant City Manager

August 13, 2024 TUESDAY-Special Meeting	Deliver copies of Preliminary Budget to City Council Members and Media.	City Clerk Assistant City Manager City Manager
August 13, 2024 TUESDAY-Special Meeting	Hold a public review meeting.	City Council and City Staff
August & September	Public Financial Management (PFM) presentation Water & Sewer Rates	City Manager Assistant City Manager City Clerk Utilities Director
August 19, 2024	Introduce Budget Ordinance, conduct first reading.	City Manager Assistant City Manager City Clerk City Council
August 20, 2024	County Assessor certifies assessed value on all taxable property	
August 26,27, or 28, 2024	Publish notice of budget public hearing and summary of Budget Statement and Public Hearing to change tax request from prior year.	City Clerk Assistant City Manager
September 3, 2024 Tuesday Meeting	Hold Public Hearing on budget, conduct second reading of Budget Ordinance, adjust the restrictive funds limit for the unused restricted funds authority, if necessary, and hold Public Hearing to change tax request from prior year, if necessary.	City Council
September 16, 2024	Conduct third reading and adopt Budget Ordinance.	City Council
September 17-28, 2024 Date set by County	Joint Public Hearings held	City Representative
September 30, 2024	File Budget with County and State Auditor  File Interlocal Agreement report with State Auditor	City Clerk Assistant City Manager
October 7, 2024	Approve Resolution setting tax request	City Clerk Assistant City Manager
October 15, 2024	File Resolution setting tax request with the County Clerk.	City Clerk Assistant City Manager
September & October	Begin review of Water and Sewer rates (possibly Solid Waste) with Public Financial Management (PFM)	City Manager Assistant City Manager City Clerk
November	Public Financial Management (PFM) presentation Water & Sewer Rates	Utilities Director

**CITY MANAGER'S REPORT  
JUNE 3, 2024 CITY COUNCIL MEETING**

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**ITEM:**        2.C.

Forward to the City's insurance carrier for review and appropriate action a property damage claim from Suzi Armendariz for the estimated value of \$3,196.78.

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**BACKGROUND:**

Staff received the property damage claim from Suzi Armendariz in the amount of \$3,196.78. The governing body is required to forward the claim to the City's insurance carrier for review and appropriate action.

**FISCAL  
IMPACT:**    None.

**APPROVALS:**



\_\_\_\_\_  
Lea Ann Doak, City Clerk

May 29, 2024



\_\_\_\_\_  
Tera Koetter, Assistant City Manager

May 29, 2024



\_\_\_\_\_  
Nathan A. Schneider, City Manager

May 29, 2024

**CITY MANAGER'S REPORT  
JUNE 3, 2024 CITY COUNCIL MEETING**

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**ITEM:            2.D.**

Approve and authorize the Mayor to sign the 2024/2025 contract with the West Central Area Agency on Aging (WCNAAA) for the purpose of defining and specifying the separate and mutual responsibilities of each in the management, operation, support, monitoring, and evaluation of the McCook Heritage Senior Center.

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**BACKGROUND:**

The contract between the City of McCook and WCNAAA is an agreement that the WCNAAA will provide technical assistance, payments from the older Americans' Act, orientation and training for the Senior Center Staff and Board, and the support and assistance in the coordination of other agencies; and organizations; programs or services to the Heritage Senior Center. In return, the City of McCook will provide an appropriate, safe and assessable senior service facility, qualified and appropriate staff, and time and training of staff, necessary local match funds in-kind services. The City of McCook will operate and manage the programs outlined in the Senior Services Manuel supplied to the Provider by the Agency, including compliance with all local, state, and federal laws, including, but not limited to the Nebraska Community Aging Services Act and the Federal Older Americans ACT.

Under Section One: Payments from the Older Americans' Act and/or Community Aging Services Act based on the following fee schedule.

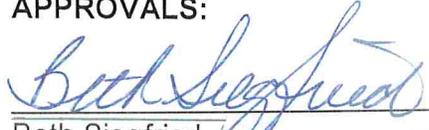
0	- 3,000 meal units	\$4.00
3,001	- 6,000 meal units	\$3.85
6,001	-15,000 meal units	\$3.65
Over	15,001 meal units	\$3.25
NSIP - per meal		\$0.70

The authorized number of NSIP meals is 33,919, with estimated revenue of \$23,743.30. The allocation of AOA Supportive Services and meals is \$45,226, with estimated revenue of \$110,233.50.

Total AOA and NSIP funding is \$133,976.80. By signing this contract, the McCook Heritage Senior Center will receive funding for the fiscal year 2024-2025 for the support of specified services and activities.

**FISCAL  
IMPACT:**       None.

**APPROVALS:**

  
\_\_\_\_\_  
Beth Siegfried, Senior Services Director

May 29, 2024

  
\_\_\_\_\_  
Nathan A. Schneider, City Manager

May 29, 2024

## PROGRAM INSTRUCTION

**DATE:** May 2024  
**TO:** Senior Center and Meal Site Contractors  
**FROM:** Erin Arensdorf  
**SUBJECT:** Senior Center & Meal Site Contracts for Fiscal Year **2024-2025**

Enclosed you will find a contract for Senior Center & Meal Site meal operations for Fiscal Year 2024-2025 with below reimbursement rates:

<b>0</b>	<b>- 3,000 meal units</b>	<b>\$4.00</b>
<b>3,001</b>	<b>- 6,000 meal units</b>	<b>\$3.85</b>
<b>6,001</b>	<b>- 15,000 meal units</b>	<b>\$3.65</b>
<b>Over</b>	<b>15,001 meal units</b>	<b>\$3.25</b>

**NSIP – per meal**                      **\$0.70**

Please have a witness and your Board Chairperson sign the contract with original signatures on page 5.

Please do not date the ‘Executed date’ on page 5 as it will be dated when the WCNAAA Board Chairperson signs.

Mail your signed contract to the Agency **by June 2, 2024** as the Governing Board Meeting will be held on **Thursday, June 27, 2024**. The WCNAAA Board Chairperson will sign the contract at our Board meeting, then we will mail you a fully signed copy of the contract.

If you contract with a vendor/restaurant for your meals, we have enclosed a vendor/restaurant contract, you will need to complete the blanks, sign it with the vendor, and return the original along with the Agency contract, keeping a copy for yourself.

**West Central Nebraska Area Agency on Aging  
Provision of Services to Senior Citizens  
Contract FY 2024-25**

THIS Contract is made and entered into this 1<sup>st</sup> day of July, 2024 by and between the **WEST CENTRAL NEBRASKA AREA AGENCY ON AGING, 115 North Vine Street, North Platte, Nebraska 69101**, an intergovernmental agency serving the Nebraska counties of Arthur, Chase, Dawson, Dundy, Frontier, Gosper, Grant, Hayes, Hitchcock, Hooker, Keith, Lincoln, Logan, McPherson, Perkins, Red Willow, Thomas and hereinafter called the AGENCY, and **CITY OF McCOOK**, with the following mailing address: **P.O. Box 1059, McCook, NE 69001**, hereinafter called the Contractor for the purpose of defining and specifying the separate and mutual responsibilities of each in the management, operation, support, monitoring, and evaluation of the Contractor's comprehensive, coordinated service system for older persons hereinafter called 'Program'.

WHEREAS, the Agency has been designated by the Nebraska Department of Health and Human Services, Division on Aging as the Agency responsible for the on-going planning, development, coordination, monitoring, evaluation and partial support of a comprehensive, coordinated service system for older persons in the seventeen county area; and

WHEREAS, the Contractor has demonstrated an interest and ability to perform as the service provider through its previous contracts with the Agency and/or its operations of other Federal, State, and locally funded programs, and has in existence an advisory council/committee/board comprised for the majority of senior citizens, who review, comment, and advise on the program; and

WHEREAS, the Agency has been awarded funds for the "Older Americans Act Title III Grants for State and Community Programs on Aging" through the Administration for Community Living from the Older Americans Act of 1965 as amended through P.L. 114-144, enacted April 19, 2016, other applicable Federal statutes and their implementing regulations, State of Nebraska statutes DHHS program regulations and the terms and conditions of this Contract for **Fiscal year 2025** as specified in its State approved Area Plan for the support of specified services and activities in the seventeen county area and

WHEREAS, it is agreed and understood by both parties that this Contract is dependent upon Federal and State funding and in the event that such funding is decreased or eliminated this Contract is null and void.

NOW THEREFORE, the parties to this Contract jointly agree as follows:

**SECTION ONE:**

The Agency shall provide the Contractor the following:

- A. Technical assistance with the planning, establishment, monitoring, and operations of the Center and with other matters affecting and concerning older citizens; and

B. Remit to Contractor earned funds in the following manner:

1. Only Title III-C certifiable meals are eligible for payment; and
2. These meals must be accompanied by supportive services in the ratio of one unit of supportive service for every three claimed meals; and
3. This combination reflects a minimum acceptable level of supportive service; and
4. Payments from the Older Americans' Act and/or Community Aging Services Act based on the fee schedule specified below:

0	- 3,000 meal units	\$4.00
3,001	- 6,000 meal units	\$3.85
6,001	- 15,000 meal units	\$3.65
Over	15,001 meal units	\$3.25

**City of McCook**

**FY 24-25 Allocation of Funding**

**Allocation of AOA Supportive Services and Meals**

<u>CFDA #-FAIN#</u>		Allotted Units	Dollars
93.044-17AANET3SS	Title IIIB Supportive Services-Access	11,307	\$27,558.37
93.045-17AANET3CM	Title IIIC1 Congregate Meals	10,512	\$25,623.00
93.045-17AANET3HD	Title IIIC2 Home Delivered Meals	15,857	\$38,650.22
93.045-17AANET3HD	Title IIIC2 To-Go Meals	7,550	\$18,401.91
<b>Total AOA</b>		<b>45,226</b>	<b>\$110,233.50</b>

**Allocation of Nutrition Services Incentive Program (NSIP)**

<u>CFDA #-FAIN#</u>		Allotted Meals	Rate	Dollars
93.053-17AANENSIP	Title IIIC1 Congregate Meals	10,512	\$0.70	\$ 7,358.40
93.053-17AANENSIP	Title IIIC2 Home Delivered Meals	15,857	\$0.70	\$11,099.90
93.053-17AANENSIP	Title IIIC2 To-Go Meals	7,550	\$0.70	\$ 5,285.00
<b>Total NSIP</b>		<b>33,919</b>		<b>\$23,743.30</b>

**Total AOA and NSIP Funding                      \$ 133,976.80**

Any meal units served over **the above allotted amount** will be reimbursed only as funds are available. In general, the Contractor shall be paid on a monthly basis and only after necessary documentation and reporting has been completed and approved by the Agency.

A. Orientation and training of Contractor staff and various boards as needed and required as related to this Contract and Program; and

B. Support and assistance in the coordination of other agencies' and organizations' programs of services with those of the Program.

## **SECTION TWO:**

The Contractor shall provide for the Agency the following:

- A. Arrange for the provision of an appropriate, safe, and accessible senior service facility;
- B. Provide qualified and appropriate staff for the daily management of the Program;
- C. Provide necessary time and conditions for the training of Program staff, specifically those trainings sponsored by the Agency and are part of the Agency's overall training program; and
- D. Provide necessary local match funds and in-kind services;
- E. Operate and manage the Program as outlined in the Senior Center Services Manual supplied to the Contractor by the Agency, including compliance with all local, state, and federal laws, including, but not limited to the Nebraska Community Aging Services Act and the Federal Older Americans Act;
- F. Assure that the monthly fiscal reports will be received by the Agency no later than the fifth (5<sup>th</sup>) working day of the month; and,
- G. Operate and manage the Program and the facilities utilized in the program in compliance with all local, state, and federal laws and regulations, including, but not limited to the Nebraska Community Aging Services Act and the Federal Older Americans Act.
- H. Record-keeping - The Contractor shall establish and maintain such program services, activity and accounting records, systems and procedures as are needed to control and support all program services, activities and fiscal activities under this Contract. The Contractor assures the maintenance and inspection by the Agency of such records, accounts and supporting documents of Contract and Program related services, activities and fiscal activities in such form as would provide for an accurate and expeditious determination of the performed output and status of the Project funds at any time.
- I. Reporting - The Contractor shall prepare and submit reports of Contract Program services, activities and fiscal activities of the Program to the Agency according to the established schedule, in such form, and containing such information as the Agency shall require. The Contractor shall maintain the records on file and shall afford reasonable access thereto as the Agency may find necessary to assure correctness and verification of such reports.

## **SECTION THREE:**

Project Funds - Project funds shall be all public grant, allotment, or subsidy revenues of all fees, donations, or generated by said funds and which are received by and for the purpose of the Program services and activities specified and designated in this Contract whether by appropriation, reimbursement of service, sale of Program crafts and articles, contribution, or donation. Project funds shall be considered public and subject to accounting, review and inspection, and audit of such that individual contributions shall not be open to public inspection as per the confidentiality requirements of the Older Americans Act as amended.

#### **SECTION FOUR:**

The Older Americans Act Amendments of 2000 (Public Law 106-501) reauthorized the Nutrition Program for the Elderly. This law changed the basis for funding from a per meal reimbursement to a grant based on prior year's meal service. The program's name was changed to the "Nutrition Services Incentive Program" (NSIP).

NSIP funds are to be used for United States agricultural commodities and other food for nutrition projects. OAA Sec. 311 (d)(2) defines food criterion. If a Contractor chooses to purchase an item that is not a United States grown food such as bananas Non-NSIP funds (such as Title III C or match, etc.) may be used to purchase them.

#### **SECTION FIVE:**

Claims of Third Parties - The Contractor shall indemnify the Agency and hold the Agency harmless from any and all claims of third parties arising from the conduct or the management of the business of the senior service center organization by the Contractor, or otherwise arising by reason of any alleged negligence of Contractor, Contractor's agents or employees.

#### **SECTION SIX:**

The Agency reserves the right to review, comment, and/or modify any sub-contracts involving services and funds under this Contract for conformance with the terms and conditions of this Contract.

#### **SECTION SEVEN:**

Contract Performance Monitoring, Review, and Evaluation - In carrying out its responsibilities under the Older Americans' Act to monitor and periodically evaluate the performance of all Contractors under the Area Plan, the Agency will make occasional site visits and require routine and special reports to monitor the on-going daily performance and will conduct periodic assessments with written reports to evaluate performance of the Contractor and the effectiveness of the Program.

#### **SECTION EIGHT:**

Termination - This Contract may be terminated at any time upon mutual written consent by both parties. If the Contractor is in default of this Contract as determined by the Agency, then, and in that event, the Agency may give the Contractor a thirty (30) day notice of termination by regular mail at the Contractor's address indicated above, describing the default and the steps necessary to remedy the default, if such remedy is possible. If the default is not remedied within thirty (30) days of the mailing of the notice by the Agency, this Contract shall terminate on the 30<sup>th</sup> day after the notice was sent. This Contract shall automatically terminate if the Agency no longer has access to the local, state, or federal funding which supports this Contract.

**SECTION NINE:**

Distribution of Assets Upon Termination - Upon termination of this Contract, all property purchased with Project funds, shall remain the property of the Contractor. The Contractor will return any moneys received from the Agency which have not been expended.

**SECTION TEN:**

Term - This Contract upon execution by both parties shall be in full force and effect for the period beginning **July 1, 2024** and ending **June 30, 2025**.

**Employee Work Eligibility Status**

The Contractor is required and hereby agrees to use a federal immigration verification system to determine the work eligibility status of **all** employees physically performing services within the State of Nebraska. A federal immigration verification system means the electronic verification of the work authorization program authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, 8 U.S.C. 1324a, known as the E-Verify Program, or an equivalent federal program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work eligibility status of **all** employees

**Conflicts of Interest**

In the performance of this program the Contractor shall avoid all conflicts of interest and all appearances of conflicts of interest. The Contractor shall not acquire an interest either directly or indirectly which will conflict in any manner or degree with performance and shall immediately notify the Agency in writing of any such instances encountered.

EXECUTED this \_\_\_\_\_ day of \_\_\_\_\_, **2024** by

Attest: West Central Nebraska Area Agency on Aging  
"Agency"

\_\_\_\_\_  
Witness Board Chairperson/Vice Chairperson

Attest: City of McCook, a Municipal Corporation  
"Contractor"

\_\_\_\_\_  
Witness Board Chairperson/Vice Chairperson

CITY MANAGER'S REPORT  
JUNE 3, 2024 CITY COUNCIL MEETING

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ITEM: 2.E.

RECOMMENDATION:

ADOPT RESOLUTION 2024-11 ADOPTING AND APPROVING THE EXECUTION OF AN AGREEMENT TO WAIVE RECEIPT OF THE NON-PRIMARY ENTITLEMENT FUNDS APPORTIONED TO THE McCOOK BEN NELSON REGIONAL AIRPORT IN FISCAL YEAR 2021 AND TRANSFERRING THESE FUNDS TO ANOTHER NEBRASKA AIRPORT AND AUTHORIZE THE MAYOR TO SIGN.

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BACKGROUND:

At their May 6, 2024 meeting, the Airport Advisory Commission voted 5-0 to transfer the 2021 airport entitlement, in the amount of \$150,000.00, to be used on another Nebraska airport.

In March 2023, a Capital Improvement Program Data Sheet(CIPDS) was submitted to the Nebraska Department of Transportation - Aeronautics Division(NDOT-AD) for a painting project at McCook Ben Nelson Regional Airport. This project would have included the painting of a displaced threshold at the end of Runway 04 to reflect revised declared distances which would resolve issues with the Runway Protection Zone. A displaced threshold (DTHR) is a runway threshold that's located at a point other than the beginning or end of the runway. This can reduce the length of the runway that's available for landings, but the area behind the threshold can be used for takeoffs in either direction and landings from the opposite direction. In addition to the painting of the threshold, the entire airport would have been repainted as part of this project.

For the past couple of years, the City of McCook has been working with Garver and W Design Associates to update the Airport Master Plan. This AMP update has identified other changes that will need to be completed as part of the painting project. One of the items identified was the change to the runway magnetic heading for Runway 12-30. Runway magnetic heading is the magnetic direction in degrees that corresponds to the centerline of a runway, not the painted runway number. Runways are numbered from 1-36 in 10-degree increments, based on the magnetic compass reading to the nearest 10 degrees, with the last digit dropped. For example, if a runway has a magnetic heading of 350°, its number would be 35. The opposite end of the runway is always numbered 18 higher or lower. As part of a future painting project, Runway 12-30 will need to be re-designated as Runway 13-31. The sod runway will need to be re-designated from 17-35 to 18-36. Both of these re-designations will also include sign replacement.

In addition to the changes to the painting layout and runway re-designations, it was also identified that the Visual Approach Slope Indicator(VASI) lights would need to be relocated as part of the addition to the displaced threshold on runway 04. The Visual Approach Slope Indicator (VASI) is a system of lights on the side of an airport runway threshold that provides visual descent guidance information during final approach. Since the VASI's are so old that parts are next to impossible to find, it has been recommended that they be replaced with Precision Approach Path Indicator(PAPI) lights. PAPI (Precision Approach Path Indicator) lights are a set of lights positioned beside the runway which provide pilots with a visual indicator of their aircraft's position relative to the correct glidepath for the runway.

Due to these findings, updated CIPDS were submitted to the NDOT-AD on January 23, 2024 to include these changes.

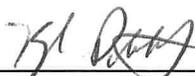
After discussion with the FAA, NDOT-AD, Engineers and City Staff it was determined that this project was becoming more in depth than originally proposed. Therefore it was recommended that these projects be delayed in order to make sure that all of the needs of this particular project are included. It would not make sense to re-paint the airport or move the VASI's, knowing that these changes are going to be required in the near future.

This resolution authorizes the transfer of \$150,000.00 of the City of McCook's 2021 non-primary entitlement funds to the Nebraska Department of Aeronautics for use on another Nebraska airport project. It is likely that the \$150,000 will be returned to the City of McCook in a future fiscal year for use on a project at McCook Ben Nelson Regional Airport.

**FISCAL**

**IMPACT:** None.

**APPROVALS:**

  
\_\_\_\_\_  
Kyle Potthoff, Public Works Director

May 28, 2024

  
\_\_\_\_\_  
Nate Schneider, City Manager

May 28, 2024

**RESOLUTION NO. 2024-11**

RESOLUTION ADOPTING AND APPROVING THE EXECUTION OF AN AGREEMENT TO WAIVE RECEIPT OF THE NON-PRIMARY ENTITLEMENT FUNDS APPORTIONED TO THE McCOOK BEN NELSON REGIONAL AIRPORT IN FISCAL YEAR(S) 2021, AND TRANSFERRING THESE FUNDS TO ANOTHER NEBRASKA AIRPORT.

Be it resolved by the Mayor and members of the City Council of McCook, Nebraska, that:

1. The City shall enter into an Agreement with the Federal Aviation Administration waiving the airport's right to the specified non-primary entitlement funds and transferring those funds to the Nebraska Department of Aeronautics for use on a Nebraska airport project.
2. The Mayor of the City of McCook is hereby authorized and directed to execute said Agreement on behalf of the City.
3. The Agreement referred to hereinabove is attached hereto as Exhibit "O", and made a part hereof by reference.

PASSED APPROVED THIS 3<sup>rd</sup> day of June, 2024.

---

Linda Taylor, Ex-officio Mayor  
and Council President

ATTEST:

---

Lea Ann Doak City Clerk-Treasurer

## Request for FAA Approval of Agreement for Transfer of Entitlements

In accordance with 49 USC § 47117(c)(2),

Name of Transferring Sponsor: City of McCook

hereby waives receipt of the following amount of funds apportioned to it under 49 USC § 47114(c) for

the: Name of Transferring Airport (and LOCID): McCook Ben Nelson Regional Airport ( MCK )

for each fiscal year listed below:

Entitlement Type (Passenger, Cargo or Nonprimary)	Fiscal Year	Amount
Nonprimary	2021	\$ 150,000.00
<b>Total</b>		\$ 150,000.00

The Federal Aviation Administration has determined that the waived amount will be made available to:

Name of Airport (and LOCID) Receiving Transferred Entitlements:

( )

Name of Receiving Airport's Sponsor: NDOT Aeronautics Division

a public use airport in the same state or geographical areas as the transferring airport for eligible projects under 49 USC § 47104(a).

The waiver expires on the earlier of 09/30/2024 (date) or when the availability of apportioned funds lapses under 49 USC § 47117(b).

**For the United States of America, Federal Aviation Administration:**

Signature: \_\_\_\_\_

Name:

Title:

Date:

**Certification of Transferring Sponsor**

I declare under penalty of perjury that the foregoing is true and correct. I understand that knowingly and willfully providing false information to the federal government is a violation of 18 USC § 1001 (False Statements) and could subject me to fines, imprisonment, or both.

Executed on this            day of            May            , 2024

Name of Sponsor: City of McCook

Name of Sponsor's Authorized Official:

Title of Sponsor's Authorized Official:

**Signature** of Sponsor's Authorized Official: \_\_\_\_\_

**Certificate of Transferring Sponsor's Attorney**

I, \_\_\_\_\_, acting as Attorney for the Sponsor do hereby certify that in my opinion the Sponsor is empowered to enter into the foregoing Agreement under the laws of the state of            Nebraska            . Further, I have examined the foregoing Agreement and the actions taken by said Sponsor and Sponsor's official representative has been duly authorized and that the execution thereof is in all respects due and proper and in accordance with the laws of the said state and 49 USC § 47101, et seq.

Dated at            McCook, Nebraska            (City, State),  
this            day of            May            , 2024

**Signature** of Sponsor's Attorney: \_\_\_\_\_

**CITY MANAGER'S REPORT  
JUNE 3, 2024 CITY COUNCIL MEETING**

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**ITEM:** 2.F.

**RECOMMENDATION:**

Ratify the Mayor's appointments to the:

- Board of Health - reappoint Nate Schneider, Linda Taylor, Dr. Jason Blomstedt, and Mary Beth Eisenmenger - terms expire June 2025, appoint Kevin Hodgson - term expires June 2025;
- Library Advisory Board - reappoint Sharon Bohling - term expires June 2028;
- Parks Advisory Board - reappoint Caitlin Whitehead and Tricia Wagner - terms expire May 2027.

---

**BACKGROUND:**

The Mayor has contacted all appointees and they are willing to serve on the various boards.

**FISCAL  
IMPACT:** None.

**APPROVALS:**

  
\_\_\_\_\_  
Lea Ann Doak, City Clerk

May 29, 2024

  
\_\_\_\_\_  
Tera Koetter, Assistant City Manager

May 29, 2024

\_\_\_\_\_  
Nate Schneider, City Manager

May 29, 2024

## BOARD OF HEALTH

NATE SCHNEIDER City Manager PO Box 1059 Term Expires - June 2025	345-2022 (O)
KEVIN HODGSON Chief of Police PO Box 1059 Term Expires - June 2025	345-3450 (O)
LINDA TAYLOR Mayor 1002 West "I" Street Term Expires - June 2025	345-5294 (O) 340-6552 (C)
DR. JASON BLOMSTEDT 603 East "M" Street Term Expires - June 2025	344-4110 (O) 345-8893 (H)
MARY BETH EISENMENGER 1613 Centennial Drive Term Expires - June 2025	340-9115 (C) 345-6303 (O)

\*Denotes Chairperson  
1 yr. term

## LIBRARY ADVISORY BOARD

MARY DUELAND 112 East "N" Street Appointed - May 2015 Reappointed - May 2021 Term Expires - June 2025	(Replaced Kay Neuhaus)	345-6163 (H)
PAM WOLFORD 702 Airport Road Reappointed - January 2023 Term Expires - June 2026		345-6721 (H)
STACI BLOMSTEDT 603 East "M" Street Appointed - August 2016 Reappointed - June 2023 Term Expires - June 2027	Replaced Nancy Buresh	345-8893 (H)
SHARON BOHLING 205 West "E" Street Appointed - September 2013 Reappointed - June 2024 Term Expires - June 2028	Replaced Linda Crandall	345-4679 (H)
KEVIN COCHRAN 1101 West 6 <sup>th</sup> Street Appointed - May 2017 Reappointed - May 2021 Term Expires - June 2025	Replaced Steve Batty	612-269-2202

4 yr. terms

## PARKS ADVISORY BOARD

CAITLIN WHITEHEAD

712 Norris Avenue

Appointed - August 2019

Reappointed June 2024

Term Expires - May 2027

[caitlin.whitehead1@gmail.com](mailto:caitlin.whitehead1@gmail.com)

Replaced Elizabeth Yilk

(720)448-0797 (C)

308-345-8817 (W)

TRICIA WAGNER

803 West "R" Street

Appointed - December 2022

Reappointed June 2024

Term Expires - May 2027

Replaced Natalie Smith

JEREMY LABRIE

519 Norris Avenue

Appointed - September 2020

Reappointed - January 2023

Term Expires - May 2025

[jeremy.labrie@yahoo.com](mailto:jeremy.labrie@yahoo.com)

Replaced Bill Larington

402-209-0451

MARK FRIEHE

1007 Country Club Drive

Appointed - June 1996

Reappointed - April 2023

Term Expires - May 2026

340-5710 (C)

TOM BREDVICK

302 Elizabeth Lane

Appointed - June 2021

Reappointed - April 2023

Term Expires - May 2026

\*Denotes Chairperson

3 yr. terms

**CITY MANAGER'S REPORT  
JUNE 3, 2024 CITY COUNCIL MEETING**

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**ITEM:**        2.G.

Declare one 6,000-gallon cone bottom poly tank and steel stand surplus and authorize staff to dispose of it in the appropriate legal manner.

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**BACKGROUND:**

The tank was purchased in 2006 for the water treatment plant. The tank was to hold any chemical that may have to be added to the water to adjust PH. The tank has never been used and we have never had to alter the water for PH adjustment. The water treatment facility needs more indoor storage for equipment and supplies. Removing the tank allows staff to use the current building for practical everyday use.

**FISCAL  
IMPACT:** None

**APPROVALS:**

  
\_\_\_\_\_  
Pat Fawver, Utilities Director

June 3, 2024

  
\_\_\_\_\_  
Nate Schneider, City Manager

June 3, 2024

  
\_\_\_\_\_  
Lea Ann Doak, City Clerk

June 3, 2024

**CITY MANAGER'S REPORT  
JUNE 3, 2024 CITY COUNCIL MEETING**

**ITEM: 2.H.**

**RECOMMENDATION:**

**Approve an application from Great Plains Communications to occupy city right-of-way for the purpose of installing underground fiber optic Conduit, cable and 1 new ground level vault @ West F Street & Missouri Ave.**

**BACKGROUND:**

Great Plains Communications (GPC) of Blair, NE is seeking permission to occupy City utility right-of-way to install underground fiber optic cable, conduit and 1 new ground level vault.

The construction will originate 182' West of the intersection of West 10<sup>th</sup> Street & West F Street, continuing 350' West where 1 new ground level vault will be installed. From the vault the line will continue South for 200' to its end point.

**FISCAL IMPACT:**(None)

**APPROVALS:**

  
\_\_\_\_\_  
Pat Fawver Utilities Dir.

June 3, 2024

  
\_\_\_\_\_  
Kyle Potthoff, Public Works Dir.

June 3, 2024

  
\_\_\_\_\_  
Nate Schneider, City Manager

June 3, 2024



## APPLICATION TO OCCUPY RIGHT-OF-WAY

APPLICANT NAME: Great Plains Communications DATE: 5-21-2024  
ADDRESS: 1009 West B St. PHONE: 402-278-2325  
FAX: \_\_\_\_\_ START DATE: June 2024 FINISH DATE: July 2024

### A CASH BOND IS REQUIRED FOR ALL RIGHT-OF-WAY ENCROACHMENTS

<b>Type: (circle)</b> Over-Cross Under-Cross <u>Occupy</u> Miscellaneous	<b>With a: (circle)</b> Water Line Sewer Line Gas Line Telephone Line <u>(Underground) Aerial</u>	<u>Fiber</u> <u>(Underground) Aerial</u> Tree Trimming/Removal Grading Other Electric Line <u>(Underground) Aerial</u>
--	--	--

**Location:** Beginning 182 feet (East West North South) of Intersection West 10th & West F St. and ending (East West North South) 350 feet of Intersection West F St & Missouri Ave.

**Requirements:** The applicant agrees to complete this work in accordance with the terms and conditions of the City of McCook. Any permit issued **will be cancelled** if the work specified is **not completed within the term listed on the permit** or within any **additional length of time granted**. Request for an extension of time to complete the work must be made in writing. Any extension granted will be acknowledged in writing by the City of McCook. **The Applicant may cancel the permit with written notification** at any time prior to beginning work on right-of-way.

**Performance Guarantee: (Make Payable to City of McCook)**

Amount: \$2,500.00 Check No. \_\_\_\_\_ Or FID No. \_\_\_\_\_

This guarantee is for the faithful compliance by the Applicant to the terms of the permit. It is understood that should the Applicant fail to perform the work as set forth in the permit, the City of McCook will have the right to keep the performance guarantee as liquidated damages for its necessary supervisory and inspection expenses and to initiate such legal proceedings as are necessary to secure either performance of the work in compliance with the terms of the permit or the restoration of the right-of-way to its previous condition prior to the activities of the Applicant.

**NOTE:** Please provide a location plan for over-cross or under-cross of location to occupy City of McCook right-of-way. When your project requires engineering plans, please submit four sets of plans, no larger than 18"x24". The engineering plans shall show the general features of the work to be completed and all information such as sizes, distances, dimensions, sleeves, cuts and fills, erosion control measures, etc., when applicable. City of McCook Municipal Code §94.34.

Baughman  
Applicant's Signature

Recommended By \_\_\_\_\_

Date \_\_\_\_\_

Director of Public Works Approval \_\_\_\_\_

# Untitled Map

Write a description for your map.

## Legend

- 📍 Mc Cook Housing Agency
- 📍 Southwest Area Training Services

New vault  
Wtr 2-1

Bore  
1x2-1.25  
DPC(1"-4")  
350' 350'  
Fiber size?  
600'

WEST  
go up pole  
to Fiber Kit.

Bore  
1x1-1.25"  
250'  
DPC(1"-4")=  
250'  
Fiber size?  
400'

MCCOOK NE.  
W/O#  
241721

Mc Cook Housing Agency

Missouri Ave

Southwest Area Training Services

**CITY MANAGER'S REPORT  
JUNE 3, 2024 CITY COUNCIL MEETING**

**ITEM:**          2.I.  

**RECOMMENDATION:**

**Approve an application from Great Plains Communications to occupy city right-of-way for the purpose of installing underground fiber optic Conduit, cable and 3 new ground level vaults @ West Q Street & West 8<sup>th</sup> Street.**

**BACKGROUND:**

Great Plains Communications (GPC) of Blair, NE is seeking permission to occupy City utility right-of-way to install underground fiber optic cable, conduit and 3 new ground level vaults.

The construction will originate at an existing vault 120' East of the intersection of West 8<sup>th</sup> Street & West Q Street and ending North 470' of the intersection of West Q Street & West 8<sup>th</sup> Street. 3 new ground level vaults will be installed along West 8<sup>th</sup> Street.

**FISCAL IMPACT:**(None)

**APPROVALS:**

 _____ Pat Fawver Utilities Dir.	June 3, 2024
 _____ Kyle Potthoff, Public Works Dir.	June 3, 2024
 _____ Nate Schneider, City Manager	June 3, 2024



# Untitled Map

Write a description for your map.

Legend



W 8th St

McCook Ne.

W Q St

W Q St



**CITY MANAGER'S REPORT**  
**June 3, 2024 CITY COUNCIL MEETING**

**ITEM:**          2.J.  

**RECOMMENDATION:**

**APPROVE THE APPLICATION FOR CENTURY LINK TO OCCUPY CITY RIGHT-OF-WAY FOR THE PURPOSE OF REPLACING AN UNDERGROUND TELEPHONE LINE AND AUTHORIZE THE MAYOR TO SIGN THE APPLICATION.**

**BACKGROUND:**

Century Link/Telcom Const. is asking permission to occupy the City of McCook Right-of-Way to replace the underground telephone line to the address of 1012 West 4<sup>th</sup> Street. The work will originate at the phone ped on the West side of the alley continuing south 50' then crossing the alley moving onto private property to its end point.

A \$2,500.00 performance guarantee from Century Link is on deposit with the City Office.

**FISCAL IMPACT:**        None.

**APPROVALS:**

  
\_\_\_\_\_ June 3, 2024  
Pat Fawver, Utility Director

  
\_\_\_\_\_ June 3, 2024  
Kyle Potthoff, Public Works Director

  
\_\_\_\_\_ June 3, 2024  
Nate Schneider, City Manager



P.O. BOX 1059 • 505 WEST C • McCook, NE 69001-1059 • PHONE (308) 345-2022 • FAX (308) 345-1461

Job: 24051697

### APPLICATION TO OCCUPY RIGHT-OF-WAY

APPLICANT NAME: Telcom Construction for Lumen / Century Link DATE: 5/8/24  
ADDRESS: PO Box 189, Clearwater, MN 55320 PHONE: (320) 365 - 0086  
FAX: \_\_\_\_\_ START DATE: 5/13/24 FINISH DATE: 9/13/24

#### A CASH BOND IS REQUIRED FOR ALL RIGHT-OF-WAY ENCROACHMENTS

<b>Type: (circle)</b> Over-Cross <u>Under-Cross</u> Occupy Miscellaneous	<b>With a: (circle)</b> Water Line Sewer Line Gas Line <u>Telephone Line</u> <u>(Underground)</u> Aerial	Tree Trimming/Removal Grading Other Electric Line (Underground Aerial)
--	---	--

Location: Beginning 140 feet (East West North South) of Intersection W 5th St  
\_\_\_\_\_ and ending (East West North South) \_\_\_\_\_ feet of Intersection \_\_\_\_\_  
Customer's address: 1012 W 4th ST

**Requirements:** The applicant agrees to complete this work in accordance with the terms and conditions of the City of McCook. Any permit issued **will be cancelled** if the work specified **is not completed within the term listed on the permit** or within any **additional length of time granted**. Request for an extension of time to complete the work must be made in writing. Any extension granted will be acknowledged in writing by the City of McCook. **The Applicant may cancel the permit with written notification** at any time prior to beginning work on right-of-way.

**Performance Guarantee: (Make Payable to City of McCook)**  
Amount: \$ \_\_\_\_\_ Check No. \_\_\_\_\_ Soc. Sec. No. Or FID No. \_\_\_\_\_  
This guarantee is for the faithful compliance by the Applicant to the terms of the permit. It is understood that should the Applicant fail to perform the work as set forth in the permit, the City of McCook will have the right to keep the performance guarantee as liquidated damages for its necessary supervisory and inspection expenses and to initiate such legal proceedings as are necessary to secure either performance of the work in compliance with the terms of the permit or the restoration of the right-of-way to its previous condition prior to the activities of the Applicant.

**NOTE:** Please provide a location plan for over-cross or under-cross of location to occupy City of McCook right-of-way. When your project requires engineering plans, please submit four sets of plans, no larger than 18"x24". The engineering plans shall show the general features of the work to be completed and all information such as sizes, distances, dimensions, sleeves, cuts and fills, erosion control measures, etc., when applicable. City of McCook Municipal Code §94.34.

Jane Brown  
Applicant's Signature

\_\_\_\_\_  
Utilities Director Approval

\_\_\_\_\_  
Mayor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Director of Public Works Approval

CITY OF MC COOK  
RED WILLOW COUNTY



W K ST

W 4TH ST

W 5TH ST

000820200

1011

50' IN ROW

000819100

1012

000820100

1009

75' TO CUSTOMER

000819200

1010

000820000

000819300

000819900

000819400

0008



24051697  
4/26/2024  
TELCOM CONSTRUCTION  
1012 W 4TH ST  
MC COOK, NE 69001-2539

**CITY MANAGER'S REPORT  
JUNE 3, 2024 CITY COUNCIL MEETING**

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**ITEM: 2.K.**

**RECOMMENDATION:**

**APPROVE THE PLANS AND SPECIFICATIONS FOR THE 2024 ASPHALT PAVING PROJECTS AND SET THE TIME AND DATE TO RECEIVE BIDS AS 2:30 P.M. JUNE 25, 2024.**

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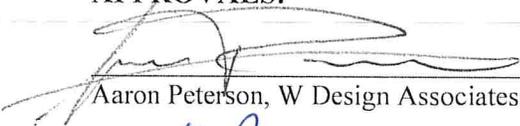
**BACKGROUND**

These projects involve paving several streets around town. West C Street and West 8<sup>th</sup> Street are the top streets on the One and Six Year plan. These streets are full reconstruction, with the existing asphalt being completely milled, the subgrade re-graded and compacted, millings laid back as a base, and then 4" of new asphalt. On these streets new handicap ramps will be installed at the intersections. These streets are generally commercial in nature and the project is being phased to make sure all businesses have access at all times.

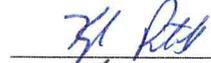
Bid as alternates will be milling and overlaying Norris Ave. from F to O Streets and West Q from West 3<sup>rd</sup> to West 5<sup>th</sup>. The overlays on these streets have reached the end of their useful lives and with the traffic volume need to be replaced. They are being bid as alternates to ensure there are sufficient funds in the street budget to complete the work.

**FISCAL IMPACT:** None.

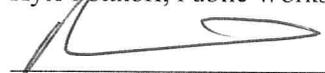
**APPROVALS:**

  
\_\_\_\_\_  
Aaron Peterson, W Design Associates

Date: 5-28-24

  
\_\_\_\_\_  
Kyle Pothoff, Public Works Director

Date: 5/29/24

  
\_\_\_\_\_  
Nate Schneider, City Manager

Date: 5-29-24

## ADVERTISEMENT FOR BIDS

The CITY OF McCOOK, Nebraska will receive sealed bids for the 2024 Asphalt Paving Projects. Sealed bids prepared in accordance with the Plans and specifications will be accepted at the Office of the Clerk, PO Box 1059 or City Office, McCook Municipal Center, 505 West "C" Street, McCook, Nebraska 69001 until 2:30 P.M. CST on June 25, 2024 and then will be immediately publicly opened and read aloud in the City Council Chambers, McCook Municipal Center.

Bids will be received for asphalt milling, subgrade preparation and repaving of the streets. Also included as part of the project is the installation of handicap ramps at interjections. Bid as alternates with this is the milling and overlay of a portion of Norris Avenue and a portion of West "Q" Street.

All bids must be made on the Proposal Form provided with the Plans and Specifications as prepared by W DESIGN ASSOCIATES, Consulting Engineers and Architects. Bids received after the closing will be returned unopened and shall not be considered.

Contractors may obtain paper copies of the Plans and Specifications from W Design Associates, 214 East 1<sup>st</sup> Street, McCook, Nebraska 69001 upon payment of \$80.00 for each set requested. One half of the deposit shall be refunded if a bid is submitted, and the Plans and Specifications are returned in good condition within ten days after the bid opening. Electronic copies of the Plans and Specifications may be obtained at NO COST by CALLING Breanna Spitz at (402) 463-2377 or by email at [Breanna@wdesignea.com](mailto:Breanna@wdesignea.com).

Each bid shall be accompanied by a certified check, cashier's check, or bid bond in an amount of not less than five percent (5%) of the total bid amount, and shall be made payable to the City of McCook, Nebraska as security that the bidder to whom the contract may be awarded will enter into contract to construct the project and give bond in the sum of the total contract amount for the construction of the project. Checks accompanying bids not accepted shall be returned to the bidders. Performance and Payment Bonds will be required for this project.

No bid shall be withdrawn after opening the bids without the consent of the McCook City Council for a period of 45 days.

The City of McCook reserves the right to accept or reject any or all bids and to waive any informalities in the bidding.

Date: June 3, 2024.

-s- Lea Ann Doak  
City Clerk

Publish: June 6, 13, and 20, 2024.

**CITY MANAGER'S REPORT  
JUNE 3, 2024 MCCOOK CITY COUNCIL MEETING**

ITEM NO. 3.A Update regarding the swimming pool project and ballpark project.

---

**BACKGROUND:**

Staff would like to keep this item as a place keeper on the McCook City Council agendas while we work through the planning and construction process for both the swimming pool and the ballpark.

**APPROVALS:**



Nathan A. Schneider, City Manager

May 29, 2024



Lea Ann Doak, City Clerk

May 29, 2024



Tera Koetter, Assistant City Manager

May 29, 2024

**CITY MANAGER'S REPORT  
JUNE 3, 2024 MCCOOK CITY COUNCIL MEETING**

ITEM NO. 3.B Discussion regarding the 2024 City of McCook Wage Study.

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**BACKGROUND:**

As part of the budget approved for FY 23-24, the City Council commissioned a wage study. The City of McCook completed its last wage study in FY 19-20. Over the course of the past three years, wages for municipalities that are similar to McCook have gone up drastically. The upward tick in wages, coupled with the City's mandates per the FY 19-20 wage study, has made it difficult to attract and retain employees. In order to provide the services the City of McCook has prioritized, the findings from the new wage study must be incorporated into the FY 24-25 budget.

Staff requests that the City Council discuss the recently completed wage study and the regulations employed by the Nebraska Commission of Industrial Relations for public entities.

**APPROVALS:**



Nathan A. Schneider, City Manager

May 29, 2024



Lea Ann Doak, City Clerk

May 29, 2024



Tera Koetter, Assistant City Manager

May 29, 2024

## McCook - Police

### Summary Report

Job Titles	Current Rates		Market Rates		Percent of Increase/Decrease		Dollar Amount of Increase/Decrease	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Police Chief	\$38.21	\$51.59	\$37.58	\$50.40	-1.66%	-2.31%	-\$0.63	-\$1.19
Sergeant/Patrol Supervisor	\$27.15	\$36.20	\$28.81	\$38.56	6.11%	6.51%	\$1.66	\$2.36
Detective	\$25.13	\$33.47	\$26.65	\$37.06	6.06%	10.74%	\$1.52	\$3.59
Police Officer	\$22.11	\$30.45	\$25.01	\$34.40	13.13%	12.98%	\$2.90	\$3.95
Chief Dispatcher	\$19.95	\$25.45	\$21.17	\$27.11	6.11%	6.51%	\$1.22	\$1.66
Dispatcher	\$18.08	\$23.03	\$19.04	\$24.38	5.33%	5.88%	\$0.96	\$1.35
Administrative Assistant - Police	\$17.45	\$23.62	\$18.07	\$24.85	3.57%	5.22%	\$0.62	\$1.23
E911 Office Coordinator	\$19.51	\$26.30	\$20.55	\$27.85	5.33%	5.88%	\$1.04	\$1.55

## City of McCook

### Police Chief

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Police Chief	\$36.15	\$49.08
Cozad	Police Chief	\$33.21	\$40.58
Crete	Police Chief	\$54.58	\$44.36
Gering	Police Chief	\$34.66	\$51.21
Holdrege	Police Chief	\$35.26	\$47.43
Lexington	Police Chief	\$39.90	\$53.07
Ogallala	Police Chief	\$35.37	\$58.95
Scottsbluff	Police Chief	\$44.13	\$59.14
Sidney	Police Chief	\$35.97	\$46.82
York	Police Chief	\$41.72	\$55.91
	Mean	\$39.10	\$50.66
	Median	\$36.06	\$50.15
	Midpoint	\$37.58	\$50.40
McCook		\$38.21	\$51.59
% Change (Midpoint -Local)/Local		-1.66%	-2.31%
\$ Increase/Decrease		-\$0.63	-\$1.19

## City of McCook

### Sergeant/Patrol Supervisor

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Sergeant	\$26.51	\$37.66
Cozad	Sergeant	\$28.19	\$30.28
Crete	Sergeant	\$31.00	\$38.13
Gering	Sergeant	\$27.46	\$38.64
Holdrege	Police Sergeant	\$31.00	\$39.28
Lexington	Sergeant	\$27.75	\$36.91
Ogallala	Police Sergeant	\$29.56	\$49.26
Scottsbluff	Police Sergeant	\$29.05	\$40.88
Sidney	Sergeant	\$26.43	\$34.15
York	Police Sergeant	\$33.04	\$42.09
	Mean	\$29.00	\$38.73
	Median	\$28.62	\$38.39
	Midpoint	\$28.81	\$38.56
McCook		\$27.15	\$36.20
	% Change (Midpoint -Local)/Local	6.11%	6.51%
	\$ Increase/Decrease	\$1.66	\$2.36

## City of McCook

### Detective

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Cozad			
Crete			
Gering	Detective	\$26.04	\$36.64
Holdrege			
Lexington	Investigator	\$26.00	\$34.58
Ogallala			
Scottsbluff	Detective	\$26.33	\$37.05
Sidney	Lieutenant/Investigator	\$30.12	\$40.86
York			
	Mean	\$27.12	\$37.28
	Median	\$26.19	\$36.85
	Midpoint	\$26.65	\$37.06
McCook		\$25.13	\$33.47
	% Change (Midpoint -Local)/Local	6.06%	10.74%
	\$ Increase/Decrease	\$1.52	\$3.59

## City of McCook

### Police Officer

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Police Officer	\$23.17	\$31.93
Cozad	Police Officer	\$24.64	\$30.91
Crete	Police Officer	\$26.00	\$34.21
Gering	Police Officer	\$24.76	\$34.15
Holdrege	Patrol Officer	\$25.12	\$32.16
Lexington	Police Officer	\$25.00	\$33.25
Ogallala	Police Officer	\$25.54	\$42.23
Scottsbluff	Police Officer	\$24.78	\$34.87
Sidney	Police Officer	\$23.24	\$35.71
York	Police Officer	\$29.11	\$36.84
	Mean	\$25.14	\$34.63
	Median	\$24.89	\$34.18
	Midpoint	\$25.01	\$34.40
	McCook	\$22.11	\$30.45
	% Change (Midpoint -Local)/Local	13.13%	12.98%
	\$ Increase/Decrease	\$2.90	\$3.95

## City of McCook

### Chief Dispatcher

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	PS Dispatcher Supervisor	\$20.27	\$25.64
Cozad			
Crete			
Gering			
Holdrege	Dispatch Supervisor	\$19.50	\$25.93
Lexington			
Ogallala			
Scottsbluff			
Sidney			
York			
	Mean		
	Median		
	Midpoint	\$21.17	\$27.11
McCook		\$19.95	\$25.45
% Change (Midpoint -Local)/Local		6.11%	6.51%
\$ Increase/Decrease		\$1.22	\$1.66

Align with Sergeant

## City of McCook

### Dispatcher

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Public Safety Dispatcher	\$18.02	\$23.39
Cozad			
Crete			
Gering			
Holdrege	Dispatcher	\$20.24	\$24.41
Lexington	Dispatcher	\$19.00	\$25.27
Ogallala			
Scottsbluff			
Sidney			
York			
	Mean	\$19.09	\$24.36
	Median	\$19.00	\$24.41
	Midpoint	\$19.04	\$24.38
McCook		\$18.08	\$23.03
	% Change (Midpoint -Local)/Local	5.33%	5.88%
	\$ Increase/Decrease	\$0.96	\$1.35

## City of McCook

### Administrative Assistant - Police

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Administrative Assistant	\$18.53	\$23.62
Cozad			
Crete	Police Admin. Assistant	\$17.59	\$25.05
Gering	Administrative Secretary	\$15.88	\$23.46
Holdrege	Secretary/Receptionist	\$15.50	\$20.72
Lexington			
Ogallala	Police Admin. Secretary	\$17.24	\$28.73
Scottsbluff	Administrative Assistant-PD	\$23.45	\$31.42
Sidney	Records Clerk	\$18.11	\$23.08
York	Records Administrator	\$20.07	\$26.90
	Mean	\$18.30	\$25.37
	Median	\$17.85	\$24.34
	Midpoint	\$18.07	\$24.85
McCook		\$17.45	\$23.62
	% Change (Midpoint -Local)/Local	3.57%	5.22%
	\$ Increase/Decrease	\$0.62	\$1.23

## City of McCook

### E911 Office Coordinator

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Cozad			
Crete			
Gering			
Holdrege			
Lexington			
Ogallala			
Scottsbluff			
Sidney			
York			
Mean			
Median			
Midpoint		\$20.55	\$27.85
McCook		\$19.51	\$26.30
% Change (Midpoint -Local)/Local		5.33%	5.88%
\$ Increase/Decrease		\$1.04	\$1.55

Align with Dispatcher



# City of McCook

## Table of Contents

Job Title
City Clerk/Treasurer
City Clerk/Treasurer
Deputy City Clerk
Human Resource Coordinator
Administrative Assistant - Financial
Office Assistant - Administration
Clerical (pt)
Building Inspector/Code Compliance Officer
Senior Citizen Director
Head Cook
Assistant Cook
Public Transit Dispatcher/Clerk II
Public Transit Driver (ft)
Public Transit Driver (pt)
Maintenance Custodian (pt)
Utilities Director
Administrative Assistant - Utilities
Water Superintendent
Laborer Foreman
Utility Tech II (Water Plant Operator)
Utility Service Tech II (Maintenance)
Utility Service Tech I (Maintenance)
Utility Tech I (Meters)
Wastewater Superintendent
Wastewater Plant Operator III
Wastewater Plant Operator I
Solid Waste Superintendent
Refuse Collection Driver
Equipment Operator III
Tractor Trailer Operator
Assistant Mechanic
Laborer I - Sanitation
Laborer I - Recycling
Library Director
Circulation Librarian
Catalog/Media Librarian
Youth Services Librarian
Custodian/Maintenance
Clerical (library pt)

# City of McCook

## Table of Contents

Job Title
Public Works Director
Public Works Supervisor
Mechanic
Equipment Operator III
Equipment Operator II
Equipment Operator I
Sexton
Laborer I (cemetery)
Park Maintenance/Grounds Keeper II
Laborer I (parks)
Laborer II (parks)
Airport Maintenance Operator
Police Chief
Sergeant/Patrol Supervisor
Detective
Police Officer
Chief Dispatcher
Dispatcher
Administrative Assistant - Police
E911 Office Coordinator
Fire Chief
Firefighter EMT-P
Firefighter EMT-B
Administrative Assistant - Fire

# McCook

## Summary Report

Job Titles	Current Rates		Market Rates		Percent of Increase/Decrease		Dollar Amount of Increase/Decrease	
	Hourly Wage		Hourly Wage		Minimum	Maximum	Minimum	Maximum
	Minimum	Maximum	Minimum	Maximum				
City Clerk/Treasurer	\$32.99	\$47.09	\$33.73	\$45.00	2.24%	-4.43%	\$0.74	-\$2.09
Assistant City Manager	\$32.99	\$47.09	\$40.16	\$55.95	21.73%	18.82%	\$7.17	\$8.86
Deputy City Clerk	\$21.79	\$32.31	\$23.32	\$30.70	7.03%	-5.00%	\$1.53	-\$1.62
Human Resource Coordinator	\$21.79	\$33.44	\$31.85	\$42.51	46.17%	27.13%	\$10.06	\$9.07
Administrative Assistant - Financial	\$17.44	\$23.62	\$19.81	\$27.72	13.60%	17.37%	\$2.37	\$4.10
Office Assistant - Administration	\$16.85	\$22.69	\$18.42	\$25.54	9.33%	12.54%	\$1.57	\$2.85
Clerical (pt)	\$12.00	\$17.00	\$16.43	\$22.73	36.92%	33.71%	\$4.43	\$5.73
Building Inspector/Code Compliance Officer	\$26.62	\$35.06	\$27.62	\$36.16	3.74%	3.13%	\$1.00	\$1.10
Senior Citizen Director	\$30.07	\$39.03	\$25.16	\$33.97	-16.35%	-12.97%	-\$4.92	-\$5.06
Head Cook	\$16.02	\$23.84	\$16.03	\$24.23	0.04%	1.65%	\$0.01	\$0.39
Assistant Cook	\$14.87	\$19.55	\$14.88	\$19.87	0.04%	1.65%	\$0.01	\$0.32
Public Transit Dispatcher/Clerk II	\$15.83	\$21.78	\$15.84	\$22.14	0.04%	1.65%	\$0.01	\$0.36
Public Transit Driver (ft)	\$14.10	\$19.94	\$14.88	\$20.39	5.51%	2.25%	\$0.78	\$0.45
Public Transit Driver (pt)	\$12.00	\$17.00	\$14.76	\$20.65	23.98%	19.93%	\$2.88	\$3.39
Custodian	\$12.00	\$17.00	\$14.76	\$20.65	23.01%	21.49%	\$2.76	\$3.65
Maintenance Custodian (pt)	\$12.00	\$17.00	\$14.76	\$20.65	23.01%	21.49%	\$2.76	\$3.65
Utilities Director	\$37.04	\$49.79	\$37.53	\$49.94	1.32%	0.31%	\$0.49	\$0.15
Administrative Assistant - Utilities	\$17.44	\$23.62	\$19.38	\$27.24	11.10%	15.31%	\$1.94	\$3.62
Water Superintendent	\$30.07	\$39.03	\$31.13	\$42.21	3.51%	8.14%	\$1.06	\$3.18
Laborer Foreman	\$25.55	\$32.96	\$25.70	\$36.37	0.57%	10.35%	\$0.15	\$3.41
Utility Tech II (Water Plant Operator)	\$24.29	\$32.63	\$22.49	\$31.57	-7.42%	-3.24%	-\$1.80	-\$1.06
Utility Service Tech II (Maintenance)	\$20.38	\$27.53	\$22.29	\$31.99	9.38%	16.18%	\$1.91	\$4.46
Utility Service Tech I (Maintenance)	\$18.14	\$24.51	\$19.50	\$27.82	7.48%	13.50%	\$1.36	\$3.31

# McCook

## Summary Report

Job Titles	Current Rates				Market Rates				Percent of		Dollar Amount of	
	Hourly Wage		Hourly Wage		Hourly Wage		Hourly Wage		Minimum	Maximum	Minimum	Maximum
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Increase/Decrease	Increase/Decrease		
Utility Tech I (Meters)	\$18.14	\$24.51	\$19.87	\$27.63	9.52%	12.72%	\$1.73	\$3.12				
Wastewater Superintendent	\$30.07	\$39.03	\$31.45	\$44.18	4.59%	13.20%	\$1.38	\$5.15				
Wastewater Plant Operator III	\$21.05	\$28.21	\$23.15	\$33.23	9.98%	17.80%	\$2.10	\$5.02				
Wastewater Plant Operator I	\$17.56	\$24.12	\$20.77	\$29.18	18.29%	20.99%	\$3.21	\$5.06				
Solid Waste Superintendent	\$30.07	\$39.03	\$25.82	\$34.70	-14.13%	-11.10%	-\$4.25	-\$4.33				
Refuse Collection Driver	\$18.06	\$24.08	\$19.41	\$25.67	7.49%	6.60%	\$1.35	\$1.59				
Equipment Operator III	\$19.51	\$26.30	\$20.39	\$28.53	4.53%	8.49%	\$0.88	\$2.23				
Tractor Trailer Operator	\$19.51	\$26.30	\$20.39	\$28.53	4.53%	8.49%	\$0.88	\$2.23				
Assistant Mechanic	\$19.73	\$27.76	\$21.13	\$29.65	11.40%	11.19%	\$1.40	\$1.89				
Laborer I - Sanitation	\$16.40	\$23.29	\$18.04	\$25.58	9.99%	9.81%	\$1.64	\$2.29				
Laborer I - Recycling	\$16.40	\$23.29	\$17.70	\$24.60	2.28%	3.97%	\$1.30	\$1.31				
Administrative Assistant - Sanitation	\$17.45	\$23.62	\$18.49	\$25.53	5.96%	8.07%	\$1.04	\$1.91				
Library Director	\$30.07	\$39.03	\$29.25	\$38.57	-2.71%	-1.17%	-\$0.82	-\$0.46				
Circulation Librarian	\$16.99	\$22.35	\$16.61	\$22.15	-2.24%	-0.88%	-\$0.38	-\$0.20				
Catalog/Media Librarian	\$17.77	\$23.34	\$18.64	\$25.19	4.89%	7.93%	\$0.87	\$1.85				
Youth Services Librarian	\$18.14	\$25.06	\$18.33	\$23.91	1.05%	-4.58%	\$0.19	-\$1.15				
Custodian/Maintenance	\$14.54	\$21.84	\$15.62	\$21.39	7.43%	-2.07%	\$1.08	-\$0.45				
Clerical (library pt)	\$12.00	\$14.00	\$13.78	\$18.48	14.85%	31.99%	\$1.78	\$4.48				
Public Works Director	\$37.95	\$52.09	\$37.45	\$52.25	-1.32%	0.31%	-\$0.50	\$0.16				
Public Works Supervisor	\$27.21	\$37.55	\$27.21	\$37.55	0.00%	0.00%	\$0.00	\$0.00				
Mechanic	\$20.80	\$29.09	\$22.66	\$32.14	8.93%	10.49%	\$1.86	\$3.05				
Equipment Operator III	\$19.51	\$26.30	\$21.22	\$28.54	8.76%	8.52%	\$1.71	\$2.24				
Equipment Operator II	\$18.03	\$24.13	\$19.94	\$27.68	10.61%	14.70%	\$1.91	\$3.55				
Equipment Operator I	\$16.40	\$23.29	\$19.04	\$26.52	16.09%	13.86%	\$2.64	\$3.23				

# McCook

## Summary Report

Job Titles	Current Rates			Market Rates			Percent of		Dollar Amount of	
	Hourly Wage		Hourly Wage	Hourly Wage		Hourly Wage	Minimum	Maximum	Minimum	Maximum
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Sexton	\$21.70	\$28.18	\$23.52	\$32.63	8.38%	15.79%	\$1.82	\$4.45		
Laborer I (cemetery)	\$16.40	\$23.29	\$18.00	\$24.74	9.75%	6.22%	\$1.60	\$1.45		
Park Maintenance/Grounds Keeper II	\$21.04	\$28.64	\$23.30	\$31.19	10.74%	8.90%	\$2.26	\$2.55		
Laborer I (parks)	\$16.40	\$23.29	\$18.55	\$25.83	13.11%	10.92%	\$2.15	\$2.54		
Laborer II (parks)	\$18.09	\$23.86	\$19.40	\$27.51	7.21%	15.30%	\$1.31	\$3.65		
Airport Maintenance Operator	\$25.12	\$32.31	\$24.96	\$30.72	11.17%	5.74%	-\$0.16	-\$1.60		
Police Chief	\$38.21	\$51.59	\$41.39	\$53.89	8.32%	4.46%	\$3.18	\$2.30		
Sergeant/Patrol Supervisor	\$27.15	\$36.20	\$29.46	\$39.35	8.49%	8.69%	\$2.31	\$3.15		
Detective	\$25.13	\$33.47	\$26.78	\$37.22	6.56%	11.19%	\$1.65	\$3.75		
Police Officer	\$22.11	\$30.45	\$25.18	\$34.80	13.90%	14.29%	\$3.07	\$4.35		
Chief Dispatcher	\$19.95	\$25.45	\$21.16	\$27.17	8.02%	3.18%	\$1.21	\$1.72		
Dispatcher	\$18.08	\$23.03	\$19.31	\$25.03	6.79%	8.67%	\$1.23	\$2.00		
Administrative Assistant - Police	\$17.45	\$23.62	\$18.14	\$25.32	3.93%	7.19%	\$0.68	\$1.70		
E911 Office Coordinator	\$19.51	\$26.30	\$20.83	\$28.58	6.79%	8.67%	\$1.32	\$2.28		
Fire Chief	\$38.20	\$51.59	\$42.41	\$53.87	11.02%	4.43%	\$4.21	\$2.28		
Firefighter EMT-P	\$17.72	\$25.00	\$19.63	\$25.98	8.99%	5.95%	\$1.91	\$0.98		
Firefighter EMT-B	\$15.51	\$21.87	\$17.31	\$23.72	11.58%	8.45%	\$1.80	\$1.85		
Administrative Assistant - Fire	\$17.44	\$23.62	\$19.13	\$26.33	-2.57%	-2.18%	\$1.69	\$2.71		

## City of McCook

### City Clerk/Treasurer

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	City Clerk & /City Treasurer(2)	\$29.92	\$44.65
Aurora	City Clerk/Treasurer	\$31.36	\$48.85
Beatrice	City Clerk	\$34.66	\$34.66
Cozad	City Clerk/Treasurer	\$34.96	\$38.63
Crete	City Clerk	\$43.73	\$43.73
Gering	City City	\$28.52	\$42.13
Hastings	City Clerk	\$33.03	\$45.99
Holdrege	City Clerk & City Treasurer(2)	\$33.24	\$44.72
Kearney	City Clerk	\$40.77	\$59.27
Lexington			
Ogallala	City Clerk - Treasurer	\$39.20	\$65.33
North Platte	City Clerk	\$31.62	\$43.12
Scottsbluff	City Clerk/Risk Manager	\$32.93	\$44.13
Seward			
Sidney	City Clerk/Treasurer	\$31.44	\$31.44
Wahoo			
York	City Clerk - City Treasurer (2)	\$35.18	\$51.98
	Mean	\$34.33	\$45.62
	Median	\$33.14	\$44.39
	Midpoint	\$33.73	\$45.00
McCook		\$32.99	\$47.09
	% Change (Midpoint -Local)/Local	2.24%	-4.43%
	\$ Increase/Decrease	\$0.74	-\$2.09

(2) two separate positions

## City of McCook

### Assistant City Manager

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora			
Beatrice			
Cozad			
Crete			
Gering			
Hastings	Assistant City Administrator	\$54.95	\$79.27
Holdrege			
Kearney	Assistant City Manager	\$40.77	\$59.27
Lexington	Assistant City Manager	\$36.54	\$48.60
Ogallala			
North Platte			
Scottsbluff			
Seward			
Sidney	Assistant City Manager	\$34.40	\$44.74
Wahoo			
York			
	Mean	\$41.67	\$57.97
	Median	\$38.66	\$53.94
	Midpoint	\$40.16	\$55.95
McCook		\$32.99	\$47.09
% Change (Midpoint -Local)/Local		21.73%	18.82%
\$ Increase/Decrease		\$7.17	\$8.86

## City of McCook

### Deputy City Clerk

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Deputy City Clerk	\$20.14	\$25.71
Aurora	Utility Billing/Deputy Clerk	\$22.00	\$34.28
Beatrice			
Cozad	Deputy City Clerk/Treasurer	\$25.73	\$26.50
Crete	Deputy City Clerk	\$30.32	\$30.32
Gering			
Hastings	Assistant City Clerk	\$23.16	\$31.74
Holdrege			
Kearney	Deputy City Clerk	\$23.84	\$34.64
Lexington			
Ogallala	Deputy City Clerk	\$22.29	\$37.14
North Platte			
Scottsbluff			
Seward			
Sidney	Deputy City Clerk	\$23.24	\$29.91
Wahoo	Deputy City Clerk	\$22.87	\$29.72
York	Asst. City Clerk/Treasurer	\$22.68	\$30.39
	Mean	\$23.63	\$31.04
	Median	\$23.02	\$30.36
	Midpoint	\$23.32	\$30.70
McCook		\$21.79	\$32.31
% Change (Midpoint -Local)/Local		7.03%	-5.00%
\$ Increase/Decrease		\$1.53	-\$1.62

## City of McCook

### Human Resource Coordinator

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	HR Director	\$31.37	\$42.55
Aurora			
Beatrice			
Cozad			
Crete	Human Resources Coordinator	\$32.37	\$32.37
Gering	Director of Human Resources	\$28.52	\$42.13
Hastings	Human Resources Generalist	\$26.09	\$37.10
Holdrege			
Kearney	Asst. Dir. of Human Resources	\$31.94	\$46.43
Lexington			
Ogallala			
North Platte			
Scottsbluff	Director of Human Resources	\$38.12	\$51.09
Seward			
Sidney	Human Resources Director	\$30.12	\$39.06
Wahoo			
York	Human Resources Director	\$37.85	\$50.72
	Mean	\$32.05	\$42.68
	Median	\$31.66	\$42.34
	Midpoint	\$31.85	\$42.51
McCook		\$21.79	\$33.44
	% Change (Midpoint -Local)/Local	46.17%	27.13%
	\$ Increase/Decrease	\$10.06	\$9.07

## City of McCook

### Administrative Assistant - Financial

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Account Clerk III	\$19.32	\$24.63
Aurora			
Beatrice	Accounting Assistant I	\$19.96	\$29.22
Cozad	Account Clerk	\$21.63	\$27.81
Crete	Administrative Assistant	\$15.43	\$21.98
Gering	Administrative Secretary	\$15.88	\$23.46
Hastings	Accounting Assistant I	\$21.03	\$31.35
Holdrege	Accounting Clerk II	\$19.07	\$24.61
Kearney	Account Clerk - Senior	\$21.62	\$31.41
Lexington	Accounting Clerk	\$19.00	\$25.27
Ogallala	Administrative Assistant	\$18.62	\$31.03
North Platte	Account Clerk III	\$22.21	\$31.23
Scottsbluff	Account Clerk	\$23.45	\$29.92
Seward	Deputy Treasurer	\$27.99	\$34.23
Sidney	Administrative Assistant	\$18.11	\$23.08
Wahoo	Office Assistant	\$19.44	\$25.28
York			
	Mean	\$20.18	\$27.63
	Median	\$19.44	\$27.81
	Midpoint	\$19.81	\$27.72
	McCook	\$17.44	\$23.62
	% Change (Midpoint -Local)/Local	13.60%	17.37%
	\$ Increase/Decrease	\$2.37	\$4.10

## City of McCook

### Office Assistant - Administration

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Account Clerk II	\$17.77	\$22.66
Aurora	Receptionist/Typist/Accounting	\$16.66	\$25.96
Beatrice	Administrative Assistant	\$17.21	\$25.19
Cozad			
Crete			
Gering	Administrative Secretary	\$15.88	\$23.46
Hastings	Administrative Assistant I	\$18.72	\$26.02
Holdrege	Accounting Clerk II	\$19.07	\$24.61
Kearney	Administrative Assistant	\$20.59	\$29.93
Lexington			
Ogallala	Administrative Assistant	\$18.62	\$31.03
North Platte	Administrative Secretary	\$22.71	\$31.06
Scottsbluff	Administrative Services Asst.	\$19.29	\$25.84
Seward	Administrative Assistant	\$17.29	\$24.36
Sidney	Administrative Assistant	\$18.11	\$23.08
Wahoo	Office Assistant	\$19.44	\$25.28
York	Secretary I	\$17.34	\$23.23
	Mean	\$18.48	\$25.84
	Median	\$18.37	\$25.24
	Midpoint	\$18.42	\$25.54
McCook		\$16.85	\$22.69
	% Change (Midpoint -Local)/Local	9.33%	12.54%
	\$ Increase/Decrease	\$1.57	\$2.85

## City of McCook

### Clerical (pt)

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Account Clerk I	\$16.38	\$20.84
Aurora			
Beatrice			
Cozad			
Crete			
Gering	Administrative Secretary	\$15.88	\$23.46
Hastings			
Holdrege	Secretary/Receptionist	\$15.50	\$20.72
Kearney	Secretary (pt)	\$17.78	\$21.40
Lexington			
Ogallala	Secretary	\$15.56	\$25.93
North Platte			
Scottsbluff	Administrative Services Asst.	\$19.29	\$25.84
Seward			
Sidney			
Wahoo			
York			
	Mean	\$16.73	\$23.03
	Median	\$16.13	\$22.43
	Midpoint	\$16.43	\$22.73
McCook		\$12.00	\$17.00
	% Change (Midpoint -Local)/Local	36.92%	33.71%
	\$ Increase/Decrease	\$4.43	\$5.73

## City of McCook

### Building Inspector/Code Compliance Officer

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Building & Code Inspector	\$24.84	\$31.78
Aurora			
Beatrice			
Cozad	Building Inspector	\$32.14	\$33.10
Crete	Building Inspector	\$36.83	\$36.83
Gering	Combination Bldg. Inspector	\$23.46	\$34.66
Hastings	Building Inspector	\$27.60	\$38.45
Holdrege			
Kearney	Building Inspector	\$27.61	\$40.10
Lexington	Chief Building Inspector	\$22.00	\$29.26
Ogallala			
North Platte	Building Inspector I	\$25.66	\$35.39
Scottsbluff	Code Administrator II	\$27.09	\$36.31
Seward	Bldg./Zoning & Code Enforce Dir	\$28.53	\$35.60
Sidney	Chief Building Official	\$26.43	\$40.86
Wahoo	Bld. Inspector/Zoning Adm.	\$29.85	\$38.80
York	Building Inspector	\$27.57	\$36.94
	Mean	\$27.66	\$36.01
	Median	\$27.57	\$36.31
	Midpoint	\$27.62	\$36.16
McCook		\$26.62	\$35.06
	% Change (Midpoint -Local)/Local	3.74%	3.13%
	\$ Increase/Decrease	\$1.00	\$1.10

## City of McCook

### Senior Citizen Director

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora			
Beatrice			
Cozad			
Crete			
Gering			
Hastings			
Holdrege			
Kearney	Sr. Service Coordinator	\$31.94	\$46.43
Lexington	Community Activities Director	\$31.25	\$41.56
Ogallala			
North Platte			
Scottsbluff			
Seward	Aging Services Commission Asst.	\$17.23	\$24.78
Sidney			
Wahoo	Sr. Services Manager	\$19.44	\$25.28
York			
	Mean	\$24.97	\$34.51
	Median	\$25.35	\$33.42
	Midpoint	\$25.16	\$33.97
McCook		\$30.07	\$39.03
	% Change (Midpoint -Local)/Local	-16.35%	-12.97%
	\$ Increase/Decrease	-\$4.92	-\$5.06

## City of McCook

### Head Cook

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora			
Beatrice			
Cozad			
Crete			
Gering			
Hastings			
Holdrege			
Kearney			
Lexington	Kitchen Manager	\$15.75	\$20.95
Ogallala			
North Platte			
Scottsbluff			
Seward			
Sidney			
Wahoo			
York			
	Mean		
	Median		
	Midpoint	\$16.03	\$24.23
McCook		\$16.02	\$23.84
	% Change (Midpoint -Local)/Local	0.04%	1.65%
	\$ Increase/Decrease	\$0.01	\$0.39

Align with Pub Transit Dispatcher

## City of McCook

### Assistant Cook

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Cook	\$13.35	\$16.94
Aurora			
Beatrice			
Cozad			
Crete			
Gering			
Hastings			
Holdrege			
Kearney			
Lexington	Head Cook	\$15.00	\$19.95
Ogallala			
North Platte			
Scottsbluff			
Seward			
Sidney			
Wahoo			
York			
	Mean		
	Median		
	Midpoint	\$14.88	\$19.87
McCook		\$14.87	\$19.55
% Change (Midpoint -Local)/Local		0.04%	1.65%
\$ Increase/Decrease		\$0.01	\$0.32

Align with Head Cook

## City of McCook

### Public Transit Dispatcher/Clerk II

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Public Transit Driver/Dispatcher	\$15.08	\$19.19
Aurora			
Beatrice			
Cozad			
Crete			
Gering			
Hastings			
Holdrege			
Kearney			
Lexington			
Ogallala	Public Transport. Dr./Dispatcher	\$14.41	\$24.01
North Platte	Bus Driver/Dispatcher	\$16.55	\$22.51
Scottsbluff			
Seward			
Sidney	Public Transit Dispatcher	\$17.39	\$22.13
Wahoo			
York			
	Mean	\$15.86	\$21.96
	Median	\$15.82	\$22.32
	Midpoint	\$15.84	\$22.14
McCook		\$15.83	\$21.78
	% Change (Midpoint -Local)/Local	0.04%	1.65%
	\$ Increase/Decrease	\$0.01	\$0.36

## City of McCook

### Public Transit Driver (ft)

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Public Transit Driver/Dispatcher	\$15.08	\$19.19
Aurora			
Beatrice			
Cozad			
Crete			
Gering			
Hastings			
Holdrege			
Kearney			
Lexington			
Ogallala	Public Transport. Dr./Dispatcher	\$14.41	\$24.01
North Platte	Bus Driver/Dispatcher	\$16.55	\$22.51
Scottsbluff			
Seward			
Sidney	Public Transit Driver	\$14.00	\$14.00
Wahoo			
York			
	Mean	\$15.01	\$19.93
	Median	\$14.75	\$20.85
	Midpoint	\$14.88	\$20.39
McCook		\$14.10	\$19.94
	% Change (Midpoint -Local)/Local	5.51%	2.25%
	\$ Increase/Decrease	\$0.78	\$0.45

## City of McCook

### Public Transit Driver (pt)

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Public Transit Driver/Dispatcher	\$15.08	\$19.19
Aurora			
Beatrice			
Cozad			
Crete			
Gering			
Hastings			
Holdrege			
Kearney			
Lexington			
Ogallala	Public Transport. Dr./Dispatcher	\$14.41	\$24.01
North Platte	Bus Driver/Dispatcher	\$16.55	\$22.51
Scottsbluff			
Seward			
Sidney	Public Transit Driver	\$14.00	\$14.00
Wahoo			
York			
	Mean	\$15.01	\$19.93
	Median	\$14.75	\$20.85
	Midpoint	\$14.88	\$20.39
McCook		\$12.00	\$17.00
% Change (Midpoint -Local)/Local		23.98%	19.93%
\$ Increase/Decrease		\$2.88	\$3.39

## City of McCook

### Custodian

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora	Custodian	\$13.36	\$20.82
Beatrice			
Cozad			
Crete			
Gering			
Hastings			
Holdrege			
Kearney			
Lexington			
Ogallala			
North Platte	Janitor	\$15.00	\$20.63
Scottsbluff	Building Grounds Custodian (pt)	\$15.87	\$21.28
Seward			
Sidney			
Wahoo			
York	Custodian I	\$14.62	\$19.59
	Mean	\$14.71	\$20.58
	Median	\$14.81	\$20.73
	Midpoint	\$14.76	\$20.65
McCook		\$12.00	\$17.00
% Change (Midpoint -Local)/Local		23.01%	21.49%
\$ Increase/Decrease		\$2.76	\$3.65

## City of McCook

### Maintenance Custodian (pt)

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora	Custodian	\$13.36	\$20.82
Beatrice			
Cozad			
Crete			
Gering			
Hastings			
Holdrege			
Kearney			
Lexington			
Ogallala			
North Platte	Janitor	\$15.00	\$20.63
Scottsbluff	Building Grounds Custodian (pt)	\$15.87	\$21.28
Seward			
Sidney			
Wahoo			
York	Custodian I	\$14.62	\$19.59
	Mean	\$14.71	\$20.58
	Median	\$14.81	\$20.73
	Midpoint	\$14.76	\$20.65
McCook		\$12.00	\$17.00
	% Change (Midpoint -Local)/Local	23.01%	21.49%
	\$ Increase/Decrease	\$2.76	\$3.65

**City of McCook**

**Utilities Director**

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora			
Beatrice			
Cozad			
Crete			
Gering			
Hastings			
Holdrege			
Kearney	Director of Utilities	\$47.19	\$68.60
Lexington			
Ogallala			
North Platte			
Scottsbluff			
Seward			
Sidney			
Wahoo			
York			
	Mean		
	Median		
	Midpoint	\$37.53	\$49.94
McCook		\$37.04	\$49.79
	% Change (Midpoint -Local)/Local	1.32%	0.31%
	\$ Increase/Decrease	\$0.49	\$0.15

Align with PW Director

## City of McCook

### Administrative Assistant - Utilities

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Administrative Secretary	\$18.53	\$23.62
Aurora			
Beatrice	Utility Billing Clerk	\$17.21	\$25.19
Cozad	Utilities Account Clerk	\$21.63	\$27.81
Crete	Administrative Assistant	\$20.54	\$27.98
Gering	Customer Service Clerk	\$15.88	\$23.46
Hastings	Administrative Assistant I	\$21.03	\$31.35
Holdrege	Accounting II	\$19.07	\$24.61
Kearney	Administrative Assistant	\$20.59	\$29.93
Lexington	Utility Office Clerk	\$19.00	\$25.27
Ogallala	Administrative Secretary	\$18.60	\$31.03
North Platte	Customer Service Representative	\$19.91	\$27.27
Scottsbluff	Utilities Admin. Coordinator	\$23.45	\$31.42
Seward	Utility Billing/Account Clerk	\$17.86	\$25.11
Sidney	Account Clerk II	\$18.87	\$24.08
Wahoo	Utility Billing/Account Clerk	\$23.03	\$29.93
York			
	Mean	\$19.68	\$27.20
	Median	\$19.07	\$27.27
	Midpoint	\$19.38	\$27.24
McCook		\$17.44	\$23.62
	% Change (Midpoint -Local)/Local	11.10%	15.31%
	\$ Increase/Decrease	\$1.94	\$3.62

## City of McCook

### Water Superintendent

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora			
Beatrice	Water Superintendent	\$42.16	\$42.16
Cozad	Water/Sewer Commissioner	\$27.85	\$37.49
Crete	Water Superintendent	\$28.20	\$38.59
Gering	Water/Wastewater Supervisor	\$26.39	\$39.00
Hastings			
Holdrege	Water/Wastewater Supervisor	\$31.00	\$39.28
Kearney	Water & Sewer System Super.	\$33.53	\$48.75
Lexington			
Ogallala	Water Superintendent	\$26.00	\$43.33
North Platte	Water Superintendent	\$32.81	\$46.61
Scottsbluff	Water System Supervisor	\$29.87	\$40.03
Seward	Water/Wastewater Director	\$31.86	\$47.35
Sidney	Water/Sewer Superintendent	\$30.12	\$39.06
Wahoo	Water/Wastewater Supervisor	\$34.56	\$44.93
York	Water Superintendent	\$31.91	\$42.77
	Mean	\$31.25	\$42.26
	Median	\$31.00	\$42.16
	Midpoint	\$31.13	\$42.21
McCook		\$30.07	\$39.03
	% Change (Midpoint -Local)/Local	3.51%	8.14%
	\$ Increase/Decrease	\$1.06	\$3.18

## City of McCook

### Laborer Foreman

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Water Foreman	\$24.84	\$31.78
Aurora	Utility/Street Foreman	\$25.68	\$40.00
Beatrice	Working Foreman	\$26.18	\$38.33
Cozad	Water Foreman	\$25.00	\$27.81
Crete	Water Foreman	\$26.80	\$36.36
Gering	Water/Wastewater Supervisor	\$26.39	\$39.00
Hastings	Water Crew Chief	\$27.78	\$38.50
Holdrege	Water/Wastewater Foreman	\$23.05	\$29.88
Kearney	Water System Operator Lead	\$26.29	\$38.19
Lexington			
Ogallala	Asst. Water Superintendent	\$24.07	\$40.12
North Platte	Water/Sewer Foreman	\$28.50	\$40.20
Scottsbluff	Water System Operator II	\$22.74	\$32.01
Seward	Facility Maintenance Supervisor	\$26.89	\$35.71
Sidney	Water/Sewer Foreman	\$22.28	\$28.64
Wahoo			
York			
	Mean	\$25.46	\$35.47
	Median	\$25.93	\$37.28
	Midpoint	\$25.70	\$36.37
McCook		\$25.55	\$32.96
% Change (Midpoint -Local)/Local		0.57%	10.35%
\$ Increase/Decrease		\$0.15	\$3.41

## City of McCook

### Utility Tech II (Water Plant Operator)

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora			
Beatrice	Water Technician	\$25.55	\$37.40
Cozad	Wastewater Operator	\$25.75	\$31.01
Crete	Water Operator	\$22.00	\$32.01
Gering	Water/Wastewater Operator II	\$19.70	\$29.10
Hastings	Water Production Technician	\$24.76	\$35.16
Holdrege			
Kearney	Water System Operator	\$22.71	\$32.19
Lexington	Water Operator	\$19.00	\$25.27
Ogallala	Water Systems Operator III	\$20.11	\$33.52
North Platte	Water Syst.Protection Splt. II	\$24.26	\$34.96
Scottsbluff	Water Systems Operator I	\$20.62	\$29.03
Seward	Utility Worker III	\$22.43	\$34.95
Sidney	Water Operator II	\$19.66	\$25.14
Wahoo	Water/Wastewater Operator II	\$23.92	\$31.09
York	System Operator II	\$23.23	\$31.14
	Mean	\$22.41	\$31.57
	Median	\$22.57	\$31.58
	Midpoint	\$22.49	\$31.57
McCook		\$24.29	\$32.63
	% Change (Midpoint -Local)/Local	-7.42%	-3.24%
	\$ Increase/Decrease	-\$1.80	-\$1.06

## City of McCook

### Utility ServiceTech II (Maintenance)

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Water Maintenance Worker II	\$21.00	\$26.84
Aurora	Utility Leadman	\$23.78	\$37.04
Beatrice	Utility Maint. Worker II	\$24.32	\$35.60
Cozad			
Crete			
Gering	Water/Wastewater Operator III	\$22.80	\$33.69
Hastings	Water & Sewer Serviceman II	\$24.41	\$34.87
Holdrege	Water/Sewer Mechanic	\$19.50	\$25.93
Kearney	Sr. Utilities Maint. Worker	\$23.84	\$34.64
Lexington	Water Maintenance	\$17.00	\$22.61
Ogallala	Water Systems Operator III	\$20.11	\$33.52
North Platte	Utility Maint. Worker II	\$22.32	\$31.22
Scottsbluff	Water Systems Operator I	\$20.62	\$29.03
Seward	Utility Worker II	\$23.37	\$32.06
Sidney	Water Operator II	\$19.66	\$25.14
Wahoo			
York	Foreman II	\$25.62	\$34.33
	Mean	\$22.03	\$31.18
	Median	\$22.56	\$32.79
	Midpoint	\$22.29	\$31.99
McCook		\$20.38	\$27.53
	% Change (Midpoint -Local)/Local	9.38%	16.18%
	\$ Increase/Decrease	\$1.91	\$4.46

## City of McCook

### Utility Service Tech I (Maintenance)

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Water Maintenance Worker	\$18.53	\$23.62
Aurora			
Beatrice	Utility Maint. Worker I	\$21.49	\$31.46
Cozad	Water/Sewer Operator	\$17.50	\$25.75
Crete			
Gering	Water/Wastewater Operator II	\$19.70	\$29.10
Hastings	Water & Sewer Serviceman I	\$24.19	\$33.35
Holdrege	Utility Worker	\$17.28	\$23.58
Kearney	Utilities Maintenance Worker	\$22.71	\$32.99
Lexington	Water Maintenance	\$17.00	\$22.61
Ogallala	Water Operator IV	\$16.80	\$28.01
North Platte	Utility Maint. Worker	\$20.01	\$28.56
Scottsbluff	Water System Operator I	\$20.62	\$29.03
Seward	Utility Maint. Worker I	\$21.20	\$28.26
Sidney	Water Operator I	\$18.11	\$23.08
Wahoo			
York	Maintenance Worker II	\$19.11	\$25.62
	Mean	\$19.59	\$27.50
	Median	\$19.41	\$28.14
	Midpoint	\$19.50	\$27.82
McCook		\$18.14	\$24.51
	% Change (Midpoint -Local)/Local	7.48%	13.50%
	\$ Increase/Decrease	\$1.36	\$3.31

## City of McCook

### Utility Tech I (Meters)

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Water Maintenance Worker	\$18.53	\$23.62
Aurora			
Beatrice	Utility Serviceman	\$21.49	\$31.46
Cozad			
Crete			
Gering	Water/Wastewater Operator I	\$17.86	\$26.39
Hastings	Meter Reader I	\$22.16	\$29.60
Holdrege	Meter Reader	\$17.28	\$23.58
Kearney	Utilities Maintenance Worker	\$22.71	\$32.99
Lexington	Water Maintenance	\$17.00	\$22.61
Ogallala	Water Operator IV	\$16.80	\$28.01
North Platte	Meter Service Worker	\$20.12	\$28.13
Scottsbluff	Water System Operator I	\$20.62	\$29.03
Seward	Utility Maint. Worker I	\$21.20	\$28.26
Sidney	Water Operator I	\$18.11	\$23.08
Wahoo	Meter Reader	\$21.11	\$27.44
York			
	Mean	\$19.61	\$27.25
	Median	\$20.12	\$28.01
	Midpoint	\$19.87	\$27.63
McCook		\$18.14	\$24.51
% Change (Midpoint -Local)/Local		9.52%	12.72%
\$ Increase/Decrease		\$1.73	\$3.12

## City of McCook

### Wastewater Superintendent

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora	Wastewater Plant Supt.	\$29.51	\$45.98
Beatrice			
Cozad			
Crete	Wastewater Superintendent	\$33.64	\$44.95
Gering	Water/Wastewater Supervisor	\$26.39	\$39.00
Hastings	Wastewater Supervisor	\$35.04	\$49.09
Holdrege	WWTP Supervisor	\$25.16	\$33.07
Kearney	WWTP Superintendent	\$33.53	\$48.75
Lexington	WWTP Superintendent	\$33.65	\$44.76
Ogallala	Wastewater Superintendent	\$26.00	\$43.33
North Platte	WWTP Superintendent	\$33.01	\$46.17
Scottsbluff	Wastewater Plant Supervisor	\$29.87	\$40.03
Seward	Water/Wastewater Director	\$31.86	\$47.35
Sidney	Wastewater Superintendent	\$30.12	\$39.06
Wahoo	Water/Wastewater Supervisor	\$34.56	\$44.93
York	Plant Superintendent - WW	\$31.91	\$42.77
	Mean	\$31.02	\$43.52
	Median	\$31.89	\$44.85
	Midpoint	\$31.45	\$44.18
McCook		\$30.07	\$39.03
	% Change (Midpoint -Local)/Local	4.59%	13.20%
	\$ Increase/Decrease	\$1.38	\$5.15

## City of McCook

### Wastewater Plant Operator III

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora	Utility Worker III	\$22.43	\$34.95
Beatrice	WW Chief Plant Operator	\$26.18	\$38.33
Cozad			
Crete	Wastewater Lead Operator	\$27.38	\$37.13
Gering	Water/Wastewater Operator III	\$22.80	\$33.69
Hastings	Wastewater Plant Operator II	\$23.86	\$33.46
Holdrege	Water/Wastewater Foreman	\$23.05	\$29.88
Kearney	WWTP Foreman	\$28.97	\$42.12
Lexington	WWTP Operator III	\$20.00	\$26.60
Ogallala	Wastewater Systems Operator III	\$21.17	\$35.28
North Platte	WWTP Chief Operator	\$21.40	\$29.90
Scottsbluff	Wastewater Plant Operator II	\$22.74	\$32.01
Seward	WW Treatment/Sanitary Sys Op.	\$22.39	\$29.78
Sidney	WWTP Operator II	\$19.66	\$25.14
Wahoo	Water/Wastewater Operator III	\$22.93	\$29.81
York	Plant Operator III	\$27.57	\$36.94
	Mean	\$23.50	\$33.00
	Median	\$22.80	\$33.46
	Midpoint	\$23.15	\$33.23
McCook		\$21.05	\$28.21
% Change (Midpoint -Local)/Local		9.98%	17.80%
\$ Increase/Decrease		\$2.10	\$5.02

## City of McCook

### Wastewater Plant Operator I

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora	Utility Worker I	\$20.22	\$31.51
Beatrice	Wastewater Plant Operator	\$21.49	\$31.46
Cozad			
Crete	Wastewater Operator	\$22.00	\$32.01
Gering	Water/Wastewater Operator I	\$17.86	\$26.39
Hastings	Wastewater Plant Operator I	\$22.21	\$30.79
Holdrege			
Kearney	WWTP Operator	\$22.71	\$32.99
Lexington	WWTP Operator I	\$17.00	\$22.61
Ogallala	Wastewater Systems Operator I	\$15.16	\$25.27
North Platte	WWTP Operator	\$21.40	\$29.90
Scottsbluff	Wastewater Plant Operator I	\$20.62	\$29.03
Seward	Utility Maint. Worker I & II	\$21.20	\$32.06
Sidney	Wastewater Plant Operator I	\$18.11	\$23.08
Wahoo	Water/Wastewater Operator IV	\$21.81	\$28.58
York	Plant Operator I - WW	\$21.60	\$28.95
	Mean	\$20.24	\$28.90
	Median	\$21.30	\$29.47
	Midpoint	\$20.77	\$29.18
McCook		\$17.56	\$24.12
	% Change (Midpoint -Local)/Local	18.29%	20.99%
	\$ Increase/Decrease	\$3.21	\$5.06

## City of McCook

### Solid Waste Superintendent

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Landfill Foreman	\$23.84	\$30.45
Aurora			
Beatrice			
Cozad			
Crete			
Gering	Sanitation Coordinator	\$21.71	\$32.08
Hastings	Solid Waste Superintendent	\$32.82	\$46.18
Holdrege	Landfill Foreman	\$23.05	\$29.88
Kearney			
Lexington			
Ogallala			
North Platte			
Scottsbluff	Environ. Services Supervisor	\$29.87	\$40.03
Seward			
Sidney	Solid Waste Superintendent	\$30.12	\$39.06
Wahoo			
York	Landfill Superintendent	\$25.01	\$33.51
	Mean	\$26.63	\$35.88
	Median	\$25.01	\$33.51
	Midpoint	\$25.82	\$34.70
McCook		\$30.07	\$39.03
% Change (Midpoint -Local)/Local		-14.13%	-11.10%
\$ Increase/Decrease		-\$4.25	-\$4.33

## City of McCook

### Refuse Collection Driver

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Refuse Collection Driver	\$18.53	\$23.62
Aurora			
Beatrice			
Cozad	Sanitation Operator/Driver	\$25.28	\$27.30
Crete			
Gering	Solid Waste Handler	\$17.01	\$25.14
Hastings			
Holdrege			
Kearney			
Lexington			
Ogallala			
North Platte	Driver Loader	\$18.32	\$25.94
Scottsbluff	Solid Waste Operator	\$19.64	\$27.65
Seward			
Sidney	Solid Waste Handler II	\$19.66	\$25.14
Wahoo			
York			
	Mean	\$19.74	\$25.80
	Median	\$19.09	\$25.54
	Midpoint	\$19.41	\$25.67
McCook		\$18.06	\$24.08
	% Change (Midpoint -Local)/Local	7.49%	6.60%
	\$ Increase/Decrease	\$1.35	\$1.59

## City of McCook

### Equipment Operator III

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Landfill Heavy Equip. Op.	\$20.14	\$25.71
Aurora	Street Worker III	\$22.43	\$34.95
Beatrice	Landfill Operator	\$19.96	\$29.22
Cozad	Sanitation Operator	\$20.00	\$27.30
Crete			
Gering	Heavy Equipment Operator	\$18.76	\$27.71
Hastings			
Holdrege	Equipment Operator III	\$21.33	\$28.70
Kearney	Equipment Operator	\$22.71	\$32.99
Lexington	Street Maintenance II	\$19.00	\$25.27
Ogallala	Equipment Operator	\$19.10	\$31.84
North Platte	Maintenace Worker III	\$21.18	\$28.79
Scottsbluff			
Seward			
Sidney	Solid Waste Handler III	\$20.49	\$26.25
Wahoo			
York	Landfill Operator	\$20.57	\$27.57
	Mean	\$20.47	\$28.86
	Median	\$20.32	\$28.21
	Midpoint	\$20.39	\$28.53
McCook		\$19.51	\$26.30
	% Change (Midpoint -Local)/Local	4.53%	8.49%
	\$ Increase/Decrease	\$0.88	\$2.23

## City of McCook

### Tractor Trailer Operator

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora			
Beatrice			
Cozad			
Crete			
Gering	Heavy Equipment Operator	\$18.76	\$27.71
Hastings			
Holdrege			
Kearney			
Lexington			
Ogallala			
North Platte			
Scottsbluff			
Seward			
Sidney			
Wahoo			
York			
	Mean		
	Median		
	Midpoint	\$20.39	\$28.53
McCook		\$19.51	\$26.30
	% Change (Midpoint -Local)/Local	4.53%	8.49%
	\$ Increase/Decrease	\$0.88	\$2.23

Align with Equip Op III (Landfill)



## City of McCook

### Laborer I - Sanitation

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Landfill Transfer Station Operator	\$18.53	\$23.62
Aurora	Landfill Attendant	\$16.88	\$26.30
Beatrice			
Cozad			
Crete			
Gering			
Hastings			
Holdrege			
Kearney	Refuse Worker	\$17.78	\$25.86
Lexington			
Ogallala			
North Platte	Maintenance Worker I	\$18.52	\$25.70
Scottsbluff			
Seward			
Sidney			
Wahoo			
York			
	Mean	\$17.93	\$25.37
	Median	\$18.15	\$25.78
	Midpoint	\$18.04	\$25.58
McCook		\$16.40	\$23.29
	% Change (Midpoint -Local)/Local	9.99%	9.81%
	\$ Increase/Decrease	\$1.64	\$2.29

## City of McCook

### Laborer I - Recycling

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora			
Beatrice			
Cozad			
Crete			
Gering	Solid Waste Handler	\$17.01	\$25.14
Hastings			
Holdrege			
Kearney	Recycling Processor	\$16.13	\$23.46
Lexington			
Ogallala			
North Platte	Maintenance Worker I	\$18.52	\$25.70
Scottsbluff			
Seward			
Sidney	Solid Waste Handler I	\$18.87	\$24.08
Wahoo			
York			
	Mean	\$17.63	\$24.60
	Median	\$17.77	\$24.61
	Midpoint	\$17.70	\$24.60
McCook		\$16.40	\$23.29
	% Change (Midpoint -Local)/Local	2.28%	3.97%
	\$ Increase/Decrease	\$1.30	\$1.31

## City of McCook

### Administrative Assistant - Sanitation

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Administrative Secretary	\$18.53	\$23.62
Aurora	Receptionist/Typist/Accounting	\$16.66	\$25.96
Beatrice	Administrative Assistant	\$17.21	\$25.19
Cozad			
Crete			
Gering	Landfill Administrative Clerk	\$15.88	\$23.46
Hastings			
Holdrege	Accounting Clerk II	\$19.07	\$24.61
Kearney	Administrative Assistant	\$20.59	\$29.93
Lexington			
Ogallala	Administrative Secretary	\$18.62	\$31.03
North Platte	Account Clerk II	\$20.07	\$27.60
Scottsbluff	Administrative Records Tech. PW	\$19.29	\$25.84
Seward	Utility Billing/Account Clerk	\$17.86	\$25.11
Sidney	Account Clerk II	\$18.87	\$24.08
Wahoo			
York	Landfill Clerk	\$18.20	\$24.40
	Mean	\$18.40	\$25.90
	Median	\$18.58	\$25.15
	Midpoint	\$18.49	\$25.53
McCook		\$17.45	\$23.62
	% Change (Midpoint -Local)/Local	5.96%	8.07%
	\$ Increase/Decrease	\$1.04	\$1.91

## City of McCook

### Library Director

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Library Director	\$27.25	\$36.89
Aurora	Library Director	\$24.38	\$37.99
Beatrice	Library Director	\$33.84	\$33.84
Cozad	Library Director	\$23.51	\$26.78
Crete	Library Director	\$40.14	\$40.14
Gering	Library Director	\$25.87	\$38.22
Hastings	Library Director	\$35.83	\$50.44
Holdrege	Library Director	\$26.92	\$26.92
Kearney	Library Director	\$40.77	\$59.27
Lexington	Library Director	\$26.44	\$35.17
Ogallala	Library Director	\$24.69	\$41.16
North Platte	Library Director		
Scottsbluff	Library Director	\$32.93	\$44.13
Seward	Library Director	\$29.15	\$36.16
Sidney	Library Director	\$27.60	\$35.71
Wahoo	Library Director	\$29.29	\$38.08
York	Library Director	\$33.51	\$44.91
Mean		\$30.13	\$39.11
Median		\$28.38	\$38.04
Midpoint		\$29.25	\$38.57
McCook		\$30.07	\$39.03
% Change (Midpoint -Local)/Local		-2.71%	-1.17%
\$ Increase/Decrease		-\$0.82	-\$0.46

## City of McCook

### Circulation Librarian

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Librarian	\$18.53	\$23.62
Aurora	Asst. Librarian	\$12.24	\$19.06
Beatrice	Librarian	\$23.03	\$23.03
Cozad	Library Assistant	\$12.25	\$18.74
Crete	Librarian	\$19.81	\$26.71
Gering	Public Services Librarian	\$18.38	\$27.16
Hastings	Library Assistant	\$15.98	\$22.25
Holdrege	Library Assistant Circulation	\$15.86	\$15.86
Kearney	Librarian - Circulation	\$23.84	\$34.64
Lexington	Library Assistant II	\$15.75	\$20.95
Ogallala	Assistant Librarian	\$16.38	\$27.30
North Platte	Assistant Librarian	\$18.39	\$24.60
Scottsbluff	Library Assistant	\$15.87	\$21.28
Seward	Library Assistant I (PT)	\$14.13	\$16.50
Sidney	Circulation Librarian	\$16.70	\$21.20
Wahoo			
York	Library Assistant II	\$15.50	\$17.75
	Mean	\$17.04	\$22.54
	Median	\$16.18	\$21.77
	Midpoint	\$16.61	\$22.15
McCook		\$16.99	\$22.35
	% Change (Midpoint -Local)/Local	-2.24%	-0.88%
	\$ Increase/Decrease	-\$0.38	-\$0.20

## City of McCook

### Catalog/Media Librarian

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Librarian	\$18.53	\$23.62
Aurora			
Beatrice	Librarian	\$23.03	\$23.03
Cozad	Library Assistant	\$12.25	\$18.74
Crete	Librarian	\$19.81	\$26.71
Gering	Technical Services Librarian	\$18.38	\$27.16
Hastings			
Holdrege	Library Assistant Cataloger	\$15.38	\$15.38
Kearney	Librarian - Tech Services	\$23.84	\$34.64
Lexington	Asst. Library Director	\$18.00	\$23.94
Ogallala	Assistant Librarian	\$16.38	\$27.30
North Platte			
Scottsbluff	Technical Services Librarian	\$23.40	\$31.36
Seward	Library Asst. II (Social Media/IT)	\$18.49	\$24.32
Sidney	Technical Services Librarian	\$18.11	\$28.64
Wahoo			
York	Library Assistant III	\$18.66	\$25.01
	Mean	\$18.79	\$25.37
	Median	\$18.49	\$25.01
	Midpoint	\$18.64	\$25.19
McCook		\$17.77	\$23.34
	% Change (Midpoint -Local)/Local	4.89%	7.93%
	\$ Increase/Decrease	\$0.87	\$1.85

## City of McCook

### Youth Services Librarian

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Librarian	\$18.53	\$23.62
Aurora	Asst. Librarian	\$12.24	\$19.06
Beatrice	Librarian	\$23.03	\$23.03
Cozad	Youth Director	\$16.48	\$17.65
Crete	Librarian	\$19.81	\$26.71
Gering	Youth Services Librarian	\$18.38	\$27.16
Hastings	Library Assistant	\$15.98	\$22.25
Holdrege	Library Assistant Childrens	\$19.71	\$19.71
Kearney	Librarian - Youth	\$23.84	\$34.64
Lexington	Library Assistant II	\$15.75	\$20.95
Ogallala	Youth Services Librarian	\$16.38	\$27.30
North Platte	Assistant Librarian	\$18.39	\$24.60
Scottsbluff	Librarian	\$23.45	\$31.42
Seward	Library Assistant I (PT)	\$14.13	\$16.50
Sidney	Children's Services	\$18.11	\$28.64
Wahoo	Youth Services Coordinator	\$17.89	\$23.26
York	Librarian	\$18.66	\$25.01
	Mean	\$18.28	\$24.21
	Median	\$18.38	\$23.62
	Midpoint	\$18.33	\$23.91
McCook		\$18.14	\$25.06
	% Change (Midpoint -Local)/Local	1.05%	-4.58%
	\$ Increase/Decrease	\$0.19	-\$1.15

## City of McCook

### Custodian/Maintenance

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora	Custodian	\$13.36	\$20.82
Beatrice			
Cozad			
Crete	Janitor	\$15.84	\$20.37
Gering			
Hastings	Custodian	\$15.79	\$21.92
Holdrege			
Kearney			
Lexington			
Ogallala			
North Platte	Janitor	\$15.00	\$20.63
Scottsbluff	Bldg. & Grounds Custodian (pt)	\$15.87	\$21.28
Seward	Custodian (pt)	\$14.52	\$21.63
Sidney			
Wahoo			
York	Custodian II	\$17.77	\$23.81
	Mean	\$15.45	\$21.49
	Median	\$15.79	\$21.28
	Midpoint	\$15.62	\$21.39
McCook		\$14.54	\$21.84
% Change (Midpoint -Local)/Local		7.43%	-2.07%
\$ Increase/Decrease		\$1.08	-\$0.45

## City of McCook

### Clerical (library pt)

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Library Clerk	\$13.90	\$17.64
Aurora	Library Aide	\$12.00	\$15.80
Beatrice			
Cozad			
Crete	Library Clerk	\$16.05	\$21.41
Gering	Library Assistant II	\$15.12	\$22.34
Hastings			
Holdrege			
Kearney	Library Clerk (pt)	\$16.13	\$19.41
Lexington	Library Assistant I	\$14.00	\$18.62
Ogallala	Library Clerk Assistant	\$12.35	\$20.58
North Platte			
Scottsbluff	Library Page	\$12.00	\$15.00
Seward	Library Clerk pt	\$11.43	\$14.24
Sidney			
Wahoo			
York			
	Mean	\$13.66	\$18.34
	Median	\$13.90	\$18.62
	Midpoint	\$13.78	\$18.48
McCook		\$12.00	\$14.00
	% Change (Midpoint -Local)/Local	14.85%	31.99%
	\$ Increase/Decrease	\$1.78	\$4.48

## City of McCook

### Public Works Director

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Public Works Director	\$36.15	\$49.08
Aurora	Public Works Director	\$33.60	\$52.34
Beatrice			
Cozad	Public Services Commissioner	\$26.78	\$40.17
Crete	Public Works Director	\$56.55	\$56.55
Gering	Public Works Director	\$34.66	\$51.21
Hastings			
Holdrege	Municipal Services Director	\$35.26	\$47.43
Kearney	Director of Public Works	\$47.19	\$68.60
Lexington			
Ogallala			
North Platte	Public Services Director	\$42.65	\$59.78
Scottsbluff	Public Works Director	\$40.03	\$53.64
Seward	Public Properties Director	\$33.61	\$41.79
Sidney			
Wahoo			
York	Director of Public Works	\$39.74	\$53.25
	Mean	\$38.75	\$52.17
	Median	\$36.15	\$52.34
	Midpoint	\$37.45	\$52.25
McCook		\$37.95	\$52.09
	% Change (Midpoint -Local)/Local	-1.32%	0.31%
	\$ Increase/Decrease	-\$0.50	\$0.16

## City of McCook

### Public Works Supervisor

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Street Foreman	\$23.84	\$30.45
Aurora	Utility/Street Supervisor	\$30.09	\$46.88
Beatrice			
Cozad	Street/Sanitation Foreman	\$26.64	\$27.81
Crete	Street Foreman	\$24.93	\$33.50
Gering	Transportation Supervisor	\$23.94	\$35.37
Hastings	Street Foreman	\$27.07	\$37.62
Holdrege	Municipal Services Supervisor	\$27.70	\$37.20
Kearney	Street Superintendent	\$31.94	\$46.43
Lexington			
Ogallala	Assistant Street Superintendent	\$22.86	\$38.11
North Platte	Street Super/Asst. Sant. Sup	\$30.75	\$42.21
Scottsbluff	Transportation Supervisor	\$29.87	\$40.03
Seward	Street Foreman	\$25.89	\$32.53
Sidney	Street Superintendent	\$30.12	\$39.06
Wahoo			
York			
	Mean	\$27.36	\$37.48
	Median	\$27.07	\$37.62
	Midpoint	\$27.21	\$37.55
McCook		\$27.21	\$37.55
	% Change (Midpoint -Local)/Local	0.00%	0.00%
	\$ Increase/Decrease	\$0.00	\$0.00

## City of McCook

### Mechanic

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora			
Beatrice	Mechanic	\$19.86	\$19.86
Cozad			
Crete			
Gering	Master Mechanic	\$20.68	\$30.55
Hastings	Equipment Mechanic	\$25.76	\$35.29
Holdrege	Shop Foreman	\$25.16	\$33.07
Kearney	Sr. Equipment Mechanic	\$26.29	\$38.19
Lexington			
Ogallala	Mechanic	\$21.17	\$35.28
North Platte	Mechanic	\$21.80	\$30.19
Scottsbluff	Mechanic - Transportation	\$22.74	\$32.01
Seward			
Sidney	Maintenance Mechanic	\$21.36	\$28.64
Wahoo			
York	Equipment Mechanic	\$25.62	\$34.33
	Mean	\$23.04	\$31.74
	Median	\$22.27	\$32.54
	Midpoint	\$22.66	\$32.14
McCook		\$20.80	\$29.09
	% Change (Midpoint -Local)/Local	8.93%	10.49%
	\$ Increase/Decrease	\$1.86	\$3.05

## City of McCook

### Equipment Operator III

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Heavy Equipment Operator	\$20.14	\$25.71
Aurora	Street Worker III	\$22.43	\$34.95
Beatrice	Maintenance Worker III	\$21.46	\$31.46
Cozad	Street Operator	\$22.20	\$27.34
Crete	Street Operator	\$22.00	\$32.01
Gering	Heavy Equipment Operator	\$18.76	\$27.71
Hastings	Street Equipment Operator	\$21.68	\$29.99
Holdrege	Equipment Operator III	\$21.33	\$28.70
Kearney	Street Crew Leader	\$27.61	\$40.10
Lexington	Street Maintenance II	\$19.00	\$25.27
Ogallala	Street Equipment Operator	\$19.10	\$31.84
North Platte	Maintenance Worker III	\$21.18	\$28.79
Scottsbluff	Heavy Equipment Operator	\$19.64	\$27.65
Seward	Street Maintenance Worker III	\$20.89	\$27.39
Sidney	Street Foreman	\$22.28	\$25.31
Wahoo	Equipment Operator I	\$21.15	\$27.50
York	Maintenance Worker III	\$20.57	\$27.57
	Mean	\$21.26	\$29.37
	Median	\$21.18	\$27.71
	Midpoint	\$21.22	\$28.54
McCook		\$19.51	\$26.30
	% Change (Midpoint -Local)/Local	8.76%	8.52%
	\$ Increase/Decrease	\$1.71	\$2.24

## City of McCook

### Equipment Operator II

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Street Maint. Worker II	\$19.32	\$24.63
Aurora	Street Worker II	\$21.37	\$33.29
Beatrice	Maintenance Worker II	\$19.96	\$29.22
Cozad	Street Operator	\$22.20	\$27.34
Crete	Street Operator	\$22.00	\$32.01
Gering	Heavy Equipment Operator	\$18.76	\$27.71
Hastings	Street Equipment Operator	\$21.68	\$29.99
Holdrege	Equipment Operator II	\$19.50	\$22.38
Kearney	Heavy Equipment Operator	\$23.84	\$34.64
Lexington	Street Maintenance II	\$19.00	\$25.27
Ogallala	Street Equipment Operator	\$19.10	\$31.84
North Platte	Maintenance Worker II	\$19.85	\$27.39
Scottsbluff	Motor Equipment Operator	\$18.70	\$26.33
Seward	Street Maintenance Worker II	\$18.63	\$25.13
Sidney	Equipment Operator II	\$19.66	\$25.14
Wahoo	Equipment Operator I	\$21.15	\$27.50
York	Maintenance Worker II	\$19.11	\$25.62
	Mean	\$20.23	\$27.97
	Median	\$19.66	\$27.39
	Midpoint	\$19.94	\$27.68
McCook		\$18.03	\$24.13
	% Change (Midpoint -Local)/Local	10.61%	14.70%
	\$ Increase/Decrease	\$1.91	\$3.55

## City of McCook

### Equipment Operator I

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Street Maint. Worker I	\$17.77	\$22.66
Aurora	Street Worker I	\$20.22	\$31.51
Beatrice	Maintenance Worker	\$18.53	\$27.13
Cozad	Street Operator	\$22.20	\$27.34
Crete	Street Operator	\$22.00	\$32.01
Gering	Equipment Operator	\$17.86	\$26.39
Hastings	Street Equipment Operator	\$21.68	\$29.99
Holdrege	Equipment Operator II	\$19.50	\$22.38
Kearney	Equipment Operator	\$22.71	\$32.99
Lexington	Street Maintenance I	\$17.00	\$22.61
Ogallala	Street Equipment Operator	\$19.10	\$31.84
North Platte	Maintenance Worker I	\$18.52	\$25.70
Scottsbluff	Motor Equipment Operator	\$18.70	\$26.33
Seward	Street Maintenance Worker I	\$18.06	\$22.58
Sidney	Equipment Operator I	\$18.11	\$23.08
Wahoo	Equipment Operator II	\$19.28	\$25.06
York	Maintenance Worker I	\$18.20	\$24.40
	Mean	\$19.38	\$26.71
	Median	\$18.70	\$26.33
	Midpoint	\$19.04	\$26.52
McCook		\$16.40	\$23.29
% Change (Midpoint -Local)/Local		16.09%	13.86%
\$ Increase/Decrease		\$2.64	\$3.23

## City of McCook

### Sexton

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Grounds Maint. Foreman	\$23.84	\$30.45
Aurora	Cemetery Sexton	\$20.69	\$32.32
Beatrice			
Cozad	Parks/Cemetery Foreman	\$24.64	\$28.48
Crete	Sexton	\$22.00	\$32.01
Gering	Cemetery Sexton	\$19.70	\$29.10
Hastings	Cemetery Superintendent	\$27.34	\$38.42
Holdrege			
Kearney	Cemetery Supervisor	\$28.97	\$42.12
Lexington			
Ogallala	Cemetery Manager	\$21.72	\$36.20
North Platte	Park/Cemetery Supervisor	\$30.75	\$42.21
Scottsbluff	Cemetery Supervisor	\$24.62	\$32.99
Seward			
Sidney	Sexton	\$22.28	\$25.31
Wahoo	Cemetery Supervisor	\$21.15	\$27.50
York			
	Mean	\$23.98	\$33.09
	Median	\$23.06	\$32.17
	Midpoint	\$23.52	\$32.63
McCook		\$21.70	\$28.18
	% Change (Midpoint -Local)/Local	8.38%	15.79%
	\$ Increase/Decrease	\$1.82	\$4.45

## City of McCook

### Laborer I (cemetery)

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Grounds Maint. .Worker I	\$16.38	\$20.84
Aurora			
Beatrice			
Cozad			
Crete			
Gering	Park Caretaker	\$17.01	\$25.14
Hastings	Laborer	\$18.12	\$24.26
Holdrege			
Kearney			
Lexington			
Ogallala			
North Platte	Maintenance Worker I	\$18.52	\$25.70
Scottsbluff	Maintenance Worker-Cemetery	\$19.29	\$25.84
Seward	Public Properties Maint. Worker	\$16.96	\$25.06
Sidney	Maintenance Worker II	\$18.87	\$24.08
Wahoo			
York			
	Mean	\$17.88	\$24.42
	Median	\$18.12	\$25.06
	Midpoint	\$18.00	\$24.74
McCook		\$16.40	\$23.29
	% Change (Midpoint -Local)/Local	9.75%	6.22%
	\$ Increase/Decrease	\$1.60	\$1.45

## City of McCook

### Park Maintenance/Grounds Keeper II

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Grounds Maint. Foreman	\$23.84	\$30.45
Aurora	Worker II	\$21.37	\$33.29
Beatrice	Park Maintenance Worker	\$19.47	\$28.50
Cozad			
Crete	Groundskeeper II	\$21.31	\$28.60
Gering	Park Maintenance Supervisor	\$23.94	\$35.37
Hastings	Maintenance Worker II	\$21.52	\$30.08
Holdrege	Parks Foreman	\$23.05	\$29.88
Kearney			
Lexington	Park Foreman	\$27.40	\$36.45
Ogallala	Parks Manager	\$24.69	\$41.16
North Platte	Maintenance Worker II	\$19.85	\$27.39
Scottsbluff	Parks Supervisor	\$29.87	\$40.03
Seward	Asst. Public Properties Dir.	\$23.78	\$29.95
Sidney	Parks Maintenance Worker II	\$18.87	\$24.08
Wahoo			
York	Foreman II	\$25.62	\$34.33
	Mean	\$23.18	\$32.11
	Median	\$23.42	\$30.27
	Midpoint	\$23.30	\$31.19
McCook		\$21.04	\$28.64
	% Change (Midpoint -Local)/Local	10.74%	8.90%
	\$ Increase/Decrease	\$2.26	\$2.55

## City of McCook

### Laborer I (parks)

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Grounds Maint. Worker I	\$16.38	\$20.84
Aurora	Worker I	\$20.22	\$31.51
Beatrice	Maintenance Worker	\$18.53	\$27.13
Cozad	Park Operator	\$22.20	\$27.34
Crete			
Gering	Park Caretaker	\$17.01	\$25.14
Hastings	Maintenance Worker I	\$20.32	\$28.24
Holdrege	Equipment Operator II	\$19.50	\$25.93
Kearney	Facilities Maintenance Worker	\$20.59	\$29.93
Lexington	Park Maintenance	\$17.00	\$22.61
Ogallala	Park Maintenance Tech I	\$17.69	\$29.48
North Platte	Maintenance Worker I	\$18.52	\$25.70
Scottsbluff			
Seward	Public Properties Maint. Worker	\$16.96	\$25.06
Sidney	Parks Maintenance Worker I	\$17.39	\$22.13
Wahoo	Park Maintenance Worker	\$18.50	\$24.06
York	Maintenance Worker I - Parks	\$18.20	\$24.40
	Mean	\$18.60	\$25.97
	Median	\$18.50	\$25.70
	Midpoint	\$18.55	\$25.83
McCook		\$16.40	\$23.29
	% Change (Midpoint -Local)/Local	13.11%	10.92%
	\$ Increase/Decrease	\$2.15	\$2.54

## City of McCook

### Laborer II (parks)

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Grounds Maint. Worker II	\$18.53	\$23.62
Aurora	Worker II	\$21.37	\$33.29
Beatrice	Park Maintenance Worker	\$19.47	\$28.50
Cozad			
Crete			
Gering	Park Caretaker	\$17.01	\$25.14
Hastings	Maintenance Worker II	\$21.52	\$30.08
Holdrege			
Kearney	Sector Leader	\$22.71	\$32.99
Lexington	Park Maintenance	\$17.00	\$22.61
Ogallala	Park Maintenance Tech I	\$17.69	\$29.48
North Platte	Maintenance Worker II	\$19.85	\$27.39
Scottsbluff	Maintenance Worker	\$19.29	\$25.84
Seward	Public Properties Maint. Worker	\$16.96	\$25.06
Sidney	Parks Maintenance Worker II	\$18.87	\$24.08
Wahoo			
York	Ball Complex Maint. Supervisor	\$23.23	\$31.14
	Mean	\$19.50	\$27.63
	Median	\$19.29	\$27.39
	Midpoint	\$19.40	\$27.51
McCook		\$18.09	\$23.86
	% Change (Midpoint -Local)/Local	7.21%	15.30%
	\$ Increase/Decrease	\$1.31	\$3.65

## City of McCook

### Airport Maintenance Operator

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Airport Maintenance Foreman	\$24.84	\$31.78
Aurora			
Beatrice	Airport Maintenance Technician	\$19.86	\$19.86
Cozad			
Crete	Airport Manager	\$28.85	\$28.85
Gering			
Hastings			
Holdrege	Airport Facilities Technician	\$20.92	\$28.91
Kearney	Lead Airport Operations	\$25.04	\$36.38
Lexington			
Ogallala			
North Platte			
Scottsbluff			
Seward			
Sidney			
Wahoo			
York	Airport Operations Manager	\$30.39	\$40.73
	Mean	\$24.98	\$31.09
	Median	\$24.94	\$30.35
	Midpoint	\$24.96	\$30.72
McCook		\$25.12	\$32.31
	% Change (Midpoint -Local)/Local	11.17%	5.74%
	\$ Increase/Decrease	-\$0.16	-\$1.60

Align with Sexton

## City of McCook

### Police Chief

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Police Chief	\$36.15	\$49.08
Aurora	Chief of Police	\$36.60	\$57.03
Beatrice	Police Department Director	\$53.15	\$53.15
Cozad	Police Chief	\$33.21	\$40.58
Crete	Police Chief	\$54.58	\$44.36
Gering	Police Chief	\$34.66	\$51.21
Hastings	Police Chief	\$44.98	\$64.30
Holdrege	Police Chief	\$35.26	\$47.43
Kearney	Police Chief	\$54.65	\$79.43
Lexington	Police Chief	\$39.90	\$53.07
Ogallala	Police Chief	\$35.37	\$58.95
North Platte	Chief of Police	\$44.57	\$63.03
Scottsbluff	Police Chief	\$44.13	\$59.14
Seward	Chief of Police	\$41.16	\$51.38
Sidney	Police Chief	\$35.97	\$46.82
Wahoo	Chief of Police	\$41.43	\$53.86
York	Police Chief	\$41.72	\$55.91
	Mean	\$41.62	\$54.63
	Median	\$41.16	\$53.15
	Midpoint	\$41.39	\$53.89
McCook		\$38.21	\$51.59
	% Change (Midpoint -Local)/Local	8.32%	4.46%
	\$ Increase/Decrease	\$3.18	\$2.30

## City of McCook

### Sergeant/Patrol Supervisor

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Sergeant	\$26.51	\$37.66
Aurora	Police Sergeant	\$26.52	\$41.32
Beatrice	Police Sergeant	\$26.87	\$36.56
Cozad	Sergeant	\$28.19	\$30.28
Crete	Sergeant	\$31.00	\$38.13
Gering	Sergeant	\$27.46	\$38.64
Hastings	Police Sergeant	\$35.52	\$47.38
Holdrege	Police Sergeant	\$31.00	\$39.28
Kearney	Police Sergeant	\$34.14	\$49.34
Lexington	Sergeant	\$27.75	\$36.91
Ogallala	Police Sergeant	\$29.56	\$49.26
North Platte	Police Sergeant	\$30.91	\$42.37
Scottsbluff	Police Sergeant	\$29.05	\$40.88
Seward	Police Sergeant	\$29.34	\$38.39
Sidney	Sergeant	\$26.43	\$34.15
Wahoo	Police Lieutenant	\$29.44	\$38.28
York	Police Sergeant	\$33.04	\$42.09
	Mean	\$29.57	\$40.05
	Median	\$29.34	\$38.64
	Midpoint	\$29.46	\$39.35
McCook		\$27.15	\$36.20
% Change (Midpoint -Local)/Local		8.49%	8.69%
\$ Increase/Decrease		\$2.31	\$3.15

## City of McCook

### Detective

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora			
Beatrice			
Cozad			
Crete			
Gering	Detective	\$26.04	\$36.64
Hastings			
Holdrege			
Kearney			
Lexington	Investigator	\$26.00	\$34.58
Ogallala			
North Platte	Investigator	\$27.64	\$37.78
Scottsbluff	Detective	\$26.33	\$37.05
Seward			
Sidney	Lieutenant/Investigator	\$30.12	\$40.86
Wahoo			
York			
	Mean	\$27.23	\$37.38
	Median	\$26.33	\$37.05
	Midpoint	\$26.78	\$37.22
McCook		\$25.13	\$33.47
	% Change (Midpoint -Local)/Local	6.56%	11.19%
	\$ Increase/Decrease	\$1.65	\$3.75

## City of McCook

### Police Officer

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Police Officer	\$23.17	\$31.93
Aurora	Police Officer I & II	\$22.47	\$37.80
Beatrice	Police Officer	\$22.85	\$31.08
Cozad	Police Officer	\$24.64	\$30.91
Crete	Police Officer	\$26.00	\$34.21
Gering	Police Officer	\$24.76	\$34.15
Hastings	Police Officer	\$28.09	\$39.15
Holdrege	Patrol Officer	\$25.12	\$32.16
Kearney	Police Officer	\$27.70	\$41.06
Lexington	Police Officer	\$25.00	\$33.25
Ogallala	Police Officer	\$25.54	\$42.23
North Platte	Police Officer	\$25.37	\$35.99
Scottsbluff	Police Officer	\$24.78	\$34.87
Seward	Police Officer I & II	\$25.91	\$34.38
Sidney	Police Officer	\$23.24	\$35.71
Wahoo	Patrol Officer	\$25.43	\$33.06
York	Police Officer	\$29.11	\$36.84
	Mean	\$25.25	\$35.22
	Median	\$25.12	\$34.38
	Midpoint	\$25.18	\$34.80
McCook		\$22.11	\$30.45
	% Change (Midpoint -Local)/Local	13.90%	14.29%
	\$ Increase/Decrease	\$3.07	\$4.35

**City of McCook**

**Chief Dispatcher**

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	PS Dispatcher Supervisor	\$20.27	\$25.64
Aurora			
Beatrice			
Cozad			
Crete			
Gering			
Hastings			
Holdrege	Dispatch Supervisor	\$19.50	\$25.93
Kearney			
Lexington			
Ogallala			
North Platte	Telecommunicator II	\$26.39	\$33.65
Scottsbluff			
Seward			
Sidney			
Wahoo			
York			
	Mean	\$22.05	\$28.41
	Median	\$20.27	\$25.93
	Midpoint	\$21.16	\$27.17
McCook		\$19.95	\$25.45
	% Change (Midpoint -Local)/Local	8.02%	3.18%
	\$ Increase/Decrease	\$1.21	\$1.72

## City of McCook

### Dispatcher

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Public Safety Dispatcher	\$18.02	\$23.39
Aurora			
Beatrice	Public Safety Dispatcher	\$17.41	\$23.71
Cozad			
Crete			
Gering			
Hastings	Dispatcher - 911	\$19.55	\$27.22
Holdrege	Dispatcher	\$20.24	\$24.41
Kearney			
Lexington	Dispatcher	\$19.00	\$25.27
Ogallala			
North Platte	Telecommunicator	\$21.83	\$27.29
Scottsbluff			
Seward			
Sidney			
Wahoo			
York			
	Mean	\$19.34	\$25.22
	Median	\$19.28	\$24.84
	Midpoint	\$19.31	\$25.03
McCook		\$18.08	\$23.03
	% Change (Midpoint -Local)/Local	6.79%	8.67%
	\$ Increase/Decrease	\$1.23	\$2.00

## City of McCook

### Administrative Assistant - Police

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Administrative Assistant	\$18.53	\$23.62
Aurora	Police Admin. Assistant	\$16.31	\$25.41
Beatrice	Administrative Assistant	\$17.21	\$25.19
Cozad			
Crete	Police Admin. Assistant	\$17.59	\$25.05
Gering	Administrative Secretary	\$15.88	\$23.46
Hastings			
Holdrege	Secretary/Receptionist	\$15.50	\$20.72
Kearney	Police Records Technician	\$19.61	\$28.52
Lexington			
Ogallala	Police Admin. Secretary	\$17.24	\$28.73
North Platte	Police Clerk	\$18.06	\$25.33
Scottsbluff	Administrative Assistant-PD	\$23.45	\$31.42
Seward	Admin Sec/Records Clerk	\$18.08	\$24.86
Sidney	Records Clerk	\$18.11	\$23.08
Wahoo	Police Records Clerk	\$19.16	\$24.91
York	Records Administrator	\$20.07	\$26.90
	Mean	\$18.20	\$25.51
	Median	\$18.07	\$25.12
	Midpoint	\$18.14	\$25.32
McCook		\$17.45	\$23.62
% Change (Midpoint -Local)/Local		3.93%	7.19%
\$ Increase/Decrease		\$0.68	\$1.70

## City of McCook

### E911 Office Coordinator

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora			
Beatrice			
Cozad			
Crete			
Gering			
Hastings			
Holdrege			
Kearney			
Lexington			
Ogallala			
North Platte			
Scottsbluff			
Seward			
Sidney			
Wahoo			
York			
	Mean		
	Median		
	Midpoint	\$20.83	\$28.58
McCook		\$19.51	\$26.30
	% Change (Midpoint -Local)/Local	6.79%	8.67%
	\$ Increase/Decrease	\$1.32	\$2.28

Align with Dispatcher

## City of McCook

### Fire Chief

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Fire Chief	\$36.15	\$49.08
Aurora			
Beatrice	Fire Chief	\$52.21	\$52.21
Cozad			
Crete			
Gering			
Hastings	Fire Chief	\$42.35	\$59.59
Holdrege			
Kearney			
Lexington			
Ogallala			
North Platte	Fire Chief	\$41.16	\$57.84
Scottsbluff	Fire Chief	\$40.03	\$53.64
Seward			
Sidney			
South Sioux City	Fire Chief	\$48.08	\$50.48
Wahoo			
York	Fire Chief	\$41.72	\$55.91
Mean		\$43.10	\$54.11
Median		\$41.72	\$53.64
Midpoint		\$42.41	\$53.87
McCook		\$38.20	\$51.59
% Change (Midpoint -Local)/Local		11.02%	4.43%
\$ Increase/Decrease		\$4.21	\$2.28

## City of McCook

### Firefighter EMT-P

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora			
Beatrice	Firefighter Paramedic	\$18.95	\$25.04
Cozad			
Crete			
Gering			
Hastings	Firefighter Paramedic	\$19.78	\$26.88
Holdrege			
Kearney			
Lexington			
Ogallala			
North Platte	Firefighter Paramedic	\$19.66	\$27.81
Scottsbluff			
Seward			
Sidney			
South Sioux City	Firefighter Paramedic	\$20.89	\$25.75
Wahoo			
York	Fire Medic 3	\$18.74	\$25.58
	Mean	\$19.60	\$26.21
	Median	\$19.66	\$25.75
	Midpoint	\$19.63	\$25.98
McCook		\$17.72	\$25.00
	% Change (Midpoint -Local)/Local	8.99%	5.95%
	\$ Increase/Decrease	\$1.91	\$0.98

Align with FF EMT-B

## City of McCook

### Firefighter EMT-B

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance	Fire App Eng/EMT	\$18.26	\$23.27
Aurora			
Beatrice	Firefighter EMT	\$15.62	\$21.99
Cozad			
Crete			
Gering			
Hastings	Firefighter EMT	\$17.18	\$24.21
Holdrege			
Kearney			
Lexington			
Ogallala			
North Platte	Firefighter EMT	\$17.09	\$24.19
Scottsbluff	Firefighter	\$16.73	\$23.54
Seward			
Sidney			
South Sioux City	Firefighter EMT	\$18.89	\$23.75
Wahoo			
York	Fire Medic 2	\$18.26	\$24.86
Mean		\$17.43	\$23.69
Median		\$17.18	\$23.75
Midpoint		\$17.31	\$23.72
McCook		\$15.51	\$21.87
% Change (Midpoint -Local)/Local		11.58%	8.45%
\$ Increase/Decrease		\$1.80	\$1.85

## City of McCook

### Administrative Assistant - Fire

Input Point	Job Title	Hourly Wage	
		Minimum	Maximum
Alliance			
Aurora			
Beatrice	Administrative Assistant	\$17.21	\$22.82
Cozad			
Crete			
Gering			
Hastings	Administrative Assistant	\$18.72	\$26.02
Holdrege			
Kearney			
Lexington			
Ogallala			
North Platte	Administrative Secretary	\$22.71	\$31.06
Scottsbluff			
Seward			
Sidney			
South Sioux City			
Wahoo			
York			
	Mean	\$19.55	\$26.63
	Median	\$18.72	\$26.02
	Midpoint	\$19.13	\$26.33
McCook		\$17.44	\$23.62
	% Change (Midpoint -Local)/Local	-2.57%	-2.18%
	\$ Increase/Decrease	\$1.69	\$2.71

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## City of McCook

### Salary Ranges Reported Effective Dates

Input Point	
Alliance	10-1-23 to 9-30-24
Aurora	10-1-23 to 9-30-24
Beatrice	10-1-23 to 9-30-24
Cozad	10-1-23 to 9-30-24
Crete	10-1-23 to 9-30-24
Gering	10-1-23 to 9-30-24
Holdrege	10-1-23 to 9-30-24
Lexington	10-1-23 to 9-30-24
Ogallala	10-1-23 to 9-30-24
Scottsbluff	10-1-23 to 9-30-24
Seward	10-1-23 to 9-30-24
Sidney	10-1-23 to 9-30-24
Wahoo	10-1-23 to 9-30-24
York	10-1-23 to 9-30-24
McCook	10-1-23 to 9-30-24

## City of McCook

### Wage Increases in the Next Fiscal Year?

Input Point	Across the Board	When	Percentage
Alliance	Unknown	10/1/24	
Aurora	Yes	10/1/24	Unknown
Beatrice	Yes	10/1/24	IBEW - 2.5% Police Unknown Fire 2.5% Non-union Unknown
Cozad	Yes	10/1/24	Unknown
Crete	Yes	10/1/24	Varies
Gering	Yes	10/1/24	COLA - 5%
Holdrege	No	10/1/24	Unknown
Lexington	Unknown	10/1/24	Unknown
Ogallala	Unknown	10/1/24	Unknown
Scottsbluff	Unknown	10/1/24	Unknown
Seward	Unknown	10/1/24	Unknown
Sidney	Unknown	10/1/24	Unknown
Wahoo	Yes	10/1/24	Unknown
York	Unknown	10/1/24	Unknown
Mean			
Median			
Midpoint			
Mode	Unknown	10/1/24	Unknown
McCook	Yes		CPI; fire min. of 2.5%; police min of 2%

## City of McCook

### Fiscal Year

City of McCook Fiscal Year	
Input Point	
Alliance	October 1 to September 30
Aurora	October 1 to September 30
Beatrice	October 1 to September 30
Cozad	October 1 to September 30
Crete	October 1 to September 30
Gering	October 1 to September 30
Holdrege	October 1 to September 30
Lexington	October 1 to September 30
Ogallala	October 1 to September 30
Scottsbluff	October 1 to September 30
Seward	October 1 to September 30
Sidney	October 1 to September 30
Wahoo	October 1 to September 30
York	October 1 to September 30
McCook	October 1 to September 30

## City of McCook

### Step Plan

Input Point	Have a Step Plan?	Number of Steps from Minimum to Maximum	Years to Reach Top Step	How Advancement or Promotion Determined
Alliance	Yes	9	8	Performance/Time
Aurora	Yes	11	23	Performance/Time
Beatrice	Yes	8	Varies	Performance
Cozad	No			Performance
Crete	Yes	8	Varies	Performance
Gering	Yes	9	8	Performance
Holdrege	Yes	9	5-9	Performance
Lexington	No			Performance
Ogallala	No			Performance
Scottsbluff	Yes	7	8.5	Performance
Seward	Yes	9	8	Performance
Sidney	Yes	9	9	Performance
Wahoo	Yes	9		
York	Yes	7	6	Time
Mean		8.6	10.0	
Median		9.0	8	
Midpoint		8.8	9.0	
Mode	Yes			Bi-modal
McCook	No			Performance

Beatrice - 8 steps only for police and fire

McCook- 8 steps Police, 11 steps fire

## City of McCook

### Agreement

Input Point	Has Agreement Been Reached For	
	FY 2023/24	FY 2024/25
Alliance	NR	NR
Aurora	N/A	N/A
Beatrice	Yes	Yes for IBEW & Fire
Cozad	N/A	N/A
Crete	Yes	No
Gering	Yes	Yes
Holdrege	Yes	No
Lexington	N/A	N/A
Ogallala	N/A	N/A
Scottsbluff	Yes	No
Seward	N/A	N/A
Sidney	N/A	N/A
Wahoo	N/A	N/A
York	Yes	Yes for Fire
Mean		
Median		
Midpoint		
Mode	N/A	
McCook	Yes	Yes, police only

## City of McCook

### Written Contact

Input Point	Has a Written Contract Been Created?	If Yes, is a Written Copy Available?
Alliance	NR	
Aurora	N/A	
Beatrice	Yes	Yes
Cozad	N/A	
Crete	No	N/A
Gering	Yes	Yes
Holdrege	Yes	Yes
Lexington	N/A	
Ogallala	N/A	
Scottsbluff	Yes	Yes
Seward	N/A	
Sidney	N/A	
Wahoo	N/A	
York	Yes	Yes
McCook	Yes	Yes

Scottsbluff - recently formed IBEW no contract yet

Holdrege - instead of written contract it is called a Waiver and Agreement

## City of McCook

Input Point	Population	Number of Employees
Alliance	8,037	118
Aurora	4,465	34
Beatrice	12,223	148
Cozad	3,915	34
Crete	7,179	58
Gering	8,319	85
Holdrege	5,521	64
Lexington	10,348	73
Ogallala	4,700	41
Scottsbluff	14,071	138
Seward	7,643	61
Sidney	6,410	67
Wahoo	4,818	78
York	8,296	86
Mean	7,568	78
Median	7,568	73
Midpoint	7,568	75
Mode		
McCook	7,800	92

## City of McCook

### Union Representation

Input Point	Are Employees Represented by a Union?	If Yes, What is the Name of the Union or Association?
Alliance	Yes	FOP
Aurora	No	
Beatrice	Yes	IBEW, FOP, Fire Local 1098
Cozad	No	
Crete	Yes	FOP
Gering	Yes	IBEW, FOP
Holdrege	Yes	IBEW, FOP
Lexington	No	
Ogallala	No	
Scottsbluff	Yes	Fire Local 1454, SPOA (police), IBEW
Seward	No	
Sidney	No	
Wahoo	No	
York	Yes	Police & Fire
McCook	Yes	FOP & Firefighters Union

**City of McCook**  
**Sick Leave**

**Number of Hours Earned per Year**

<b>Input Point</b>	<b>General</b>	<b>Police</b>	<b>Fire</b>
Alliance	96	96	144
Aurora	96	96	144
Beatrice	96	96	192
Cozad	96	96	N/A
Crete	96	96	N/A
Gering	96	96	N/A
Holdrege	80	80	N/A
Lexington	96	96	N/A
Ogallala	96	96	N/A
Scottsbluff	96	96	288
Seward	96	96	N/A
Sidney	96	96	N/A
Wahoo	96	96	N/A
York	96	96	144
Mean	94.9	94.9	182.4
Median	96.0	96.0	144.0
Midpoint	95.4	95.4	163.2
Mode			
McCook	95.94	100.88	288.08

## City of McCook

### Sick Leave

#### Maximum accumulation of sick leave hours

Input Point	General	Police	Fire Hours
Alliance	960	960	1440
Aurora	960	960	1460
Beatrice	1040	1040	1460
Cozad	960	960	N/A
Crete	991	991	N/A
Gering	960	960	960
Holdrege	480	480	N/A
Lexington	800	800	N/A
Ogallala	480	480	N/A
Scottsbluff	720	960	1080
Seward	900	900	N/A
Sidney	720	720	N/A
Wahoo	960	960	N/A
York	960	960	1460
Mean	849	867	1310
Median	960	960	1450
Midpoint	905	913	1380
Mode			
McCook	800	960	2400

Scottsbluff - police have no conversion after reaching maximum

## City of McCook

### Sick Leave Conversion to Vacation or Cash

Input Point	After Maximum Accumulation of Sick Leave Can Earnings		If Yes, Explain Policy
	Be Applied To Vacation?	Converted to Cash?	
Alliance	Yes	No	After accumulate maximum hours can use at a 3:1 ratio for vacation
Aurora	Yes	No	For every 2 days above 120, an additional day of vacation
Beatrice	No	Yes	After maximum is reach buy back of 25% for fire and 50% for general, police & IBEW
Cozad	No	No	
Crete	No	No	
Gering	Yes	Yes	4 sick leave hours converted to 1 hour of vacation or cash
Holdrege	No	Yes	Any hours over 480 will be paid to employee at the end of the year
Lexington	No	No	
Ogallala	No	No	On December 1, the city pays for half of unused sick leave over 480 hours
Scottsbluff	Yes - Fire & General No - Police	No	General - after maximum conversion of hours to vacation (maximum of 32 hours) Fire after 1080 hours rate of 3:1
Seward	No	No	
Sidney	No	Yes	Converted to cash 4:1
Wahoo	No	No	
York	No	No	
Mean			
Median			
Midpoint			
Mode	No	No	NO MODE
McCook	No	No	

**City of McCook**  
**Sick Leave Converted to Cash**

Input Point	Resignation	Dismissal?	Retirement?	Death?
Alliance	No	No	No	No
Aurora	No	No	No	No
Beatrice	Yes	Yes	Yes	Yes
Cozad	No	No	No	No
Crete	No	No	Yes	Yes
Gering	Yes	No	Yes	Yes
Holdrege	No	No	No	No
Lexington	No	No	No	No
Ogallala	Yes	Yes	Yes	Yes
Scottsbluff	Yes	Yes	Yes	Yes
Seward	Yes	Yes	Yes	Yes
Sidney	Yes	Yes	Yes	Yes
Wahoo	Yes	No	Yes	Yes
York	No	No	Yes	Yes
Mean				
Median				
Midpoint				
Mode	No	No	Yes	Yes
McCook	Yes	No	Yes	Yes

Beatrice - upon separation - general 50%; police 50% up to 520 hrs. fire 50% up to 540 hrs.; retirement - police 50% up to 520 hrs. at age 60; general 75% after reaching 50 and 20 years experience or reaching age 55; fire 75% up to 780 hrs.

Crete - retirement or death 1/3 of accrual leave leave is paid out

Gering - after 15 years up to 240 hours; up to 120 hours if it death

McCook - 25% of their accumulated unused sick leave when leaving in good standing

Ogallala -after 480 hours 1/2 of sick leave is paid out also at retirement or death; under 480 hours 1/4 of sick leave is paid for resignation & dismissal

Scottsbluff - general after 15 yrs. 40% not to exceed 160; 20 yrs. 50% payout hrs; police - after 15 yrs. 50% of accumulated balance; fire - after 15 yrs, 40% not to exceed 224 hrs.

Seward - 50% of accrued with 20 years of service and age 55 or older

Sidney - after two years of continuous employment, 50% of accumulation up to 720 hours

Wahoo - Resignation and dismissal: if 20 years of service and age 59 1/2 or 25 years of service paid leave balance up to 960 hours; retirement or death; if 10 years of service and age 59 1/2 paid half of leave balance up to 180 hours

York - 25%or 50% with 20 yrs of continuous service with a maximum of either 240 or 480 hours

**City of McCook**  
**Sick Leave for Family Illness**

<b>Input Point</b>	<b>Yes or No</b>	<b>Policy</b>
Alliance	Yes	40 hours
Aurora	Yes	Not specified
Beatrice	Yes	80 hours; Fire 240 hours
Cozad	Yes	Not specified
Crete	Yes	If more than 3 days a doctor's note is required
Gering	Yes	
Holdrege	Yes	Other than care for children; 24 hrs./yr. with approval
Lexington	Yes	No maximum
Ogallala	Yes	Can use their leave bank
Scottsbluff	Yes	No limit for qualifying family member
Seward	Yes	Not specified
Sidney	Yes	Not specified
Wahoo	Yes	No maximum
York	Yes	30 days in 12 months
Mean		
Median		
Midpoint		
Mode	Yes	Policy Varies
McCook	Yes	

## City of McCook

### Sick Leave for Funeral Leave

Input Point	Yes or No	Policy
Alliance	Yes	40 hours
Aurora	No	
Beatrice	Yes	40
Cozad	No	
Crete	No	
Gering	No	
Holdrege	Yes	With Administrator's approval
Lexington	No	
Ogallala	No	
Scottsbluff	Yes	Only if City Manager approves
Seward	No	Separate funeral leave policy
Sidney	Yes	Up to 5 days
Wahoo	No	
York	No	Funeral leave is separate
Mean		
Median		
Midpoint		
Mode	No	Policy Varies
McCook	Yes	Must be 3 consecutive days taken within one of week of death

Beatrice 1-5 days depending on closeness of relatives; 3 consecutive shifts for fire

Scottsbluff - only if City Manager approves an extension beyond the 3-day bereavement policy

## City of McCook

### Funeral Leave (Separate from Sick Leave)

Input Point	Immediate Family		Non-immediate Family	
	Yes/No	Number of Hours	Yes/No	Number of Hours
Alliance	Yes	24	Yes	24-48
Aurora	Yes	24		
Beatrice	Yes	40	Yes	Depends on relationship
Cozad	Yes	40	Yes	40
Crete	Yes	24	Yes	8
Gering	Yes	40		
Holdrege	Yes	24	Yes	24
Lexington	Yes	24		
Ogallala	Yes	40	Yes	8
Scottsbluff	Yes	24	Yes	8
Seward	Yes	24	Yes	24
Sidney	No			
Wahoo	Yes	24	Yes	8
York	Yes	24	Yes	4-8 hrs. for pallbearer
Mean		29		17
Median		24		8
Midpoint		26		13
Mode	Yes		Yes	
McCook	Yes	24 for 52 hrs./wk. 36 for 42 hrs./wk. 24 for 40 hrs./wk.		N/A

Alliance - 24 hours per event or a maximum of 48 hours per year

Beatrice 1-5 days depending on closeness of relatives; 3 consecutive shifts for fire

Gering - immediate family for this policy: husband, wife, father, father-in-law, mother, mother-in-law, grandfather, grandmother, son, son-in-law, daughter, daughter-in-law, uncle, aunt, nephew, niece, brother, brother-in-law, sister, sister-in-law, step relatives, cousins, and those in a dating relationship or member of the same household.

Lexington 3-5 days depending on travel

Ogallala - if travel over 300 miles an additional 3 days may be granted

Seward - immediate family 24 hrs/event; non-immediate 24 hrs/year

City of McCook

General Vacation Schedule 1-14 Years

Input Point	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year	11th Year	12th Year	13th Year	14th Year
Alliance	40	80	80	80	80	96	96	96	96	120	120	120	136	144
Aurora	48	96	96	96	96	96	96	96	96	96	144	144	144	144
Beatrice	80	80	80	80	50	120	120	120	120	120	160	160	160	160
Cozad	80	80	80	80	80	120	120	120	120	120	160	160	160	160
Crete	120	120	120	120	120	120	120	120	120	120	160	160	160	160
Gering	80	80	80	88	96	104	112	120	120	120	128	136	144	152
Holdrege	80	80	80	80	80	120	120	120	120	120	120	160	160	160
Lexington	48	96	96	96	96	96	96	96	96	144	144	144	144	144
Ogallala	96	96	96	96	96	120	120	120	120	120	144	144	144	144
Scottsbluff	88	88	88	88	88	120	120	120	120	120	144	144	144	144
Seward	80	80	80	80	80	120	120	120	120	120	144	144	144	144
Sidney	80	80	80	80	80	80	80	120	120	120	120	120	120	120
Wahoo	80	80	80	80	80	80	80	120	120	120	120	120	120	120
York	120	120	120	120	120	120	120	120	120	160	160	160	160	160
Mean	80	90	90	90	89	108	109	115	115	123	141	144	146	147
Median	80	80	80	84	84	120	120	120	120	120	144	144	144	144
Midpoint	80	85	85	87	86	114	114	117	117	121	142	144	145	145
McCook	80	80	80	80	96	96	96	120	120	120	120	120	136	136

City of McCook

General Vacation Schedule 15 years to Maximum

Input Point	15th yr	16th yr	17th yr	18th yr	19th yr	20th yr	21st yr	22nd yr	23rd yr	24th yr	25th yr	26th yr	27th yr	Maximum
Alliance	144	160	160	160	160	160	160	160	160	160	160	160	160	160
Aurora	144	144	144	144	144	144	144	192	192	192	192	192	192	288
Beatrice	160	160	160	160	160	160	160	160	160	160	160	160	160	160
Cozad	160	160	160	160	160	160	160	160	160	160	160	160	160	160
Crete	160	160	160	160	160	160	200	200	200	200	200	200	200	200
Gering	160	160	160	160	160	160	160	160	160	160	160	160	160	160
Holdrege	160	160	160	160	160	160	160	160	160	160	160	160	160	320
Lexington	144	144	144	144	144	144	160	160	160	160	160	160	160	160
Ogallala	144	144	144	144	144	144	144	144	144	144	144	144	144	144
Scottsbluff	144	160	160	160	160	160	160	160	160	160	160	160	160	160
Seward	144	160	160	160	160	160	184	184	184	184	184	192	192	192
Sidney	160	160	160	160	160	160	160	160	160	160	160	160	160	160
Wahoo	120	120	120	160	160	160	160	160	160	160	160	160	160	160
York	160	160	160	160	160	200	200	200	200	200	200	200	200	200
Mean	150	154	154	157	157	159	169	169	169	169	169	169	169	187
Median	152	160	160	160	160	160	160	160	160	160	160	160	160	160
Midpoint	151	157	157	158	158	160	164	164	164	164	164	165	165	174
McCook	136	136	136	160	160	160	160	180	180	180	180	180	180	180

## City of McCook

### Maximum Carryover

Input Point	Earnings Begin First Day of Employment?	General Maximum Accumulation	Police Maximum Accumulation	Fire Maximum Accumulation
Alliance	Yes	160	160	216
		240	240	
Aurora	Yes	360	360	N/A
Beatrice	Yes	240	240	1460
Cozad	Yes	40	40	N/A
Crete	Yes	280	280	N/A
Gering	Yes	240	280	N/A
Holdrege	Yes	320	320	N/A
Lexington	Yes	260	260	N/A
Ogallala	Yes	200	200	N/A
Scottsbluff	Yes	240	240	336
Seward	Yes	144	144	N/A
		320 hours for hourly employees; 480 hours for exempt employees		
Sidney	Yes			N/A
Wahoo	Yes	48	48	
York	Yes	240	226	Annual Earnings plus 50 hours
	Mean	201	203	671
	Median	240	233	336
	Midpoint	221	218	503
	Mode	Yes		
McCook	Yes	253.27	299.25	354.54

Aurora - Non-supervisory 240 hours; supervisory 360 hours

Seward - can carry over half of what they accrue plus the yearly earning

**City of McCook  
Vacation Leave**

**Can unused vacation earned be converted to cash  
at the end of the year?**

<b>Input Point</b>	<b>Can Be Converted?</b>	<b>If Yes, What is Policy?</b>
Alliance	No	
Aurora	Yes	Employers Discretion
Beatrice	Yes	City will buy back amount exceeding 240 hour at the end of the year
Cozad	No	
Crete	No	
Gering	No	
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	No	
Seward	No	
Sidney	No	Quits accruing when maximum is reached
Wahoo	No	
York	No	
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

## City of McCook

### Holidays/Personal Days - Number of Hours per Year

Input Point	Holidays	Personal	Total
Alliance	88		88
Aurora	72		72
Beatrice	72	16	88
Cozad	80		80
Crete	100		100
Gering	88	8	96
Holdrege	72	24	96
Lexington	64	8	72
Ogallala	88		88
Scottsbluff	80	8	88
Seward	72	32	104
Sidney	88		88
Wahoo	88		88
York	88	8	96
Mean	81	15	88.9
Median	84	8	88.0
Midpoint	83	11	88.4
Mode			
McCook	64.5	16	81

Aurora - police and EMS 12 hours per holiday (9 holidays)

Sidney - the 12th holiday is the day before or after Christmas depending on how Christmas day falls; the number represented is an average of 88 and 96

York - 80-96 hrs. depending on 10 or 12 hour shift - 88 represents the average

## City of McCook

### Holiday Pay Compensation

Input Point	If Schedule to Work on Holiday	If Not Scheduled But Called to Work
Alliance	2.5	2.5
Aurora	2.0	2.0
Beatrice	2.5	2.5
Cozad	2.0	2.0
Crete	2.0	2.0
Gering	2.5	2.5
Holdrege	2.5	2.5
Lexington	2.5	2.5
Ogallala	3.0	3.0
Scottsbluff	2.0	2.0
Seward	2.0	2.0
Sidney	2.5	2.5
Wahoo	2.0	2.5
York	2.0	2.5
Mean	2.29	2.36
Median	2.25	2.50
Midpoint	2.27	2.43
Mode		
McCook	2.0	2.0

\*2.5 denotes 1.5 hours worked in addition to 8 hours of pay for the holiday

Alliance - Christmas and New Year Day earn 3 times pay

McCook -For police if scheduled to work hours worked plus 16 hours; for fire hours worked plus 18 hours of straight time

Ogallala - Police working on a holiday is 1.5 times in addition to holiday (police receive 8 hours holiday whether or not they are working)

Scottsbluff- must have 40 hours to get overtime for the holiday

Seward - policy get 1.5 times in addition to regular pay

Sidney - straight time unless work is over 40 hours

Wahoo - work on the holiday gets added to work cycle if over 40 it is then 1.5 times

## City of McCook

### Leaves

**Are there any other authorized paid leave of absence?**

Input Point	YES/NO	Type
Alliance	Yes	Jury duty and military leave
Aurora	Yes	Jury duty and military leave
Beatrice	Yes	Military, jury, witness, administrative leave with approval
Cozad	Yes	Funeral
Crete	Yes	FMLA, jury, military, accident
Gering	Yes	Jury duty, witness, voting
Holdrege	Yes	Jury duty, military leave, FMLA
Lexington	Yes	Wellness program - earn 1 hr. wellness time for 10 hrs./month of exercise
Ogallala	Yes	Get birthday holiday if no work comp claims within the department
Scottsbluff	Yes	Military, jury, emergency closures;
Seward	Yes	Jury duty, military, funeral of co-worker, emergency weather conditions
Sidney	Yes	Jury duty
Wahoo	Yes	Jury duty
York	Yes	Jury duty, military leave, emergency office closing
Mean		
Median		
Midpoint		
Mode	Yes	Jury duty, military
McCook	Yes	Military leave

**City of McCook**  
**Long-Term Disability**

<b>Input Point</b>	<b>Provide Long-Term Disability</b>	<b>What is the Level of Benefit?</b>
Alliance	No	
Aurora	Yes	
Beatrice	Yes	60% of pay after 90 days
Cozad	Yes	\$22,099/yr.
Crete	Yes	60% of pay
Gering	Yes	66 2/3% of before-tax monthly earnings not to exceed \$6,667
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	Yes	General -EE pays premium; Police ER pays premium
Seward	No	
Sidney	Yes	
Wahoo	Yes	
York	Yes	
Mean		
Median		
Midpoint		
Mode	Yes	
McCook	No	

Holdrege - City does not provide LTD; however, it is available to employees as a voluntary plan paid by the employee

## City of McCook

### Short-Term Disability

Input Point	Provide Short-Term Disability	What is the Level of Benefit?
Alliance	Yes	
Aurora	No	
Beatrice	No	
Cozad	No	
Crete	Yes	
Gering	No	
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	No	
Seward	No	
Sidney	No	
Wahoo	No	
York	Yes	
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

**City of McCook**  
**Special Injury Leave Policy**

<b>Input Point</b>	<b>Separate Leave Category</b>	<b>Use Sick Leave</b>	<b>Other</b>
Alliance	No	Yes	
Aurora	No	Yes	
Beatrice	No	Yes	No
Cozad	No	Yes	
Crete	No	Yes	
Gering		Yes	
Holdrege	No	Yes	Can use vacation, floating holidays
Lexington	Yes	Yes	See Note
Ogallala	No	Yes	
Scottsbluff	No	Yes	Police-have injury leave for pay not covered by WC
Seward	No	Yes	
Sidney	No	Yes	
Wahoo	No	Yes	Use available vacation
York	No	Yes	
Mean			
Median			
Midpoint			
Mode	No	Yes	
McCook	Yes		One week of injury leave may be granted

Lexington - First 40 hours paid by the City; thereafter 1/3 is paid to coordinate with workers compensation which comes from employee's available sick and vacation leaves.

## City of McCook

### Type of Health Plan

Input Point	Choice of More than One Health Plan	Self-Insured	PPO	HMO	POS	HDHP
Alliance	No					Yes
Aurora	No		Yes			
Beatrice	Yes	Yes	Yes			Yes
Cozad	No					
Crete	No					Yes
Gering	No	Yes				Yes
Holdrege	Yes		Yes			Yes
Lexington	No	Yes	Yes			
Ogallala	No		Yes			Yes
Scottsbluff	No					Yes
Seward	Yes		Yes			Yes
Sidney	Yes		Yes			Yes
Wahoo	Yes		Yes			Yes
York	No	Yes	Yes			No
Mean						
Median						
Midpoint						
Mode	No		Yes			Yes
McCook	No	Yes	Yes			

## City of McCook

### HEALTH INSURANCE - SINGLE

Input Point	Employer Paid		Single Premium		Total Premium	Percent Paid	
	Medical	Employer	Employee	Employee		Employer	Employee
Alliance	Yes	\$1,056.77	\$60.00	\$60.00	\$1,116.77	95%	5%
Aurora	Yes	Varies	\$26.10	Varies	Varies	Varies	Varies
Beatrice	Yes	\$731.86	\$0.00	\$0.00	\$731.86	100%	0%
Cozad	Yes	\$942.68	\$0.00	\$0.00	\$942.68	100%	0%
Crete	Yes	\$624.15	\$32.85	\$32.85	\$657.00	95%	5%
Gering	Yes	\$817.20	\$100.00	\$100.00	\$917.20	89%	11%
Holdrege	Yes	\$857.45	\$0.00	\$0.00	\$857.45	100%	0%
Lexington	Yes	\$931.77	\$45.00	\$45.00	\$976.77	95%	5%
Ogallala	Yes	\$890.00	\$37.00	\$37.00	\$927.00	96%	4%
Scottsbluff	Yes	\$897.62	\$99.74	\$99.74	\$997.36	90%	10%
Seward	Yes	\$717.50	\$0.00	\$0.00	\$717.50	100%	0%
Sidney	Yes	\$675.37	\$125.00	\$125.00	\$800.37	84%	16%
Wahoo	Yes	\$961.49	\$83.61	\$83.61	\$1,045.10	92%	8%
York	Yes	\$696.00	\$0.00	\$0.00	\$696.00	100%	0%
Mean		\$830.76	\$43.52	\$43.52	\$875.62	95.12%	4.88%
Median		\$857.45	\$34.93	\$34.93	\$917.20	95.39%	4.61%
Midpoint		\$844.10	\$39.22	\$39.22	\$896.41	95%	5%
Mode							
McCook	Yes	\$863.24	\$43.34	\$43.34	\$906.58	95%	5%
% Change (Midpoint -Local)/Local						0.04%	-0.04%

Crete - number represented is for non-bargaining (95% er paid); FOP employer paid is 100%  
 Holdrege - police officers and dispatchers City pays 100% of premium

## City of McCook

### HEALTH INSURANCE - Two Party

Input Point	Employer Paid		Two Party Premium		Total Premium	Percent Paid	
	Medical	**	Employer	Employee		Employer	Employee
Alliance	Yes	**					
Aurora	Yes		Varies	\$176.12	Varies		
Beatrice	Yes	**	\$1,536.93	\$0.00	\$1,536.93	100%	0%
Cozad							
Crete	Yes	**	\$1,077.46	\$269.36	\$1,346.82	80%	20%
Gering	Yes	**					
Holdrege	Yes		\$1,886.31	\$125.00	\$2,011.31	94%	6%
Lexington	Yes		\$1,886.31	\$125.00	\$2,011.31	94%	6%
Ogallala	Yes		\$1,566.00	\$101.00	\$1,667.00	94%	6%
Scottsbluff	Yes		\$1,731.53	\$214.01	\$1,945.54	89%	11%
Seward	Yes		\$1,283.39	\$188.00	\$1,471.39	87%	13%
Sidney	Yes		\$1,277.57	\$255.00	\$1,532.57	83%	17%
Wahoo	Yes	**	\$1,811.95	\$414.12	\$2,226.07	81%	19%
York							
Mean			\$1,561.94	\$186.76	\$1,749.88	89.17%	10.83%
Median			\$1,566.00	\$182.06	\$1,667.00	89.00%	11.00%
Midpoint			\$1,563.97	\$184.41	\$1,708.44	89%	11%
Mode							
McCook	YES		\$1,756.66	\$101.83	\$1,858.49	95%	5%
% Change (Midpoint -Local)/Local						-5.44%	5.44%

Holdrege - police officers and dispatchers City pays 100% of premium

Crete - number represented is for non-bargaining (80% er paid); FOP employer paid is 85%

## City of McCook

### HEALTH INSURANCE - Family

Input Point	Employer Paid		Family Premium		Total Premium	Percent Paid	
	Medical	Employer	Employee	Employee		Employer	Employee
Alliance	Yes	\$1,976.43	\$170.00	\$2,146.43	92%	8%	
Aurora	Yes	Varies	\$290.34	Varies			
Beatrice	Yes	\$2,289.01	\$0.00	\$2,289.01	100%	0%	
Cozad	Yes	\$1,990.56	\$0.00	\$1,990.56	100%	0%	
Crete	Yes	\$1,524.21	\$381.05	\$1,905.26	80%	20%	
Gering	Yes	\$2,335.06	\$300.00	\$2,635.06	89%	11%	
Holdrege	Yes	\$2,113.62	\$372.99	\$2,486.61	85%	15%	
Lexington	Yes	\$1,886.31	\$125.00	\$2,011.31	94%	6%	
Ogallala	Yes	\$1,917.00	\$122.00	\$2,039.00	94%	6%	
Scottsbluff	Yes	\$2,354.32	\$290.98	\$2,645.30	89%	11%	
Seward	Yes	\$1,740.48	\$341.00	\$2,081.48	84%	16%	
Sidney	Yes	\$1,821.74	\$260.00	\$2,081.74	88%	12%	
Wahoo	Yes	\$2,500.41	\$614.00	\$3,114.41	80%	20%	
York	Yes	\$1,855.19	\$228.71	\$2,083.90	89%	11%	
Mean		\$2,023.41	\$249.72	\$2,270.01	89.46%	10.54%	
Median		\$1,976.43	\$275.17	\$2,083.90	89.00%	11.00%	
Midpoint		\$1,999.92	\$262.44	\$2,176.95	89%	11%	
Mode							
McCook	Yes	\$2,773.05	\$173.34	\$2,946.39	94%	6%	
% Change (Midpoint -Local)/Local					-4.89%	4.89%	

Crete - number represented is for non-bargaining (80% er paid); FOP employer paid is 85%  
 Holdrege - police officers and dispatchers City pays 100% of premium

## City of McCook

### Health Insurance Provider or Administrator

Input Point	Name of Provider or Administrator
Alliance	RCI
Aurora	United Health Care
Beatrice	Self Insured - Allegiance TPA
Cozad	Partner Health Alliance & RCI
Crete	Blue Cross Blue Shield
Gering	RCI Third Party Administrator/Cigna
Holdrege	Blue Cross through the League LIGHT Program
Lexington	Meritain - TPA
Ogallala	RCI
Scottsbluff	RCI Third Party Administrator
Seward	Blue Cross Blue Shield
Sidney	RCI
Wahoo	Medica
York	Midland Choice; RCI Third Party Administrator
McCook	UMR

Lexington - Aetna PPO Network

## City of McCook

### Health Insurance Deductible

Input Point	Coverage Type	
	Single	Family
Alliance	\$3,200	\$5,600
Aurora	\$1,000	\$2,000
Beatrice	\$1,000	\$2,000
Cozad	\$1,250	\$2,500
Crete	\$3,000	\$6,000
Gering	\$3,200	\$5,000
Holdrege	\$1,000	\$2,000
Lexington	\$500	\$1,000
Ogallala	\$2,800	\$5,600
Scottsbluff	\$3,200	\$5,000
Seward	\$2,000	\$4,000
Sidney	\$2,000	\$4,000
Wahoo	\$3,200	\$6,400
York	\$500	\$1,000
Mean	\$1,989	\$3,721
Median	\$2,000	\$4,000
Midpoint	\$1,995	\$3,861
Mode		
McCook	\$500	\$1,000

Beatrice - most used plan if OAP \$1,000 individual and \$2,000 family deductible  
 Cozad - no deductible for PHA facility agreements; other providers a deductible applies

**City of McCook**  
**Prescription Coverage**

Input Point	Provide Coverage
Alliance	Yes
Aurora	Yes
Beatrice	Yes
Cozad	Yes
Crete	Yes
Gering	Yes
Holdrege	Yes
Lexington	Yes
Ogallala	Yes
Scottsbluff	Yes
Seward	Yes
Sidney	Yes
Wahoo	Yes
York	Yes
Mean	
Median	
Midpoint	
Mode	Yes
McCook	Yes

HDHP offer prescription coverage after deductible

**City of McCook  
Prescription Coverage**

Input Point	In-Network Provider			
	Generic	Brand no Generic Available	Brand with Generic Available	Specialty
Alliance	See Note			
Aurora				
Beatrice	See Note			
Cozad	\$10	\$50	\$75	Not covered
Crete	See Note			
Gering	20%	20%	20%	20%
Holdrege	\$10	\$30	\$50	\$100
Lexington	\$10	30% copay		
Ogallala	See Note			
Scottsbluff				
Seward	\$10	\$30	\$50	\$100
Sidney	\$10	\$20		\$50
Wahoo	See Note			
York	\$20	\$30	\$50	\$100
Mean	\$10	\$27	\$45	\$70
Median	\$10	\$30	\$50	\$100
Midpoint	\$10	\$28	\$48	\$85
Mode				
McCook	\$10	\$30	\$75	

Alliance - HDHP all goes toward out-of-pocket deductible  
 Beatrice - Can choose pharmacy card (\$5 co-pay or applied to deductible then 80/20)  
 Crete - HDHP all goes toward out-of-pocket deductible  
 Holdrege - HDHP all goes toward out-of-pocket deductible  
 Ogallala -HDHP all goes toward out-of-pocket deductible  
 Scottsbluff -HDHP all goes toward out-of-pocket deductible  
 Seward - HDHP all goes toward out-of-pocket deductible  
 Sidney - co-pays go toward deductible  
 Wahoo - HDHP all goes toward out-of-pocket deductible

<b>City of McCook</b>			
	<b>In-Network Provider</b>		<b>Percentage of Coinsurance</b>
	<b>Maximum Out-of-Pocket</b>		
<b>Input Point</b>	<b>Single</b>	<b>Family</b>	
Alliance	\$3,200	\$5,600	
Aurora	\$4,000	\$8,000	50/50
Beatrice	\$2,500	\$5,000	80/20
Cozad	\$4,250	\$8,500	80/20
Crete	\$3,000	\$6,000	N/A
Gering	\$3,250	\$6,000	80/20
Holdrege	\$2,000	\$4,000	80/20
Lexington	\$3,000	\$6,000	80/20
Ogallala	\$5,600	\$11,200	
Scottsbluff	\$3,500	\$7,000	
Seward	\$4,000	\$8,000	80/20
Sidney	\$3,500	\$7,000	80/20
Wahoo	\$3,200	\$6,400	
York	\$2,000	\$4,000	90/10
Mean	\$3,357	\$6,621	
Median	\$3,225	\$6,200	
Midpoint	\$3,291	\$6,411	
Mode			80/20
McCook	\$1,000	\$2,000	90/10

Beatrice - HSA contribution \$500/yr. - single; \$1,000/yr. - family

Cozad - no coinsurance per PHA facility agreement

Ogallala - HSA contribution \$1,140/yr. - single; \$1,584/yr. - family; employee/spouse \$1,310/yr.

Seward - in addition to amount ER HSA contribution of another \$1200 for single and \$2400 family

## City of McCook

### Employer Contribution to Deductible or Out-of-Pocket Amounts

Input Point	Does Employer Contribute?	If Yes, What Contributed
Alliance	Yes	HSA contribution \$1,200/single; \$1,680/family
Aurora	No	
Beatrice	No	HSA contribution \$500 single/\$1,000 family - annual
Cozad	No	
Crete	Yes	HSA \$3,850/single; \$7,750/family
Gering	No	
Holdrege	No	Not on the PPO Plan
Lexington	No	
Ogallala	Yes	Makes a HSA contribution
Scottsbluff	No	
Seward	Yes	HSA contribution of another \$1200 for single and \$2400 family
Sidney	No	
Wahoo	Yes	HSA contribution of another \$1,000 for single and \$2,000 family
York	No	
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

## City of McCook

### Any Payout or Benefit in Lieu Of if Employee Declines Health Coverage

Input Point	Other Benefits
Alliance	Yes \$350/month
Aurora	No
Beatrice	No
Cozad	No
Crete	No
Gering	No
Holdrege	No
Lexington	No
Ogallala	No
Scottsbluff	No
Seward	No
Sidney	No
Wahoo	Yes, half of cost of single premium
York	No
Mean	
Median	
Midpoint	
Mode	No
McCook	No

## City of McCook

### Optical Insurance Provided

Input Point	Optical Insurance Offered
Alliance	Yes
Aurora	Yes
Beatrice	No
Cozad	NR
Crete	Yes
Gering	No
Holdrege	Yes
Lexington	No
Ogallala	Yes
Scottsbluff	Yes, employee pays premium
Seward	No
Sidney	No
Wahoo	Yes
York	No
Mean	
Median	
Midpoint	
Mode	No
McCook	Yes

Ogallala - only basic eye exam and some costs towards frames and lenses

## City of McCook

### Employer Contribution to Medical Insurance for Retiree

Input Point	Provides Coverage	Premium Paid Single	Premium Paid Family	Percent Paid by Employer	Does it Stop at Medicare Eligibility?
Alliance	No				
Aurora	No				
Beatrice	No				
Cozad	No				
Crete	No				
Gering	No				
Holdrege	No			100%	No
Lexington		Depends on length of service	Depends on length of service	Depends on length of service	Yes
Ogallala	No				
Scottsbluff	No				
Seward	No				
Sidney	No				
Wahoo	No				
York	No				
Mean					
Median					
Midpoint					
Mode	No				
McCook	No				

Lexington - depends on years of service until Medicare; 10 yrs. - 50%; 15 yrs. - 80%; 20+ yrs. - 100% paid by city%

**City of McCook**

**DENTAL INSURANCE - SINGLE**

Input Point	Dental Coverage Offered?	Single Premium		Total Premium	Percent Paid	
		Employer	Employee		Employer	Employee
Alliance	Yes	\$44.13	\$20.00	\$64.13	69%	31%
Aurora	Yes	Varies	\$1.53			
Beatrice	Yes	\$0.00	\$31.25	\$31.25	0%	100%
Cozad	No					
Crete	Yes	\$28.54	\$1.49	\$30.03	95%	5%
Gering	Yes					
Holdrege	Yes	\$0.00	\$32.98	\$32.98	0%	100%
Lexington	Yes	\$10.00	\$33.00	\$43.00	23%	77%
Ogallala	Yes	\$0.00	\$31.00	\$31.00	0%	100%
Scottsbluff	Yes	\$10.00	\$25.00	\$35.00	29%	71%
Seward	Yes	\$33.45	\$0.00	\$33.45	100%	0%
Sidney	Yes	\$0.00	\$25.00	\$25.00	0%	100%
Wahoo	Yes	\$33.18	\$0.00	\$33.18	100%	0%
York	Yes	\$4.00	\$15.14	\$19.14	21%	79%
Mean		\$14.85	\$18.03	\$34.38	40%	60%
Median		\$10.00	\$22.50	\$32.98	23%	77%
Midpoint		\$12.42	\$20.27	\$33.68	31%	69%
Mode	Yes					
McCook	Yes				31.47%	68.53%
% Change (Midpoint -Local)/Local						

Gering - part of health premium  
 McCook - part of health premium  
 Beatrice - also offer high plan with ortho coverage - \$40.02/mo.

**City of McCook**

**DENTAL INSURANCE - FAMILY**

Input Point	Dental Coverage Offered?	Single Premium		Total Premium	Percent Paid	
		Employer	Employee		Employer	Employee
Alliance	Yes	\$44.13	\$40.00	\$84.13	52%	48%
Aurora	Yes	Varies	\$79.65			
Beatrice	Yes	\$0.00	\$103.65	\$103.65	0%	100%
Cozad	No					
Crete	Yes	\$77.85	\$19.45	\$97.30	80%	20%
Gering	Yes					
Holdrege	Yes	\$0.00	\$125.53	\$125.53	0%	100%
Lexington	Yes	\$20.00	\$93.95	\$113.95	18%	82%
Ogallala	Yes	\$0.00	\$96.00	\$96.00	0%	100%
Scottsbluff	Yes	\$10.00	\$50.00	\$60.00	17%	83%
Seward	Yes	\$33.45	\$55.56	\$89.01	38%	62%
Sidney	Yes	\$0.00	\$50.00	\$50.00	0%	100%
Wahoo	Yes	\$83.40	\$16.74	\$100.14	83%	17%
York	Yes	\$4.00	\$47.90	\$51.90	8%	92%
Mean		\$24.80	\$64.87	\$88.33	27%	73%
Median		\$10.00	\$52.78	\$96.00	17%	83%
Midpoint		\$17.40	\$58.82	\$92.16	22%	78%
Mode	Yes					
McCook	Yes					
% Change (Midpoint - Local)/Local					21.75%	78.25%

Gering - part of health premium  
 McCook - part of health premium  
 Beatrice - also offer high plan with ortho coverage - \$146.81/mo.

## City of McCook

### Dental Insurance Provider

Input Point	Provider Name
Alliance	Self insured
Aurora	Principal
Beatrice	Principal
Cozad	
Crete	Principal
Gering	RCI
Holdrege	Mutual of Omaha
Lexington	Principal
Ogallala	RCI
Scottsbluff	RCI
Seward	Principal
Sidney	RCI
Wahoo	Principal
York	RCI
Mean	
Median	
Midpoint	
Mode	Principal
McCook	Ameritas

## City of McCook

### Life & Accidental Death and Dismemberment Insurance

Input Point	Life Insurance Amount Provided	AD&D Insurance Amount Provided	Percent Employer Pays
Alliance	55,000	55,000	100%
Aurora	25,000	25,000	100%
Beatrice	1 x annual	NR	100%
Cozad	NR		
Crete	10,000	10,000	100%
Gering	35,000	35,000	100%
Holdrege	20,000	20,000	100%
Lexington	25,000	25,000	100%
Ogallala	50,000	NR	100%
Scottsbluff	45,000	45,000	100%
Seward	25,000	50,000	100%
Sidney	40,000	40,000	100%
Wahoo	20,000	20,000	100%
York	1 x annual	1 x annual	100%
Mean	31,818	32,500	100%
Median	25,000	30,000	100%
Midpoint	28,409	31,250	100%
Mode			
McCook	1 x Annual Salary		100%

## City of McCook

### Life Insurance Cost

Input Point	Cost Per \$1,000	Premium Paid by Employer	Premium Paid by Employee
Alliance		100%	0%
Aurora		100%	0%
Beatrice		100%	0%
Cozad	NR		
Crete	\$1.60 life only	100%	0%
Gering	NR	100%	0%
Holdrege	\$6.60/mo.	100%	0%
Lexington		100%	0%
Ogallala		100%	0%
Scottsbluff	\$8.19/mo per EE	100%	0%
Seward	\$9.50/mo per EE	100%	0%
Sidney	12.20/mo.	100%	0%
Wahoo	\$8.10/mo.	100%	0%
York	0.29/\$1,000	100%	0%
Mean		100%	0%
Median		100%	0%
Midpoint		100%	0%
Mode	Varies	100%	0%
McCook		100%	0%

## City of McCook

### Retirement/Pension

Input Point	Retirement Plan Provided	Contribution General		Contribution Police		Contribution Fire	
		ER	EE	ER	EE	ER	EE
Alliance	Yes	6.0%	6.0%	7.0%	7.0%	13.0%	6.5%
Aurora	Yes	8.0%	5.0%	7.0%	7.0%		
Beatrice	Yes	6.0%	6.0%	7.0%	7.0%	13.0%	6.5%
Cozad	Yes	5.0%	10.0%	7.0%	7.0%		
Crete	Yes	7.0%	7.0%	7.0%	7.0%		
Gering	Yes	6.0%	6.0%	7.5%	7.0%	13.0%	6.5%
Holdrege	Yes	7.0%	7.0%	7.0%	7.0%		
Lexington	Yes	7.0%	7.0%	7.0%	7.0%		
Ogallala	Yes	7.0%	7.0%	10.0%	10.0%		
Scottsbluff	Yes	6.0%	6.0%	7.0%	7.0%	13.0%	6.5%
Seward	Yes	6.0%	6.0%	7.0%	7.0%		
Sidney	Yes	7.0%	7.0%	7.0%	7.0%		
Wahoo	Yes	6.0%	6.0%	7.0%	7.0%		
York	Yes	6.5%	6.5%	7.0%	7.0%	13.0%	6.5%
Mean		6.5%	6.6%	7.3%	7.2%	13.0%	6.5%
Median		6.3%	6.3%	7.0%	7.0%	13.0%	6.5%
Midpoint		6.4%	6.4%	7.1%	7.1%	13.0%	6.5%
Mode	Yes						
McCook	Yes	6.0%	6.0%	7.0%	7.0%	13.0%	6.5%

## City of McCook

### Additional Retirement Plan

Input Point	Provide Additional Retirement Plan	If Yes, What Amount is Contributed by Employer?
Alliance	No	
Aurora	No	
Beatrice	Yes	0%
Cozad	No	
Crete	No	
Gering	No	
Holdrege	Yes	0%
Lexington	No	
Ogallala	No	
Scottsbluff	Yes	0%
Seward	Yes	0%
Sidney	No	
Wahoo	Yes	0%
York	No	
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

## City of McCook

### VEBA

Input Point	Provide VEBA Plan	If Yes, What Amount is Contributed by Employer?
Alliance	No	
Aurora	Yes	\$25/month
Beatrice	No	
Cozad	No	
Crete	No	
Gering	No	
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	No	
Seward	No	
Sidney	No	
Wahoo	No	
York	Yes	Fire Dept. only - \$0
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

McCook - yes for firefighters

## City of McCook

### Longevity

Input Point	Provide Longevity Plan	If Yes, Explain Plan
Alliance	No	
Aurora	No	
Beatrice	No	
Cozad	No	
Crete	No	
Gering	No	
		Longevity pay begins on the anniversary of the employee's 9th consecutive year of employment with the City and equal 1% of their salary at the time of the anniversary. It increased by 0.15% each year thereafter with a cap of 4%.
Holdrege	Yes	
Lexington	No	
Ogallala	No	
Scottsbluff	No	
		For each year of service \$0.02 added to hourly rate; salaried will have \$3.47 added for every year of service to the monthly wage
Seward	Yes	
		Each employee receives 10% of one week's wage for each year of continuous service ; those with less than 1 year of service receive \$25
Sidney	Yes	
		After 10 yrs. \$208/yr.; 15 yrs. \$312/yr.; 20 yrs. \$416/yr.; 25 yrs. \$520/yr.; 30 yrs. \$624/yr.
Wahoo	Yes	
		After each set of 5 years continuous service an additional 1% for grandfathered; stopped receiving longevity 9-27-2020
York	Yes	
Mean		
Median		
Midpoint		
Mode	No	
McCook	Yes	1% of base pay after 5 years; thereafter an additional percentage for every 5 years to a maximum of 7% after 35 years

## City of McCook

### On Call Pay

Input Point	On Call Pay Provided	If Yes, is a min. amount of paid time guaranteed?	At what rate?
Alliance	Yes		\$15/day
Aurora	No		
Beatrice	Yes	If not called into work 1 hr. Police 2 hrs/shift	1.5
Cozad	Yes	2 hrs./day	1
Crete	Yes	4 hrs.	1.0
Gering*	Yes	1 hr./day	1.0
Holdrege	Yes	7 hrs.	1.5
Lexington	No		
Ogallala	Yes	\$150/week	
Scottsbluff	No		
Seward	Yes	2 hrs.	1.0 but if holiday 2.0
Sidney	Yes	4 hrs.	1
Wahoo	Yes	2 hrs.	1
York	No		
Mean			
Median			
Midpoint			
Mode	Yes		
McCook	Yes	1 hr.	1.0

McCook - this is at regular rate until they reach 40/7

Gering - police one investigator per week @ 5 hours straight time

Sidney - for electric, water, wastewater and street

Wahoo - Call pay rate is equal to 2 hours/day; 1 hour per "unit"; a "unit" is 1/2 a day. Weekend call from Friday until Monday morning employee receive 5 "units" which is equal to 5 hours of regular pay.

## City of McCook

### Call-In Pay

Input Point	Call In Pay Provided	If Yes, Minimum Amount Guaranteed	At What Rate of Pay?	When Does Time Commence?
Alliance	Yes	2	1.5	
Aurora	Yes	1	1.5	Job site
Beatrice	Yes	actual	1.0	Time of call
Cozad	Yes	actual	1	
Crete	Yes	2	1.5	Job site
Gering	Yes	2	1.5	After call
Holdrege	Yes	2	1.5	
Lexington	Yes	Pay actual time	1	
Ogallala	No	No	Actual time	
Scottsbluff	Yes	2	1	After call
Seward	Yes	2	1.5	Job site
Sidney	Yes	1	Straight Time unless OT after base hours	Job site
Wahoo	Yes	1	1	Job site
York	Yes	2	1	Job site
Mean		2	1.3	
Median		2	1.3	
Midpoint		2	1.3	
Mode	Yes			Job site
McCook	Yes	1	1	Job site

McCook - police guaranteed 2 hours at regular rate

Scottsbluff - or actual hours at 1.5 times whichever is greater

Seward - double time if called in on a holiday

Wahoo - rates of pay is 1.5 if they have worked 40 hours

## City of McCook

### Shift Differential

Input Point	Shift Differential	Shift Time	Amount
Alliance	No		
Aurora	No		
Beatrice	No		
Cozad	No		
Crete	No		
Gering	No		
Holdrege	No		
Lexington	No		
Ogallala	No		
Scottsbluff	No		
Seward	No		
Sidney	No		
Wahoo	No		
York	No		
Mean			
Median			
Midpoint			
Mode	No		
McCook	No		

Beatrice - for police night shift receives \$18/day

## City of McCook

### CDL

Input Point	Does Employer Pay for CDL
Alliance	Yes
Aurora	Yes
Beatrice	Yes
Cozad	Yes
Crete	Yes
Gering	Yes
Holdrege	Yes
Lexington	Yes
Ogallala	No
Scottsbluff	Yes
Seward	Yes
Sidney	Yes
Wahoo	Yes
York	Yes
Mean	
Median	
Midpoint	
Mode	Yes
McCook	Yes

**City of McCook**  
**Educational Assistance**

Input Point	Assistance for Job-Related Education	If Yes, Percentage of Employer Contribution for the Following:			Maximum Per Year	Incentive Pay for Completion of Educational Program
		Tuition	Books	Lab Fees		
Alliance	Yes	100%			4 credits/yr.	No
Aurora	No					
Beatrice	Yes	80%	80%	80%		No
Cozad	No					
Crete	Yes	Varies	Varies	Varies	Varies	No
Gering	Yes	100%	100%	100%	\$1,200	No
Holdrege	Yes	100%	100%	100%	None	No
Lexington	Yes					No
Ogallala	No					
Scottsbluff	Yes				\$600	No
Seward	Yes	50%	50%	50%		No
Sidney	Yes	100%	0%	100%		No
Wahoo	Yes	50%		50%		No
York	No					No
Mean		82.86%	66%	80%		
Median		100.00%	80%	90%		
Midpoint		91.43%	73%	85%		
Mode	Yes					No
McCook	No					

Gering - 1/2% of regular pay for every 30 credit hours to a maximum of 90 credits

Lexington - case by case basis

York - must be employed 3 years before eligible

Wahoo - must be job related; approved by Manager; pass course; and must maintain employment for 5 years

## City of McCook

### Overtime Begins

Input Point	After Regular Shift Time	After 40 Hours Per Week
Alliance	No	Yes
Aurora	No	Yes
Beatrice	No	Yes
Cozad	No	Yes
Crete	No	Yes
Gering	No	Yes
Holdrege	No	Yes
Lexington	No	Yes
Ogallala	No	Yes
Scottsbluff	No	Yes
Seward	No	Yes
Sidney	No	Yes
Wahoo	No	Yes
York	No	Yes
Mean		
Median		
Midpoint		
Mode	No	After 40 hours
McCook	No	Yes

McCook - police 84/14

Ogallala - police 42/7

Scottsbluff- contracts may differ on when overtime begins

Sidney - police 86/14

York - police 80/14 days

## City of McCook

### Overtime Compensation is Provided By?

Input Point	Cash	Compensatory Time
Alliance	Time and one-half	Time and one-half
Aurora	Time and one-half	Time and one-half
Beatrice	Time and one-half	Time and one-half
Cozad	Time and one-half	
Crete	Time and one-half	Time and one-half
Gering	Time and one-half	Time and one-half
Holdrege	Time and one-half	Time and one-half
Lexington	Time and one-half	Time and one-half
Ogallala	Time and one-half	Time and one-half
Scottsbluff	Time and one-half Double time	Time and one-half Double time
Seward	Time and one-half	Time and one-half
Sidney	Time and one-half	Time and one-half
Wahoo	Time and one-half	
York	Time and one-half	Time and one-half
Mean		
Median		
Midpoint		
Mode	Time and one-half	Time and one-half
McCook	Time and one-half	Time and one-half

Scottsbluff - no OT for general; IBEW pending negotiations

Seward - sometimes at double time rate

## City of McCook

### Banking of Compensatory Time

Input Point	Allow Bank Time	General - How Many Hours?	Police - How Many Hours?	Fire - How Many Hours?
Alliance	Yes		60-90	NR
Aurora	Yes	30	84	**
Beatrice	Yes	120	120	48
Cozad	No			
Crete	Yes	120	128	
Gering	Yes	120	400	N/A
Holdrege	Yes	30	30	
Lexington	Yes	40	40	
Ogallala	No			
Scottsbluff	Yes		160	60
Seward	Yes	60	60	60
Sidney	Yes	60	60	
Wahoo	Yes	See Note		
York	Yes	40		
Mean		69	120	56
Median		60	84	60
Midpoint		64	102	58
Mode	Yes			
McCook	Yes	36	84	168

Alliance - 60 to 90 hours allowed depending on position

Beatrice - for IBEW and police

Holdrege - police can have 12 hours comp. time

Lexington - Discretion of Dept. Head but must be used within the same year

Ogallala - Any comp time must be used before vacation can be used

Wahoo - new hires get to have 40 hours of comp time; no employee with over 12 months of employment can accumulate compensatory time

## City of McCook

### Leave that Counts Toward Hours Worked

Input Point	Vacation Leave	Sick Leave	Holidays	Comp Time
Alliance	Yes	No	Yes	No
Aurora	No	No	No	No
Beatrice	Yes	Yes	Yes	Yes
Cozad	No	No	Yes	No
Crete	No	No	Yes	No
Gering	Yes	No	Yes	No
Holdrege	No	No	Yes	No
Lexington	No	No	No	No
Ogallala	No	No	Yes	No
Scottsbluff	Yes	No	No	Yes
Seward	Yes	Yes	Yes	Yes
Sidney	No	No	Yes	No
Wahoo	Yes	No	Yes	Yes
York	No	No	No	Yes
Mean				
Median				
Midpoint				
Mode	No	No	Yes	No
McCook	No	No	Yes	Yes

McCook - Holidays do not count as hours worked for police and fire

## City of McCook

### Uniforms

Input Point	Uniforms Paid by Employer
Alliance	Yes
Aurora	Yes
Beatrice	Yes
Cozad	Yes
Crete	Yes
Gering	Yes
Holdrege	Yes
Lexington	Yes
Ogallala	Yes
Scottsbluff	Yes
Seward	Yes
Sidney	Yes
Wahoo	See Note
York	Yes
Mean	
Median	
Midpoint	
Mode	Yes
McCook	Yes

Aurora - shirts for PW, hoodies sweatershirts - \$100/annual budget

Gering - safety items, boots, shirts

Lexington - work shirt & coats for public works, park & rec.; 50% of boots

Ogallala - shirts provided; boot allowance of \$150

Sidney - shirts, jackets; for electric - FR shirts & pants

Wahoo - Stipends are provided. Utility employee receives \$1,450/yr.first year thereafter FY clothing of \$1,000/year; other employees except for police receive \$600 first year and thereafter \$400/yr.; office personnel receive \$300 first year and thereafter \$150/yr.

York - shirts, coats, gloves; also pants for WW and landfill

## City of McCook

### Cleaning Allowance

Input Point	Have a Cleaning Allowance Separate from Clothing Allowance?	If Yes,What is Policy?
Alliance	No	
Aurora	No	
Beatrice	No	
Cozad	No	
Crete	No	
Gering	No	
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	No	
Seward	No	
Sidney	No	
Wahoo	No	
York	No	
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

York - \$65/month for fire

## City of McCook

**Does Employer provide for "Union Dues Check off" ?**

Input Point	Yes or No
Alliance	Yes
Aurora	N/A
Beatrice	Yes
Cozad	N/A
Crete	Yes
Gering	Yes
Holdrege	No
Lexington	N/A
Ogallala	N/A
Scottsbluff	Yes
Seward	N/A
Sidney	N/A
Wahoo	N/A
York	No, yes for police
Mean	
Median	
Midpoint	
Mode	N/A
McCook	Yes

## City of McCook

### Employee Assistance Program

Input Point	EAP Program	If yes, What Benefits and Cost?
Alliance	Yes	Employer pays
Aurora	Yes	Through health insurance, 3 visits to GI for counseling
Beatrice	Yes	Employer pays
Cozad	No	
Crete	Yes	Employer pays
Gering	Yes	
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	Yes	\$5,000 per year for the employer
Seward	Yes	Part of City's insurance
Sidney	Yes	Employer pays cost
Wahoo	Yes	3 free sessions + 2 training sessions
York	Yes	6 session per family/yr; annual cost \$2,990
Mean		
Median		
Midpoint		
Mode	Yes	NO MODE
McCook	Yes	

## City of McCook

### Additional Employee Compensation

Input Point	Do Employees Act in a Lead Worker Capacity	If Yes, Do They Receive Additional Pay	Premium Pay for Vehicle or Equipment Operation
Alliance	No		
Aurora	No		
Beatrice	No		
Cozad	No		
Crete	Yes	Varies	No
Gering	No		
Holdrege	Yes	No	No
Lexington	No		
Ogallala	No		No
Scottsbluff	No		No
Seward	Yes	Classified as a supervisor and paid accordingly	
Sidney	No		
Wahoo	No		
York	No		
Mean			
Median			
Midpoint			
Mode	No		
McCook	No		

## City of McCook

### Out Of Grade/Classification Pay

**Do Employees Receive Additional Compensation When Assigned to Work in a Higher Classification?**

Input Point	Yes/No	Compensation Amount	When Pay Commences
Alliance	No		
Aurora	No		
Beatrice	No		
Cozad	No		
Crete	No		
Gering	Yes	Whatever that classification pays	
Holdrege	No		
Lexington	No		
Ogallala	No		
Scottsbluff	Yes	5% if acting for a period of at least 2 weeks	
Seward	Yes	Up to 20% at discretion of City Administrator	
Sidney	No		
Wahoo	No		
York	Yes	5% above current rate or 1 step higher whichever is greater	After 60 days
Mean			
Median			
Midpoint			
Mode	No		
McCook	Yes	for police - 5% above base; for fire - 15% above the base	

## City of McCook - Police

### Working Conditions

Input Point	Work in Highly Urban Area	Work Under Union Contract or Specific Personnel Rules	Subject to Public Employment Bargaining Law	Work Under Formal Pay Plan
Alliance	No	Yes	Yes	Yes
Aurora	No	Yes	Yes	Yes
Beatrice	No	Yes	Yes	Yes
Cozad	No	Yes	Yes	No
Crete	No	Yes	Yes	Yes
Gering	No	Yes	Yes	Yes
Holdrege	No	Yes	Yes	Yes
Lexington	No	Yes	Yes	No
Ogallala	No	Yes	Yes	Yes
Scottsbluff	No	Yes	Yes	Yes
Seward	No	Yes	Yes	Yes
Sidney	No	Yes	Yes	Yes
Wahoo	No	Yes	Yes	Yes
York	No	Yes	Yes	Yes
Mean				
Median				
Midpoint				
Mode	No	Yes	Yes	Yes
McCook	No	Yes	Yes	Yes

## City of McCook

### Scheduled Hours of Work

Input Point	Work Hours Per Day	Work Hours Per Week	Meals Considered Work Time
Alliance	8	40	No
Aurora	8	40	No
Beatrice	8	40	No
Cozad	8	40	No
Crete	8	40	No
Gering	8	40	No
Holdrege	8	40	No
Lexington	8 & 10	40	No
Ogallala	8	40	No
Scottsbluff	8	40	No
Seward	8	40	No
Sidney	8	40	No
Wahoo	8	40	Police, light plant and EMS only
York	8	40	No
Mean			
Median			
Midpoint			
Mode	8	40	No
McCook	8	40	40/7

Wahoo - police work 10 hour-shifts; EMS work 12 hour-shifts

## City of McCook - Police

### On Call Pay

Input Point	On Call Pay Provided	If Yes, is a min. amount of paid time guaranteed?	At what rate?
Alliance	No		
Aurora	No		
Beatrice	No		
Cozad	No		
Crete	Yes	2	1.5
Gering	Yes	4 hours per week	1.0
Holdrege	No		
Lexington	No		
Ogallala	Yes	\$150/week	
Scottsbluff	No		
Seward	No		
Sidney	No		
Wahoo	No		
York	No		
Mean			
Median			
Midpoint			
Mode	No		
McCook	No		

Gering - police one investigator per week @ 5 hours straight time

Scottsbluff - on call detectives receive 4 hours additional pay plus time for the call out

Sidney - for electric, water, wastewater and street

## City of McCook

### Call-In Pay

Input Point	Call In Pay Provided	If Yes, Minimum Amount Guaranteed	At What Rate of Pay?	When Does Time Commence?
Alliance	Yes	2	1.5	
Aurora	Yes	1	1.5	Job site
Beatrice	Yes	2	1.5	Time of call
Cozad	No	Pay actual time	1.5	
Crete	Yes	2	1.5	Job site
Gering	Yes	2	1.5	After call
Holdrege	Yes	2	1.5	
Lexington	Yes	Pay actual time	1	
Ogallala	No	Pay actual time	1	
Scottsbluff	No	Pay actual time	1	
Seward	Yes	2	1.5	Job site
Sidney	No			
Wahoo	Yes	1	1	
York	Yes	2	1	Job site
Mean		2	1.3	
Median		2	1.5	
Midpoint		2	1.4	
Mode	Yes			Job Site
McCook	Yes	1	1	

McCook - this is at regular rate until they reach overtime

Alliance - \$100 each day if called back to work

Scottsbluff - or actual hours at 1.5 times whichever is greater

Seward - double time if called in on a holiday

York - do not receive 1.5 unless exceeding 80/14

Wahoo - rate of pay is 1.5 if they have worked 40 hours

## City of McCook

### Court Attendance Pay

Input Point	Court Attendance Pay Provided?	Minimum Amount Guaranteed	Compensation Policy
Alliance	Yes	2	Paid at 1.5 times
Aurora	No	Pay actual time	
Beatrice	Yes	2	Regular pay
Cozad	Yes	Pay actual time	Regular pay
Crete	Yes	2	Paid at 1.5 times
Gering	Yes	2	1.5 over 40 hours
Holdrege	Yes	2	Paid at 1.5 times
Lexington	Yes	Pay actual time	
Ogallala	Yes	Pay actual time	
Scottsbluff	Yes	2	
Seward	Yes	Pay actual time	
Sidney	Yes	Straight Time unless OT after base hours	
Wahoo	Yes	1	1.5
York	Yes	2	1.5 if over 80/14
Mean			
Median			
Midpoint			
Mode	Yes	2	
McCook	Yes	2	1.5 overtime can be banked

## City of McCook - Police

### Banking of Compensatory Time

Input Point	Allow Bank Time	Police - How Many Hours?
Alliance	Yes	60-90
Aurora	Yes	84
Beatrice	Yes	120
Cozad	No	
Crete	Yes	120
Gering	Yes	400
Holdrege	Yes	12
Lexington	Yes	40
Ogallala	No	
Scottsbluff	Yes	160
Seward	Yes	60
Sidney	No	
Wahoo	Yes	Must be used in the next pay period
York	Yes	50
Mean		116
Median		84
Midpoint		100
Mode	Yes	
McCook	Yes	84

Alliance - 60 to 90 hours allowed depending on position

Aurora - just took over EMS--still working on policies

Beatrice - for IBEW and police

Holdrege - police can have 12 hours comp. time

Lexington - Discretion of Dept. Head but must be used within the same year

Ogallala - Any comp time must be used before vacation can be used

## City of McCook - Police

### Leave that Counts Toward Hours Worked

Input Point	Vacation Leave	Sick Leave	Holidays	Comp Time
Alliance	Yes	No	Yes	No
Aurora	No	No	No	No
Beatrice	Yes	Yes	Yes	Yes
Cozad	No	No	No	Yes
Crete	No	No	No	No
Gering	Yes	No	Yes	Yes
Holdrege	No	No	Yes	No
Lexington	No	No	No	Yes
Ogallala	No	No	No	No
Scottsbluff	Yes	Yes	Yes	Yes
Seward	Yes	Yes	Yes	Yes
Sidney	No	No	No	No
Wahoo	Yes	No	Yes	No
York	No	No	No	Yes
Mean				
Median				
Midpoint				
Mode	No	No	Yes	No
McCook	No	No	No	Yes

McCook - Holidays do not count as hours worked for police and fire

## City of McCook - Police

### Uniforms

Input Point	Uniforms Paid by Employer	Amount for Uniforms	Have Cleaning Allowance?	If Yes, policy
Alliance	Yes	100%	No	
Aurora	Yes	100%	No	
Beatrice	Yes	100%	Yes	\$25/month
Cozad	Yes	100%	No	
Crete	Yes	100%	No	
Gering	Yes	100%	No	
Holdrege	Yes	100%	No	
Lexington	Yes	100%	No	
Ogallala	Yes	100%	No	
Scottsbluff	Yes	100%	No	
Seward	Yes	100%	No	
Sidney	Yes	100%	No	
Wahoo	Yes	100%	No	
York	Yes	\$65/month	No	
Mean				
Median				
Midpoint				
Mode	Yes	100%		Yes
McCook	Yes	100%	No	Yes

Scottsbluff - \$699/yr. for non-uniform police

**City of McCook - Police  
Uniform Items Furnished**

Input Point	Uniform Badge	Collar Brass	Whistle & Chain	Night Stick & Carrier	Handcuffs	Handcuff Case	Flashlight	Flashlight Batteries	Stun Gun with Case	Duty Weapon	Ammo Clips	Leather Belt	Protective Body Armor	Ammunition for Range Practice
Alliance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Aurora	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Beatrice	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Cozad	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Crete	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Gering	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Holdrege	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Lexington	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ogallala	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Scottsbluff	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Seward	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Sidney	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Wahoo	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes
York	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Mean														
Median														
Midpoint														
Mode	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
McCook	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

McCook - Detectives get clothing allowance of \$200/year

Yes

## City of McCook - Police

Does Employer provide for "Union Dues Check off" ?

Input Point	Yes or No
Alliance	Yes
Aurora	N/A
Beatrice	Yes
Cozad	N/A
Crete	Yes
Gering	Yes
Holdrege	No
Lexington	N/A
Ogallala	No
Scottsbluff	Yes
Seward	N/A
Sidney	N/A
Wahoo	N/A
York	Yes
Mean	
Median	
Midpoint	
Mode	Yes
McCook	Yes

## City of McCook

### Out Of Grade/Classification Pay

**Do Employees Receive Additional Compensation When Assigned to Work in a Higher Classification?**

Input Point	Yes/No	Compensation Amount	When Pay Commences
Alliance	Yes	If authorized by City Manager 5% increase	
Aurora	No		
Beatrice	No		
Cozad	No		
Crete	No		
Gering	Yes	Whatever that classification pays	
Holdrege	No		
Lexington	No		
Ogallala	No		
Scottsbluff	Yes	5% if acting for a period of at least 2 weeks	
Seward	Yes	up to 20%; city administrator discretion	
Sidney	No		
Wahoo	Yes	Case-by-case basis	
York	Yes	5% above current rate or 1 step higher whichever is greater	
Mean			
Median			
Midpoint			
Mode	No		
McCook	Yes	for police - 5% above base	

## City of McCook - Police

### Shift Differential

Input Point	Yes or No	If Yes, What is the Differential?
Alliance	Yes	
Aurora	No	
Beatrice	Yes	\$37.50/per pay period
Cozad	No	
Crete	No	
Gering	No	
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	No	
Seward	No	
Sidney	No	
Wahoo	No	
York	No	
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

## City of McCook - Police

### Working Conditions

Input Point	Does Police Department Provide 24-hour Coverage	Are All Officers Subject to Work Shifts?
Alliance	Yes	Yes
Aurora	Yes	Yes
Beatrice	Yes	Yes
Cozad	Yes	Yes
Crete	Yes	Yes
Gering	Yes	Yes
Holdrege	Yes	Yes
Lexington	Yes	Yes
Ogallala	Yes	Yes
Scottsbluff	Yes	Yes
Seward	Yes	Yes
Sidney	Yes	Yes
Wahoo	Yes	Yes
York	Yes	Yes
Mean		
Median		
Midpoint		
Mode	Yes	Yes
McCook	Yes	Yes

## City of McCook - Police

### Police Scheduled Hours of Work

Input Point	Work Hours Per Day	Work Hours Per Week	Work Cycle
Alliance	12	42	84/14
Aurora	8 & 12	42	84/14
Beatrice	8,10 & 12	40	80/14
Cozad	8		171/28
Crete	10	40	80/14
Gering	8 - 10 hour shifts	40	80/14
Holdrege	8	40	160/28
Lexington	8, 10 & 12	Varies	80/14
Ogallala	10.5	42	42/7
Scottsbluff	12	36 or 48	80/14
Seward	8,10,& 12	Varies	80/14
Sidney	10 or 12	40-50	86/14
Wahoo	8 or 10	40	40/7
York	10 or 12	Varies	80/14
Mean			
Median			
Midpoint			
Mode	Varies	Varies	Varies
McCook	12	42	84/14

Scottsbluff - 12 hour shifts with one 8 hr. per cycle

York - 10-hour shift work 4 days in a week; 12-hour shift in 2 weeks work six 12-hr. shift and one- eight hour shift.

## City of McCook - Police

### Meal Time

Input Point	Meal Time Considered As Hours Worked?
Alliance	Yes
Aurora	No
Beatrice	Yes
Cozad	No
Crete	Yes
Gering	Yes
Holdrege	No
Lexington	Yes
Ogallala	Yes
Scottsbluff	Yes
Seward	Yes
Sidney	Yes
Wahoo	Yes
York	Yes
Mean	
Median	
Midpoint	
Mode	Yes
McCook	Yes

## City of McCook

### Wage Policy for Non-Certified Police Officers

Input Point	Policy
Alliance	None
Aurora	None
Beatrice	None
Cozad	\$26.00/hr.
Crete	\$22.50
Gering	None
Holdrege	None
Lexington	None
Ogallala	None
Scottsbluff	None
Seward	Police Officer I pay line
Sidney	Same as entry officer
Wahoo	None
York	None
Mean	
Median	
Midpoint	
Mode	None
McCook	Start at beginning wage

## City of McCook

### School Resource Officer

Input Point	Have a School Resource Officer Program?	If Yes, How is it Funded?
Alliance	No	
Aurora	No	
Beatrice	Yes	Split equally with City/School
Cozad	No	
Crete	Yes	75% school funded
Gering	Yes	School and city 50/50
Holdrege	No	
Lexington	Yes	Interlocal agreement with the school district for 2 officers 50/50 split
Ogallala	Yes	Interlocal agreement with the school district for 2 officers; 8 months paid by school, 4 months by city
Scottsbluff	Yes	50/50 with school & city
Seward	No	
Sidney	No	
Wahoo	No	
York	No	
Mean		
Median		
Midpoint		
Mode	No	
McCook	Yes	City/School

## City of McCook - Police

### Provide Specialty Pay

Input Point	Field Training Officer	Bi-Lingual	Hazardous Materials Handler	Accident Reconstruction Specialist	Emergency Specialty Team	K-9 Handler	Firearms Instructor	Defensive Tactics Instructor	Armorer
Alliance	Yes -\$1/hr.	No	No	No	No	No	No	No	No
Aurora	No	No	No	No	No	No	No	No	No
Beatrice	Yes .50/hr.	No	No	No	No	No	No	No	No
Cozad	No	No	No	No	No	No	No	No	No
Crete	No	\$500/yr.	No	No	No	No	No	No	No
Gering	Yes - 3%	Yes \$30 pp	No	No	No	Yes	No	No	No
Holdrege	No	No	No	No	No	No	No	No	No
Lexington	No	No	No	No	No	No	No	No	No
Ogallala	No	No	No	No	No	No	No	No	No
Scottsbluff	Yes - 3%	No	No	No	No	Yes 8 hrs. pp	No	No	No
Seward	No	No	No	No	No	No	No	No	No
Sidney	No	No	No	No	No	No	No	No	No
Wahoo	No	No	No	No	No	No	No	No	No
York	Yes 1.50/hr.	No	No	No	No	No	No	No	No
Mean									
Median									
Midpoint									
Mode	No	No	No	No	No	No	No	No	No
McCook	Yes - 5%/base	No	No	No	No	Yes	Yes	No	No

## McCook - Police

### Number of Employees

Input Point	Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Corporal	Investigator	Police Officer	Records/ Secretary	Evidence Technician	CSO	SRO	Chief Dispatcher	Dispatcher	Animal Control Super	Animal Control Off.	Animal Control Attendant	Info Tech Specialist	Public Safety Employee	Other	Total
Alliance	1			2	4			11	1				1	7		1					28
Aurora	1		1	1	1			6													9
Beatrice	1		1		4			15						11						3	35
Cozad	1				2			5													8
Crete	1		1		3			7	1		1										14.0
Gering	1		1		3		1	12	1												19.0
Holdrege	1				2			7	1		1		1	6							19.0
Lexington	1		1		4		2	13						2							23.0
Ogallala	1			1	2			10	1												15.0
Scottsbluff	1		2		5	4		18				3									33.0
Seward	1		1		2			8	1												14.0
Sidney	1			1	3			9	1											1	16.0
Wahoo	1			1			1	5	0.65												8.65
York	1		1		4			12	2		1										21
Mean																					18.76
Median																					17.5
Midpoint																					18.13
Mode																					
McCook	1				4		2	9	1					7						1	25.0

## City of McCook - Fire

**Does Employer provide for "Union Dues Check off" ?**

Input Point	Yes or No
Alliance	Yes
Aurora	N/A
Beatrice	Yes
Cozad	N/A
Crete	N/A
Gering	N/A
Holdrege	N/A
Lexington	N/A
Ogallala	N/A
Scottsbluff	Yes
Seward	N/A
Sidney	N/A
Wahoo	N/A
York	Yes
Mean	
Median	
Midpoint	
Mode	Yes
McCook	Yes

## City of McCook - Fire

### Out Of Grade/Classification Pay

**Do Employees Receive Additional Compensation When Assigned to Work in a Higher Classification?**

Input Point	Yes/No	Compensation Amount	When Pay Commences
Alliance	No		
Aurora	No		
Beatrice	No		
Cozad	N/A		
Crete	N/A		
Gering	Yes	Whatever that classification pays	
Holdrege	N/A		
Lexington	N/A		
Ogallala	No		
Scottsbluff	No	5% if acting for a period of at least 2 weeks	
Seward	N/A		
Sidney	N/A		
Wahoo	N/A		
York	Yes	5% above current rate or 1 step higher whichever is greater	After 60 days
Mean			
Median			
Midpoint			
Mode	No		
McCook	Yes	for fire - 15% above base	Soon as they begin the duty

## City of McCook - Fire

### Lead Worker

Input Point	Employee Act as Lead Worker? Yes/No	Compensation Amount
Alliance	No	
Aurora	No	
Beatrice	No	
Cozad	N/A	
Crete	No	
Gering	N/A	
Holdrege	N/A	
Lexington	N/A	
Ogallala	N/A	
Scottsbluff	No	
Seward	N/A	
Sidney	N/A	
Wahoo	N/A	
York	Yes	5% above current rate or 1 step higher whichever is greater
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

## City of McCook - Fire

### Working Conditions

Input Point	Work in Highly Urban Area?	Work Under Union Contract or Specific Personnel Rules	Subject to Public Employment Bargaining Law	Work Under Formal Pay Plan
Alliance	No	Yes	Yes	Yes
Aurora	No	Yes	Yes	Yes
Beatrice	No	Yes	Yes	Yes
Cozad	N/A	N/A	N/A	N/A
Crete	N/A	N/A	N/A	N/A
Gering	N/A	N/A	N/A	N/A
Holdrege	N/A	N/A	N/A	N/A
Lexington	N/A	N/A	N/A	N/A
Ogallala	N/A	N/A	N/A	N/A
Scottsbluff	No	Yes	Yes	Yes
Seward	N/A	N/A	N/A	N/A
Sidney	N/A	N/A	N/A	N/A
Wahoo	N/A	N/A	N/A	N/A
York	No	Yes	Yes	Yes
Mean				
Median				
Midpoint				
Mode	No	Yes	Yes	Yes
McCook	No	Yes	Yes	Yes

<b>City of McCook - Fire</b>			
<b>Fire Scheduled Hours of Work</b>			
<b>Input Point</b>	<b>Work Hours Per Day</b>	<b>Work Hours Per Week</b>	<b>Work Cycle</b>
Alliance	12-24 hr. shifts	NR	106/14
Aurora	24	53	2190/yr.
Beatrice	24	56	112/14
Cozad	N/A		
Crete	N/A		
Gering	N/A		
Holdrege	N/A		
Lexington	N/A		
Ogallala	N/A		
Scottsbluff	24	56	112/14
Seward	N/A		
Sidney	N/A		
Wahoo	N/A		
York	24	53	24/48
Mean			
Median			
Midpoint			
Mode			
McCook	24	56	159/21

Aurora - City just took over the ambulance service from the county; still working on the takeover

## City of McCook - Fire

### Meal Time

Input Point	Meal Time Considered As Hours Worked?
Alliance	Yes
Aurora	N/A
Beatrice	Yes
Cozad	N/A
Crete	N/A
Gering	N/A
Holdrege	N/A
Lexington	N/A
Ogallala	N/A
Scottsbluff	Yes
Seward	N/A
Sidney	N/A
Wahoo	N/A
York	Yes
Mean	
Median	
Midpoint	
Mode	Yes
McCook	Yes

## City of McCook - Fire

### Annual Number Hours

Input Point	Fire Captain	Firefighter Paramedic	Firefighter EMT
Alliance	N/A	2756	2756
Aurora	N/A	N/A	N/A
Beatrice	2912	2912	2912
Cozad	N/A	N/A	N/A
Crete	N/A	N/A	N/A
Gering	N/A	N/A	N/A
Holdrege	N/A	N/A	N/A
Lexington	N/A	N/A	N/A
Ogallala	N/A	N/A	N/A
Scottsbluff	2912	N/A	2912
Seward	N/A	N/A	N/A
Sidney	N/A	N/A	N/A
Wahoo	N/A	N/A	N/A
York	N/A	2756	2756
Mean			
Median			
Midpoint			
Mode	2912	NO MODE	2912
McCook	2080	2912	2912



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## City of McCook

### Salary Ranges Reported Effective Dates

Input Point	
Alliance	10-1-23 to 9-30-24
Cozad	10-1-23 to 9-30-24
Crete	10-1-23 to 9-30-24
Gering	10-1-23 to 9-30-24
Holdrege	10-1-23 to 9-30-24
Lexington	10-1-23 to 9-30-24
Ogallala	10-1-23 to 9-30-24
Scottsbluff	10-1-23 to 9-30-24
Sidney	10-1-23 to 9-30-24
York	10-1-23 to 9-30-24
McCook	10-1-23 to 9-30-24

## City of McCook

### Wage Increases in the Next Fiscal Year?

Input Point	Across the Board	When	Percentage
Alliance	Unknown	10/1/24	
Cozad	Yes	10/1/24	Unknown
Crete	Yes	10/1/24	Varies
Gering	Yes	10/1/24	COLA - 5%
Holdrege	No	10/1/24	Unknown
Lexington	Unknown	10/1/24	Unknown
Ogallala	Unknown	10/1/24	Unknown
Scottsbluff	Unknown	10/1/24	Unknown
Sidney	Unknown	10/1/24	Unknown
York	Unknown	10/1/24	Unknown
Mean			
Median			
Midpoint			
Mode	Unknown	10/1/24	Unknown
McCook	Yes		CPI; fire min. of 2.5%; police min of 2%

**City of McCook**

**Fiscal Year**

<b>City of McCook</b>	
<b>Fiscal Year</b>	
<b>Input Point</b>	
Alliance	October 1 to September 30
Cozad	October 1 to September 30
Crete	October 1 to September 30
Gering	October 1 to September 30
Holdrege	October 1 to September 30
Lexington	October 1 to September 30
Ogallala	October 1 to September 30
Scottsbluff	October 1 to September 30
Sidney	October 1 to September 30
York	October 1 to September 30
McCook	October 1 to September 30

## City of McCook

### Step Plan

Input Point	Have a Step Plan?	Number of Steps from Minimum to Maximum	Years to Reach Top Step	How Advancement or Promotion Determined
Alliance	Yes	9	8	Performance/Time
Cozad	No			Performance
Crete	Yes	8	Varies	Performance
Gering	Yes	9	8	Performance
Holdrege	Yes	9	5-9	Performance
Lexington	No			Performance
Ogallala	No			Performance
Scottsbluff	Yes	7	8.5	Performance
Sidney	Yes	9	9	Performance
York	Yes	7	6	Time
Mean		8.3	7.8	
Median		9.0	8	
Midpoint		8.6	7.9	
Mode	Yes			Bi-modal
McCook	No			Performance

McCook- 8 steps Police, 11 steps fire

## City of McCook

### Agreement

Input Point	Has Agreement Been Reached For	
	FY 2023/24	FY 2024/25
Alliance	NR	NR
Cozad	N/A	N/A
Crete	Yes	No
Gering	Yes	Yes
Holdrege	Yes	No
Lexington	N/A	N/A
Ogallala	N/A	N/A
Scottsbluff	Yes	No
Sidney	N/A	N/A
York	Yes	Yes for Fire
Mean		
Median		
Midpoint		
Mode	N/A	
McCook	Yes	Yes, police only

**City of McCook**

**Written Contact**

Input Point	Has a Written Contract Been Created?	If Yes, is a Written Copy Available?
Alliance	NR	
Cozad	N/A	
Crete	No	N/A
Gering	Yes	Yes
Holdrege	Yes	Yes
Lexington	N/A	
Ogallala	N/A	
Scottsbluff	Yes	Yes
Sidney	N/A	
York	Yes	Yes
McCook	Yes	Yes

Scottsbluff - recently formed IBEW no contract yet

Holdrege - instead of written contract it is called a Waiver and Agreement

## City of McCook

Input Point	Population	Number of Employees
Alliance	8,037	118
Cozad	3,915	34
Crete	7,179	58
Gering	8,319	85
Holdrege	5,521	64
Lexington	10,348	73
Ogallala	4,700	41
Scottsbluff	14,071	138
Sidney	6,410	67
York	8,296	86
Mean	7,680	76
Median	7,680	73
Midpoint	7,680	75
Mode		
McCook	7,800	92

## City of McCook

### Union Representation

Input Point	Are Employees Represented by a Union?	If Yes, What is the Name of the Union or Association?
Alliance	Yes	FOP
Cozad	No	
Crete	Yes	FOP
Gering	Yes	IBEW, FOP
Holdrege	Yes	IBEW, FOP
Lexington	No	
Ogallala	No	
Scottsbluff	Yes	Fire Local 1454, SPOA (police), IBEW
Sidney	No	
York	Yes	Police & Fire
McCook	Yes	FOP & Firefighters Union

**City of McCook**  
**Sick Leave**

**Number of Hours Earned per Year**

<b>Input Point</b>	<b>General</b>	<b>Police</b>
Alliance	96	96
Cozad	96	96
Crete	96	96
Gering	96	96
Holdrege	80	80
Lexington	96	96
Ogallala	96	96
Scottsbluff	96	96
Sidney	96	96
York	96	96
Mean	94.4	94.4
Median	96.0	96.0
Midpoint	95.2	95.2
Mode		
McCook	95.94	100.88

<p style="text-align: center;"><b>City of McCook</b> <b>Sick Leave</b> <b>Maximum accumulation of sick leave hours</b></p>		
<b>Input Point</b>	<b>General</b>	<b>Police</b>
Alliance	960	960
Cozad	960	960
Crete	991	991
Gering	960	960
Holdrege	480	480
Lexington	800	800
Ogallala	480	480
Scottsbluff	720	960
Sidney	720	720
York	960	960
Mean	803	827
Median	880	960
Midpoint	842	894
Mode		
McCook	800	960

Scottsbluff - police have no conversion after reaching maximum

## City of McCook

### Sick Leave Conversion to Vacation or Cash

Input Point	After Maximum Accumulation of Sick Leave Can Earnings		If Yes, Explain Policy
	Be Applied To Vacation?	Converted to Cash?	
Alliance	Yes	No	After accumulate maximum hours can use at a 3:1 ratio for vacation
Cozad	No	No	
Crete	No	No	
Gering	Yes	Yes	4 sick leave hours converted to 1 hour of vacation or cash
Holdrege	No	Yes	Any hours over 480 will be paid to employee at the end of the year
Lexington	No	No	
Ogallala	No	No	On December 1, the city pays for half of unused sick leave over 480 hours
Scottsbluff	Yes - Fire & General No - Police	No	General - after maximum conversion of hours to vacation (maximum of 32 hours) Fire after 1080 hours rate of 3:1
Sidney	No	Yes	Converted to cash 4:1
York	No	No	
Mean			
Median			
Midpoint			
Mode	No	No	NO MODE
McCook	No	No	

**City of McCook**  
**Sick Leave Converted to Cash**

<b>Input Point</b>	<b>Resignation</b>	<b>Dismissal?</b>	<b>Retirement?</b>	<b>Death?</b>
Alliance	No	No	No	No
Cozad	No	No	No	No
Crete	No	No	Yes	Yes
Gering	Yes	No	Yes	Yes
Holdrege	No	No	No	No
Lexington	No	No	No	No
Ogallala	Yes	Yes	Yes	Yes
Scottsbluff	Yes	Yes	Yes	Yes
Sidney	Yes	Yes	Yes	Yes
York	No	No	Yes	Yes
Mean				
Median				
Midpoint				
Mode	No	No	Yes	Yes
McCook	Yes	No	Yes	Yes

Crete - retirement or death 1/3 of accrual leave is paid out

Gering - after 15 years up to 240 hours; up to 120 hours if it death

McCook - 25% of their accumulated unused sick leave when leaving in good standing

Ogallala -after 480 hours 1/2 of sick leave is paid out also at retirement or death; under 480 hours 1/4 of sick leave is paid for resignation & dismissal

Scottsbluff - general after 15 yrs. 40% not to exceed 160; 20 yrs. 50% payout hrs; police - after 15 yrs. 50% of accumulated balance; fire - after 15 yrs, 40% not to exceed 224 hrs.

Sidney - after two years of continuous employment, 50% of accumulation up to 720 hours

York - 25%or 50% with 20 yrs of continuous service with a maximum of either 240 or 480 hours

**City of McCook**  
**Sick Leave for Family Illness**

<b>Input Point</b>	<b>Yes or No</b>	<b>Policy</b>
Alliance	Yes	40 hours
Cozad	Yes	Not specified
Crete	Yes	If more than 3 days a doctor's note is required
Gering	Yes	
Holdrege	Yes	Other than care for children; 24 hrs./yr. with approval
Lexington	Yes	No maximum
Ogallala	Yes	Can use their leave bank
Scottsbluff	Yes	No limit for qualifying family member
Sidney	Yes	Not specified
York	Yes	30 days in 12 months
Mean		
Median		
Midpoint		
Mode	Yes	Policy Varies
McCook	Yes	

## City of McCook

### Sick Leave for Funeral Leave

Input Point	Yes or No	Policy
Alliance	Yes	40 hours
Cozad	No	
Crete	No	
Gering	No	
Holdrege	Yes	With Administrator's approval
Lexington	No	
Ogallala	No	
Scottsbluff	Yes	Only if City Manager approves
Sidney	Yes	Up to 5 days
York	No	Funeral leave is separate
Mean		
Median		
Midpoint		
Mode	No	Policy Varies
McCook	Yes	Must be 3 consecutive days taken within one of week of death

Scottsbluff - only if City Manager approves an extension beyond the 3-day bereavement policy

## City of McCook

### Funeral Leave (Separate from Sick Leave)

Input Point	Immediate Family		Non-immediate Family	
	Yes/No	Number of Hours	Yes/No	Number of Hours
Alliance	Yes	24	Yes	24-48
Cozad	Yes	40	Yes	40
Crete	Yes	24	Yes	8
Gering	Yes	40		
Holdrege	Yes	24	Yes	24
Lexington	Yes	24		
Ogallala	Yes	40	Yes	8
Scottsbluff	Yes	24	Yes	8
Sidney	No			
York	Yes	24	Yes	4-8 hrs. for pallbearer
Mean		29		18
Median		24		8
Midpoint		27		13
Mode	Yes		Yes	
McCook	Yes	24 for 52 hrs/wk. 36 for 42 hrs./wk. 24 for 40 hrs./wk.		N/A

Alliance - 24 hours per event or a maximum of 48 hours per year

Gering - immediate family for this policy: husband, wife, father, father-in-law, mother, mother -in-law, grandfather, grandmother, son, son-in-law, daughter, daughter-in-law, uncle, aunt, nephew, niece, brother, brother-in-law, sister, sister-in-law, step relatives, cousins, and those in a dating relationship or member of the same household.

Lexington 3-5 days depending on travel

Ogallala - if travel over 300 miles an additional 3 days may be granted

City of McCook

Vacation Schedule 1-14 Years

Input Point	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year	11th Year	12th Year	13th Year	14th Year
Alliance	40	80	80	80	96	96	96	96	96	120	120	120	120	120
Cozad	80	80	80	80	80	120	120	120	120	120	160	160	160	160
Crete	80	82	80	82	115	115	115	115	115	128	128	128	128	128
Gering	80	80	80	88	96	104	112	120	120	120	128	136	144	152
Holdrege	80	80	80	80	80	120	120	120	120	120	120	160	160	160
Lexington	48	96	96	96	96	96	96	96	96	144	144	144	144	144
Ogallala	96	96	96	96	96	120	120	120	120	120	144	144	144	144
Scottsbluff	80	80	80	80	80	112	112	112	112	112	136	136	136	136
Sidney	80	80	80	80	80	80	80	120	120	120	120	120	120	120
York	120	120	120	120	120	120	120	120	120	160	160	160	160	160
Mean	78	87	87	88	94	108	109	114	114	126	136	141	142	142
Median	80	80	80	81	96	114	114	120	120	120	132	140	144	144
Midpoint	79	84	84	85	95	111	111	117	117	123	134	140	143	143
McCook	80	80	80	80	96	96	96	120	120	120	120	120	136	136

Gering - Police, years of service is based on how many years they have been a sworn officer (credit from other agencies applies to years of service)

City of McCook

Vacation Schedule 15 years to Maximum

Input Point	15th yr	16th yr	17th yr	18th yr	19th yr	20th yr	21st yr	22nd yr	23rd yr	24th yr	25th yr	26th yr	27th yr	Maximum
Alliance	152	152	152	152	152	160	160	160	160	160	160	160	160	160
Cozad	160	160	160	160	160	160	160	160	160	160	160	160	160	160
Crete	146	146	156	156	156	165	165	165	170	170	171	171	172	186
Gering	160	160	160	160	160	160	160	160	160	160	160	160	160	160
Holdrege	160	160	160	160	160	160	160	160	160	160	160	160	160	320
Lexington	144	144	144	144	144	144	160	160	160	160	160	160	160	160
Ogallala	144	144	144	144	144	144	144	144	144	144	144	144	144	144
Scottsbluff	136	160	160	160	160	160	160	160	160	160	160	160	160	160
Sidney	160	160	160	160	160	160	160	160	160	160	160	160	160	160
York	160	160	160	160	160	200	200	200	200	200	200	200	200	200
Mean	152	155	156	156	156	161	163	163	163	163	164	164	164	181
Median	156	160	160	160	160	160	160	160	160	160	160	160	160	160
Midpoint	154	157	158	158	158	161	161	161	162	162	162	162	162	171
McCook	136	136	136	160	160	160	160	180	180	180	180	180	180	180

## City of McCook

### Maximum Carryover

Input Point	Earnings Begin First Day of Employment?	General Maximum Accumulation	Police Maximum Accumulation	Fire Maximum Accumulation
Alliance	Yes	160	160	216
Cozad	Yes	40	40	N/A
Crete	Yes	280	280	N/A
Gering	Yes	240	280	N/A
Holdrege	Yes	320	320	N/A
Lexington	Yes	260	260	N/A
Ogallala	Yes	200	200	N/A
Scottsbluff	Yes	240	240	336
Sidney	Yes	320 hours for hourly employees; 480 hours for exempt employees		N/A
York	Yes	240	226	Annual Earnings plus 50 hours
Mean		220	223	276
Median		240	240	276
Midpoint		230	231	276
Mode	Yes			
McCook	Yes	253.27	299.25	354.54

**City of McCook  
Vacation Leave**

**Can unused vacation earned be converted to cash  
at the end of the year?**

<b>Input Point</b>	<b>Can Be Converted?</b>	<b>If Yes, What is Policy?</b>
Alliance	No	
Cozad	No	
Crete	No	
Gering	No	
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	No	
Sidney	No	Quits accruing when maximum is reached
York	No	
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

## City of McCook

### Holidays/Personal Days - Number of Hours per Year

Input Point	Holidays	Personal	Total
Alliance	88		88
Cozad	80		80
Crete	100		100
Gering	88	8	96
Holdrege	72	24	96
Lexington	64	8	72
Ogallala	88		88
Scottsbluff	80	8	88
Sidney	88		88
York	88	8	96
Mean	84	11	89.2
Median	88	8	88.0
Midpoint	86	10	88.6
Mode			
McCook	64.5	16	81

Sidney - the 12th holiday is the day before or after Christmas depending on how Christmas day falls; the number represented is an average of 88 and 96

York - 80-96 hrs. depending on 10 or 12 hour shift - 88 represents the average

## City of McCook

### Holiday Pay Compensation

Input Point	If Schedule to Work on Holiday	If Not Scheduled But Called to Work
Alliance	2.5	2.5
Cozad	2.0	2.0
Crete	2.0	2.0
Gering	2.5	2.5
Holdrege	2.5	2.5
Lexington	2.5	2.5
Ogallala	3.0	3.0
Scottsbluff	2.0	2.0
Sidney	2.5	2.5
York	2.0	2.5
Mean	2.35	2.40
Median	2.50	2.50
Midpoint	2.43	2.45
Mode		
McCook	2.0	2.0

\*2.5 denotes 1.5 hours worked in addition to 8 hours of pay for the holiday

Alliance - Christmas and New Year Day earn 3 times pay

McCook -For police if scheduled to work hours worked plus 16 hours; for fire hours worked plus 18 hours of straight time

Ogallala - Police working on a holiday is 1.5 times in addition to holiday (police receive 8 hours holiday whether or not they are working)

Scottsbluff- must have 40 hours to get overtime for the holiday

Sidney - straight time unless work is over 40 hours

## City of McCook

### Leaves

**Are there any other authorized paid leave of absence?**

Input Point	YES/NO	Type
Alliance	Yes	Jury duty and military leave
Cozad	Yes	Funeral
Crete	Yes	FMLA, jury, military, accident
Gering	Yes	Jury duty, witness, voting
Holdrege	Yes	Jury duty, military leave, FMLA
Lexington	Yes	Wellness program - earn 1 hr. wellness time for 10 hrs./month of exercise
Ogallala	Yes	Get birthday holiday if no work comp claims within the department
Scottsbluff	Yes	Military, jury, emergency closures;
Sidney	Yes	Jury duty
York	Yes	Jury duty, military leave, emergency office closing
Mean		
Median		
Midpoint		
Mode	Yes	Jury duty, military
McCook	Yes	Military leave

<p style="text-align: center;"><b>City of McCook</b> <b>Long-Term Disability</b></p>		
<b>Input Point</b>	<b>Provide Long-Term Disability</b>	<b>What is the Level of Benefit?</b>
Alliance	No	
Cozad	Yes	\$22,099/yr.
Crete	Yes	60% of pay
Gering	Yes	66 2/3% of before-tax monthly earnings not to exceed \$6,667
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	Yes	General -EE pays premium; Police ER pays premium
Sidney	Yes	
York	Yes	
Mean		
Median		
Midpoint		
Mode	Yes	
McCook	No	

Holdrege - City does not provide LTD; however, it is available to employees as a voluntary plan paid by the employee

## City of McCook

### Short-Term Disability

Input Point	Provide Short-Term Disability	What is the Level of Benefit?
Alliance	Yes	
Cozad	No	
Crete	Yes	
Gering	No	
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	No	
Sidney	No	
York	Yes	
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

**City of McCook  
Special Injury Leave Policy**

<b>Input Point</b>	<b>Separate Leave Category</b>	<b>Use Sick Leave</b>	<b>Other</b>
Alliance	No	Yes	
Cozad	No	Yes	
Crete	No	Yes	
Gering		Yes	
Holdrege	No	Yes	Can use vacation, floating holidays
Lexington	Yes	Yes	See Note
Ogallala	No	Yes	
Scottsbluff	No	Yes	Police-have injury leave for pay not covered by WC
Sidney	No	Yes	
York	No	Yes	
Mean			
Median			
Midpoint			
Mode	No	Yes	
McCook	Yes		One week of injury leave may be granted

Lexington - First 40 hours paid by the City; thereafter 1/3 is paid to coordinate with workers compensation which comes from employee's available sick and vacation leaves.

## City of McCook

### Type of Health Plan

Input Point	Choice of More than One Health Plan	Self-Insured	PPO	HMO	POS	HDHP
Alliance	No					Yes
Cozad	No					
Crete	No					Yes
Gering	No	Yes				Yes
Holdrege	Yes		Yes			Yes
Lexington	No	Yes	Yes			
Ogallala	No		Yes			Yes
Scottsbluff	No					Yes
Sidney	Yes		Yes			Yes
York	No	Yes	Yes			No
Mean						
Median						
Midpoint						
Mode	No		Yes			Yes
McCook	No	Yes	Yes			

## City of McCook

### HEALTH INSURANCE - SINGLE

Input Point	Employer Paid		Single Premium		Total Premium	Percent Paid	
	Medical		Employer	Employee		Employer	Employee
Alliance	Yes		\$1,056.77	\$60.00	\$1,116.77	95%	5%
Cozad	Yes		\$942.68	\$0.00	\$942.68	100%	0%
Crete	Yes		\$624.15	\$32.85	\$657.00	95%	5%
Gering	Yes		\$817.20	\$100.00	\$917.20	89%	11%
Holdrege	Yes		\$857.45	\$0.00	\$857.45	100%	0%
Lexington	Yes		\$931.77	\$45.00	\$976.77	95%	5%
Ogallala	Yes		\$890.00	\$37.00	\$927.00	96%	4%
Scottsbluff	Yes		\$897.62	\$99.74	\$997.36	90%	10%
Sidney	Yes		\$675.37	\$125.00	\$800.37	84%	16%
York	Yes		\$696.00	\$0.00	\$696.00	100%	0%
Mean			\$838.90	\$49.96	\$888.86	94.45%	5.55%
Median			\$873.73	\$41.00	\$922.10	95.20%	4.80%
Midpoint			\$856.31	\$45.48	\$905.48	95%	5%
Mode							
McCook	Yes		\$863.24	\$43.34	\$906.58	95%	5%
% Change (Midpoint - Local)/Local						-0.40%	0.40%

Crete - number represented is for non-bargaining (95% er paid); FOP employer paid is 100%

Holdrege - police officers and dispatchers City pays 100% of premium

## City of McCook

### HEALTH INSURANCE - Two Party

Input Point	Employer Paid		Two Party Premium		Total Premium	Percent Paid	
	Medical		Employer	Employee		Employer	Employee
Alliance	**						
Cozad	**						
Crete	Yes		\$1,077.46	\$269.36	\$1,346.82	80%	20%
Gering	**						
Holdrege	Yes		\$1,886.31	\$125.00	\$2,011.31	94%	6%
Lexington	Yes		\$1,886.31	\$125.00	\$2,011.31	94%	6%
Ogallala	Yes		\$1,566.00	\$101.00	\$1,667.00	94%	6%
Scottsbluff	Yes		\$1,731.53	\$214.01	\$1,945.54	89%	11%
Sidney	Yes		\$1,277.57	\$255.00	\$1,532.57	83%	17%
York	**						
Mean			\$1,570.86	\$181.56	\$1,752.43	88.98%	11.02%
Median			\$1,648.77	\$169.51	\$1,806.27	91.39%	8.61%
Midpoint			\$1,609.81	\$175.53	\$1,779.35	90%	10%
Mode							
McCook	YES		\$1,756.66	\$101.83	\$1,858.49	95%	5%
% Change (Midpoint - Local)/Local						-4.34%	4.34%

Holdrege - police officers and dispatchers City pays 100% of premium

Crete - number represented is for non-bargaining (80% er paid); FOP employer paid is 85%

## City of McCook

### HEALTH INSURANCE - Family

Input Point	Employer Paid		Family Premium		Total Premium	Percent Paid	
	Medical		Employer	Employee		Employer	Employee
Alliance	Yes		\$1,976.43	\$170.00	\$2,146.43	92%	8%
Cozad	Yes		\$1,990.56	\$0.00	\$1,990.56	100%	0%
Crete	Yes		\$1,524.21	\$381.05	\$1,905.26	80%	20%
Gering	Yes		\$2,335.06	\$300.00	\$2,635.06	89%	11%
Holdrege	Yes		\$2,113.62	\$372.99	\$2,486.61	85%	15%
Lexington	Yes		\$1,886.31	\$125.00	\$2,011.31	94%	6%
Ogallala	Yes		\$1,917.00	\$122.00	\$2,039.00	94%	6%
Scottsbluff	Yes		\$2,354.32	\$290.98	\$2,645.30	89%	11%
Sidney	Yes		\$1,821.74	\$260.00	\$2,081.74	88%	12%
York	Yes		\$1,855.19	\$228.71	\$2,083.90	89%	11%
Mean			\$1,977.44	\$225.07	\$2,202.52	89.90%	10.10%
Median			\$1,946.72	\$244.36	\$2,082.82	89.01%	10.99%
Midpoint			\$1,962.08	\$234.71	\$2,142.67	89%	11%
Mode							
McCook	Yes		\$2,773.05	\$173.34	\$2,946.39	94%	6%
% Change (Midpoint - Local)/Local						-4.66%	4.66%

Crete - number represented is for non-bargaining (80% er paid); FOP employer paid is 85%

Holdrege - police officers and dispatchers City pays 100% of premium

## City of McCook

### Health Insurance Provider or Administrator

Input Point	Name of Provider or Administrator
Alliance	RCI
Cozad	Partner Health Alliance & RCI
Crete	Blue Cross Blue Shield
Gering	RCI Third Party Administrator/Cigna
Holdrege	Blue Cross through the League LIGHT Program
Lexington	Meritain - TPA
Ogallala	RCI
Scottsbluff	RCI Third Party Administrator
Sidney	RCI
York	Midland Choice; RCI Third Party Administrator
McCook	UMR

Lexington - Aetna PPO Network

## City of McCook

### Health Insurance Deductible

Input Point	Coverage Type	
	Single	Family
Alliance	\$3,200	\$5,600
Cozad	\$1,250	\$2,500
Crete	\$3,000	\$6,000
Gering	\$3,200	\$5,000
Holdrege	\$1,000	\$2,000
Lexington	\$500	\$1,000
Ogallala	\$2,800	\$5,600
Scottsbluff	\$3,200	\$5,000
Sidney	\$2,000	\$4,000
York	\$500	\$1,000
Mean	\$2,065	\$3,770
Median	\$2,400	\$4,500
Midpoint	\$2,233	\$4,135
Mode		
McCook	\$500	\$1,000

Cozad - no deductible for PHA facility agreements; other providers a deductible applies

**City of McCook**  
**Prescription Coverage**

Input Point	Provide Coverage
Alliance	Yes
Cozad	Yes
Crete	Yes
Gering	Yes
Holdrege	Yes
Lexington	Yes
Ogallala	Yes
Scottsbluff	Yes
Sidney	Yes
York	Yes
Mean	
Median	
Midpoint	
Mode	Yes
McCook	Yes

HDHP offer prescription coverage after deductible

**City of McCook  
Prescription Coverage**

Input Point	In-Network Provider			
	Generic	Brand no Generic Available	Brand with Generic Available	Specialty
Alliance	See Note			
Cozad	\$10	\$50	\$75	Not covered
Crete	See Note			
Gering	20%	20%	20%	20%
Holdrege	\$10	\$30	\$50	\$100
Lexington	\$10	30% copay		
Ogallala	See Note			
Scottsbluff				
Sidney	\$10	\$20		\$50
York	\$20	\$30	\$50	\$100
Mean	\$10	\$26	\$44	\$63
Median	\$10	\$30	\$50	\$75
Midpoint	\$10	\$28	\$47	\$69
Mode				
McCook	\$10	\$30	\$75	

Alliance - HDHP all goes toward out-of-pocket deductible

Crete - HDHP all goes toward out-of-pocket deductible

Holdrege - HDHP all goes toward out-of-pocket deductible

Ogallala -HDHP all goes toward out-of-pocket deductible

Scottsbluff -HDHP all goes toward out-of-pocket deductible

Sidney - co-pays go toward deductible

<b>City of McCook</b>			
	<b>In-Network Provider</b>		
	<b>Maximum Out-of-Pocket</b>		<b>Percentage of Coinsurance</b>
<b>Input Point</b>	<b>Single</b>	<b>Family</b>	
Alliance	\$3,200	\$5,600	
Cozad	\$4,250	\$8,500	80/20
Crete	\$3,000	\$6,000	N/A
Gering	\$3,250	\$6,000	80/20
Holdrege	\$2,000	\$4,000	80/20
Lexington	\$3,000	\$6,000	80/20
Ogallala	\$5,600	\$11,200	
Scottsbluff	\$3,500	\$7,000	
Sidney	\$3,500	\$7,000	80/20
York	\$2,000	\$4,000	90/10
Mean	\$3,330	\$6,530	
Median	\$3,225	\$6,000	
Midpoint	\$3,278	\$6,265	
Mode			80/20
McCook	\$1,000	\$2,000	90/10

Cozad - no coinsurance per PHA facility agreement

Ogallala - HSA contribution \$1,140/yr. - single; \$1,584/yr. - family; employee/spouse \$1,310/yr.

Seward - in addition to amount ER HSA contribution of another \$1200 for single and \$2400 family

## City of McCook

### Employer Contribution to Deductible or Out-of-Pocket Amounts

Input Point	Does Employer Contribute?	If Yes, What Contributed
Alliance	Yes	HSA contribution \$1,200/single; \$1,680/family
Cozad	No	
Crete	Yes	HSA \$3,850/single; \$7,750/family
Gering	No	
Holdrege	No	Not on the PPO Plan
Lexington	No	
Ogallala	Yes	Makes a HSA contribution
Scottsbluff	No	
Sidney	No	
York	No	
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

## City of McCook

### Any Payout or Benefit in Lieu Of if Employee Declines Health Coverage

Input Point	Other Benefits
Alliance	Yes \$350/month
Cozad	No
Crete	No
Gering	No
Holdrege	No
Lexington	No
Ogallala	No
Scottsbluff	No
Sidney	No
York	No
Mean	
Median	
Midpoint	
Mode	No
McCook	No

## City of McCook

### Optical Insurance Provided

Input Point	Optical Insurance Offered
Alliance	Yes
Cozad	NR
Crete	Yes
Gering	No
Holdrege	Yes
Lexington	No
Ogallala	Yes
Scottsbluff	Yes, employee pays premium
Sidney	No
York	No
Mean	
Median	
Midpoint	
Mode	No
McCook	Yes

Ogallala - only basic eye exam and some costs towards frames and lenses

**City of McCook**  
**Employer Contribution to Medical Insurance for Retiree**

Input Point	Provides Coverage	Premium Paid Single	Premium Paid Family	Percent Paid by Employer	Does it Stop at Medicare Eligibility?
Alliance	No				
Cozad	No				
Crete	No				
Gering	No				
Holdrege	No			100%	No
Lexington		Depends on length of service	Depends on length of service	Depends on length of service	Yes
Ogallala	No				
Scottsbluff	No				
Sidney	No				
York	No				
Mean					
Median					
Midpoint					
Mode	No				
McCook	No				

Lexington - depends on years of service until Medicare; 10 yrs. - 50%; 15 yrs. - 80%; 20+ yrs. - 100% paid by city%

## City of McCook

### DENTAL INSURANCE - SINGLE

Input Point	Dental Coverage Offered?	Single Premium		Total Premium	Percent Paid	
		Employer	Employee		Employer	Employee
Alliance	Yes	\$44.13	\$20.00	\$64.13	69%	31%
Cozad	No					
Crete	Yes	\$28.54	\$1.49	\$30.03	95%	5%
Gering	Yes					
Holdrege	Yes	\$0.00	\$32.98	\$32.98	0%	100%
Lexington	Yes	\$10.00	\$33.00	\$43.00	23%	77%
Ogallala	Yes	\$0.00	\$31.00	\$31.00	0%	100%
Scottsbluff	Yes	\$10.00	\$25.00	\$35.00	29%	71%
Sidney	Yes	\$0.00	\$25.00	\$25.00	0%	100%
York	Yes	\$4.00	\$15.14	\$19.14	21%	79%
Mean		\$12.08	\$22.95	\$35.04	30%	70%
Median		\$7.00	\$25.00	\$31.99	22%	78%
Midpoint		\$9.54	\$23.98	\$33.51	26%	74%
Mode	Yes					
McCook	Yes					
% Change (Midpoint - Local)/Local					25.82%	74.18%

Gering - part of health premium

McCook - part of health premium

**City of McCook**

**DENTAL INSURANCE - FAMILY**

Input Point	Dental Coverage Offered?	Single Premium		Total Premium	Percent Paid	
		Employer	Employee		Employer	Employee
Alliance	Yes	\$44.13	\$40.00	\$84.13	52%	48%
Cozad	No					
Crete	Yes	\$77.85	\$19.45	\$97.30	80%	20%
Gering	Yes					
Holdrege	Yes	\$0.00	\$125.53	\$125.53	0%	100%
Lexington	Yes	\$20.00	\$93.95	\$113.95	18%	82%
Ogallala	Yes	\$0.00	\$96.00	\$96.00	0%	100%
Scottsbluff	Yes	\$10.00	\$50.00	\$60.00	17%	83%
Sidney	Yes	\$0.00	\$50.00	\$50.00	0%	100%
York	Yes	\$4.00	\$47.90	\$51.90	8%	92%
Mean		\$19.50	\$65.35	\$84.85	22%	78%
Median		\$7.00	\$50.00	\$90.07	12%	88%
Midpoint		\$13.25	\$57.68	\$87.46	17%	83%
Mode	Yes					
McCook	Yes				16.99%	83.01%
% Change (Midpoint -Local)/Local						

Gering - part of health premium  
 McCook - part of health premium

## City of McCook

### Dental Insurance Provider

Input Point	Provider Name
Alliance	Self insured
Cozad	
Crete	Principal
Gering	RCI
Holdrege	Mutual of Omaha
Lexington	Principal
Ogallala	RCI
Scottsbluff	RCI
Sidney	RCI
York	RCI
Mean	
Median	
Midpoint	
Mode	Principal
McCook	Ameritas

## City of McCook

### Life & Accidental Death and Dismemberment Insurance

Input Point	Life Insurance Amount Provided	AD&D Insurance Amount Provided	Percent Employer Pays
Alliance	55,000	55,000	100%
Cozad	NR		
Crete	10,000	10,000	100%
Gering	35,000	35,000	100%
Holdrege	20,000	20,000	100%
Lexington	25,000	25,000	100%
Ogallala	50,000	NR	100%
Scottsbluff	45,000	45,000	100%
Sidney	40,000	40,000	100%
York	1 x annual	1 x annual	100%
Mean	35,000	32,857	100%
Median	37,500	35,000	100%
Midpoint	36,250	33,929	100%
Mode			
McCook	1 x Annual Salary		100%

**City of McCook**

**Life Insurance Cost**

<b>Input Point</b>	<b>Cost Per \$1,000</b>	<b>Premium Paid by Employer</b>	<b>Premium Paid by Employee</b>
Alliance		100%	0%
Cozad	NR		
Crete	\$1.60 life only	100%	0%
Gering	NR	100%	0%
Holdrege	\$6.60/mo.	100%	0%
Lexington		100%	0%
Ogallala		100%	0%
Scottsbluff	\$8.19/mo per EE	100%	0%
Sidney	12.20/mo.	100%	0%
York	0.29/\$1,000	100%	0%
Mean		100%	0%
Median		100%	0%
Midpoint		100%	0%
Mode	Varies	100%	0%
McCook		100%	0%

## City of McCook

### Retirement/Pension

Input Point	Retirement Plan Provided	Contribution General		Contribution Police		Contribution Fire	
		ER	EE	ER	EE	ER	EE
Alliance	Yes	6.0%	6.0%	7.0%	7.0%	13.0%	6.5%
Cozad	Yes	5.0%	10.0%	7.0%	7.0%		
Crete	Yes	7.0%	7.0%	7.0%	7.0%		
Gering	Yes	6.0%	6.0%	7.5%	7.0%	13.0%	6.5%
Holdrege	Yes	7.0%	7.0%	7.0%	7.0%		
Lexington	Yes	7.0%	7.0%	7.0%	7.0%		
Ogallala	Yes	7.0%	7.0%	10.0%	10.0%		
Scottsbluff	Yes	6.0%	6.0%	7.0%	7.0%	13.0%	6.5%
Sidney	Yes	7.0%	7.0%	7.0%	7.0%		
York	Yes	6.5%	6.5%	7.0%	7.0%	13.0%	6.5%
Mean		6.5%	7.0%	7.4%	7.3%	13.0%	6.5%
Median		6.8%	7.0%	7.0%	7.0%	13.0%	6.5%
Midpoint		6.6%	7.0%	7.2%	7.2%	13.0%	6.5%
Mode	Yes						
McCook	Yes	6.0%	6.0%	7.0%	7.0%	13.0%	6.5%

## City of McCook

### Additional Retirement Plan

Input Point	Provide Additional Retirement Plan	If Yes, What Amount is Contributed by Employer?
Alliance	No	
Cozad	No	
Crete	No	
Gering	No	
Holdrege	Yes	0%
Lexington	No	
Ogallala	No	
Scottsbluff	Yes	0%
Sidney	No	
York	No	
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

## City of McCook

### VEBA

Input Point	Provide VEBA Plan	If Yes, What Amount is Contributed by Employer?
Alliance	No	
Cozad	No	
Crete	No	
Gering	No	
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	No	
Sidney	No	
York	Yes	Fire Dept. only - \$0
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

McCook - yes for firefighters

## City of McCook

### Longevity

Input Point	Provide Longevity Plan	If Yes, Explain Plan
Alliance	No	
Cozad	No	
Crete	No	
Gering	No	
Holdrege	Yes	Longevity pay begins on the anniversary of the employee's 9th consecutive year of employment with the City and equal 1% of their salary at the time of the anniversary. It increased by 0.15% each year thereafter with a cap of 4%.
Lexington	No	
Ogallala	No	
Scottsbluff	No	
Sidney	Yes	Each employee receives 10% of one week's wage for each year of continuous service ; those with less than 1 year of service receive \$25
York	Yes	After each set of 5 years continuous service an additional 1% for grandfathered; stopped receiving longevity 9-27-2020
Mean		
Median		
Midpoint		
Mode	No	
McCook	Yes	1% of base pay after 5 years; thereafter an additional percentage for every 5 years to a maximum of 7% after 35 years

## City of McCook

### On Call Pay

Input Point	On Call Pay Provided	If Yes, is a min. amount of paid time guaranteed?	At what rate?
Alliance	Yes		\$15/day
Cozad	Yes	2 hrs./day	1
Crete	Yes	4 hrs.	1.0
Gering*	Yes	1 hr./day	1.0
Holdrege	Yes	7 hrs.	1.5
Lexington	No		
Ogallala	Yes	\$150/week	
Scottsbluff	No		
Sidney	Yes	4 hrs.	1
York	No		
Mean			
Median			
Midpoint			
Mode	Yes		
McCook	No		

McCook - this is at regular rate until they reach 40/7

Gering - police one investigator per week @ 5 hours straight time

Sidney - for electric, water, wastewater and street

## City of McCook

### Call-In Pay

Input Point	Call In Pay Provided	If Yes, Minimum Amount Guaranteed	At What Rate of Pay?	When Does Time Commence?
Alliance	Yes	2	1.5	
Cozad	Yes	Pay actual time	1	
Crete	Yes	2	1.5	Job site
Gering	Yes	2	1.5	After call
Holdrege	Yes	2	1.5	
Lexington	Yes	Pay actual time	1	
Ogallala	No	No	Actual time	
Scottsbluff	Yes	2	1	After call
Sidney	Yes	1	Straight Time unless OT after base hours	Job site
York	Yes	2	1	Job site
Mean		2	1.3	
Median		2	1.3	
Midpoint		2	1.3	
Mode	Yes			Job site
McCook	Yes	1	1	Job site

McCook - police guaranteed 2 hours at regular rate

Scottsbluff - or actual hours at 1.5 times whichever is greater

## City of McCook

### Shift Differential

Input Point	Shift Differential	Shift Time	Amount
Alliance	No		
Cozad	No		
Crete	No		
Gering	No		
Holdrege	No		
Lexington	No		
Ogallala	No		
Scottsbluff	No		
Sidney	No		
York	No		
Mean			
Median			
Midpoint			
Mode	No		
McCook	No		

**City of McCook**

**CDL**

<b>Input Point</b>	<b>Does Employer Pay for CDL</b>
Alliance	Yes
Cozad	Yes
Crete	Yes
Gering	Yes
Holdrege	Yes
Lexington	Yes
Ogallala	No
Scottsbluff	Yes
Sidney	Yes
York	Yes
Mean	
Median	
Midpoint	
Mode	Yes
McCook	Yes

## City of McCook

### Educational Assistance

Input Point	Assistance for Job-Related Education	If Yes, Percentage of Employer Contribution for the Following:			Maximum Per Year	Incentive Pay for Completion of Educational Program
		Tuition	Books	Lab Fees		
Alliance	Yes	100%			4 credits/yr.	No
Cozad	No					
Crete	Yes	Varies	Varies	Varies	Varies	No
Gering	Yes	100%	100%	100%	\$1,200	No
Holdrege	Yes	100%	100%	100%	None	No
Lexington	Yes					No
Ogallala	No					
Scottsbluff	Yes				\$600	No
Sidney	Yes	100%	0%	100%		No
York	No					No
Mean		100.00%	67%	100%		
Median		100.00%	100%	100%		
Midpoint		100.00%	83%	100%		
Mode	Yes					No
McCook	No					

Gering - 1/2% of regular pay for every 30 credit hours to a maximum of 90 credits

Lexington - case by case basis

York - must be employed 3 years before eligible

## City of McCook

### Overtime Begins

Input Point	After Regular Shift Time	After 40 Hours Per Week
Alliance	No	Yes
Cozad	No	Yes
Crete	No	Yes
Gering	No	Yes
Holdrege	No	Yes
Lexington	No	Yes
Ogallala	No	Yes
Scottsbluff	No	Yes
Sidney	No	Yes
York	No	Yes
Mean		
Median		
Midpoint		
Mode	No	After 40 hours
McCook	No	Yes

McCook - police 84/14

Ogallala - police 42/7

Scottsbluff- contracts may differ on when overtime begins

Sidney - police 86/14

York - police 80/14 days

## City of McCook

### Overtime Compensation is Provided By?

Input Point	Cash	Compensatory Time
Alliance	Time and one-half	Time and one-half
Cozad	Time and one-half	
Crete	Time and one-half	Time and one-half
Gering	Time and one-half	Time and one-half
Holdrege	Time and one-half	Time and one-half
Lexington	Time and one-half	Time and one-half
Ogallala	Time and one-half	Time and one-half
Scottsbluff	Time and one-half Double time	Time and one-half Double time
Sidney	Time and one-half	Time and one-half
York	Time and one-half	Time and one-half
Mean		
Median		
Midpoint		
Mode	Time and one-half	Time and one-half
McCook	Time and one-half	Time and one-half

Scottsbluff - no OT for general; IBEW pending negotiations

## City of McCook

### Banking of Compensatory Time

Input Point	Allow Bank Time	non sworn - How Many Hours?	Police - How Many Hours?	Fire - How Many Hours?
Alliance	Yes		60-90	NR
Cozad	No			
Crete	Yes	120	128	
Gering	Yes	120	400	N/A
Holdrege	Yes	30	30	
Lexington	Yes	40	40	
Ogallala	No			
Scottsbluff	Yes		160	60
Sidney	Yes	60	60	
York	Yes	40		
Mean		68	136	60
Median		50	94	60
Midpoint		59	115	60
Mode	Yes			
McCook	Yes	36	84	168

Alliance - 60 to 90 hours allowed depending on position

Holdrege - police can have 12 hours comp. time

Lexington - Discretion of Dept. Head but must be used within the same year

Ogallala - Any comp time must be used before vacation can be used

## City of McCook

### Leave that Counts Toward Hours Worked

<b>Input Point</b>	<b>Vacation Leave</b>	<b>Sick Leave</b>	<b>Holidays</b>	<b>Comp Time</b>
Alliance	Yes	No	Yes	No
Cozad	No	No	Yes	No
Crete	No	No	Yes	No
Gering	Yes	No	Yes	No
Holdrege	No	No	Yes	No
Lexington	No	No	No	No
Ogallala	No	No	Yes	No
Scottsbluff	Yes	No	No	Yes
Sidney	No	No	Yes	No
York	No	No	No	Yes
Mean				
Median				
Midpoint				
Mode	No	No	Yes	No
McCook	No	No	Yes	Yes

McCook - Holidays do not count as hours worked for police and fire

## City of McCook

### Uniforms

Input Point	Uniforms Paid by Employer
Alliance	Yes
Cozad	Yes
Crete	Yes
Gering	Yes
Holdrege	Yes
Lexington	Yes
Ogallala	Yes
Scottsbluff	Yes
Sidney	Yes
York	Yes
Mean	
Median	
Midpoint	
Mode	Yes
McCook	Yes

Gering - safety items, boots, shirts

Lexington - work shirt & coats for public works, park & rec.; 50% of boots

Ogallala - shirts provided; boot allowance of \$150

Sidney - shirts, jackets; for electric - FR shirts & pants

York - shirts, coats, gloves; also pants for WW and landfill

## City of McCook

### Cleaning Allowance

Input Point	Have a Cleaning Allowance Separate from Clothing Allowance?	If Yes, What is Policy?
Alliance	No	
Cozad	No	
Crete	No	
Gering	No	
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	No	
Sidney	No	
York	No	
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

York - \$65/month for fire

## City of McCook

**Does Employer provide for "Union Dues Check off" ?**

Input Point	Yes or No
Alliance	Yes
Cozad	N/A
Crete	Yes
Gering	Yes
Holdrege	No
Lexington	N/A
Ogallala	N/A
Scottsbluff	Yes
Sidney	N/A
York	No, yes for police
Mean	
Median	
Midpoint	
Mode	N/A
McCook	Yes

## City of McCook

### Employee Assistance Program

Input Point	EAP Program	If yes, What Benefits and Cost?
Alliance	Yes	Employer pays
Cozad	No	
Crete	Yes	Employer pays
Gering	Yes	
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	Yes	\$5,000 per year for the employer
Sidney	Yes	Employer pays cost
York	Yes	6 session per family/yr; annual cost \$2,990
Mean		
Median		
Midpoint		
Mode	Yes	No Mode
McCook	Yes	

## City of McCook

### Additional Employee Compensation

Input Point	Do Employees Act in a Lead Worker Capacity	If Yes, Do They Receive Additional Pay	Premium Pay for Vehicle or Equipment Operation
Alliance	No		
Cozad	No		
Crete	Yes	Varies	No
Gering	No		
Holdrege	Yes	No	No
Lexington	No		
Ogallala	No		No
Scottsbluff	No		No
Sidney	No		
York	No		
Mean			
Median			
Midpoint			
Mode	No		
McCook	No		

## City of McCook

### Out Of Grade/Classification Pay

**Do Employees Receive Additional Compensation When Assigned to Work in a Higher Classification?**

Input Point	Yes/No	Compensation Amount	When Pay Commences
Alliance	No		
Cozad	No		
Crete	No		
Gering	Yes	Whatever that classification pays	
Holdrege	No		
Lexington	No		
Ogallala	No		
Scottsbluff	Yes	5% if acting for a period of at least 2 weeks	
Sidney	No		
York	Yes	5% above current rate or 1 step higher whichever is greater	After 60 days
Mean			
Median			
Midpoint			
Mode	No		
McCook	Yes	for police - 5% above base; for fire - 15% above the base	

## City of McCook - Police

### Working Conditions

Input Point	Work in Highly Urban Area	Work Under Union Contract or Specific Personnel Rules	Subject to Public Employment Bargaining Law	Work Under Formal Pay Plan
Alliance	No	Yes	Yes	Yes
Cozad	No	Yes	Yes	No
Crete	No	Yes	Yes	Yes
Gering	No	Yes	Yes	Yes
Holdrege	No	Yes	Yes	Yes
Lexington	No	Yes	Yes	No
Ogallala	No	Yes	Yes	Yes
Scottsbluff	No	Yes	Yes	Yes
Sidney	No	Yes	Yes	Yes
York	No	Yes	Yes	Yes
Mean				
Median				
Midpoint				
Mode	No	Yes	Yes	Yes
McCook	No	Yes	Yes	Yes

## City of McCook

### Scheduled Hours of Work

Input Point	Work Hours Per Day	Work Hours Per Week	Meals Considered Work Time
Alliance	8	40	No
Cozad	8	40	No
Crete	8	40	No
Gering	8	40	No
Holdrege	8	40	No
Lexington	8 & 10	40	No
Ogallala	8	40	No
Scottsbluff	8	40	No
Sidney	8	40	No
York	8	40	No
Mean			
Median			
Midpoint			
Mode	8	40	No
McCook	8	40	40/7

## City of McCook - Police

### On Call Pay

Input Point	On Call Pay Provided	If Yes, is a min. amount of paid time guaranteed?	At what rate?
Alliance	No		
Cozad	No		
Crete	Yes	2	1.5
Gering	Yes	4 hours per week	1.0
Holdrege	No		
Lexington	No		
Ogallala	Yes	\$150/week	
Scottsbluff	No		
Sidney	No		
York	No		
Mean			
Median			
Midpoint			
Mode	No		
McCook	No		

Gering - police one investigator per week @ 5 hours straight time

Scottsbluff - on call detectives receive 4 hours additional pay plus time for the call out

Sidney - for electric, water, wastewater and street

## City of McCook

### Call-In Pay

Input Point	Call In Pay Provided	If Yes, Minimum Amount Guaranteed	At What Rate of Pay?	When Does Time Commence?
Alliance	Yes	2	1.5	
Cozad	No			
Crete	Yes	2	1.5	Job site
Gering	Yes	2	1.5	After call
Holdrege	Yes	2	1.5	
Lexington	Yes	Pay actual time	1	
Ogallala	No	No	Actual time	
Scottsbluff	No	No	1	
Sidney	No			
York	Yes	2	1	Job site
Mean		2	1.3	
Median		2	1.5	
Midpoint		2	1.4	
Mode	Yes			Job Site
McCook	Yes	1	1	

McCook - this is at regular rate until they reach overtime

Alliance - \$100 each day if called back to work

Scottsbluff - or actual hours at 1.5 times whichever is greater

York - do not receive 1.5 unless exceeding 80/14

**City of McCook**  
**Court Attendance Pay**

<b>Input Point</b>	<b>Court Attendance Pay Provided?</b>	<b>Minimum Amount Guaranteed</b>	<b>Compensation Policy</b>
Alliance	Yes	2	Paid at 1.5 times
Cozad	Yes	Pay actual time	Regular pay
Crete	Yes	2	Paid at 1.5 times
Gering	Yes	2	1.5 over 40 hours
Holdrege	Yes	2	Paid at 1.5 times
Lexington	Yes	Pay actual time	
Ogallala	Yes	Pay actual time	
Scottsbluff	Yes	2	
Sidney	Yes	Straight Time unless OT after base hours	
York	Yes	2	1.5 if over 80/14
Mean			
Median			
Midpoint			
Mode	Yes	2	
McCook	Yes	2	1.5 overtime can be banked

## City of McCook - Police

### Banking of Compensatory Time

Input Point	Allow Bank Time	Police - How Many Hours?
Alliance	Yes	60-90
Cozad	No	
Crete	Yes	120
Gering	Yes	400
Holdrege	Yes	12
Lexington	Yes	40
Ogallala	No	
Scottsbluff	Yes	160
Sidney	No	
York	Yes	50
Mean		130
Median	*	85
Midpoint		108
Mode	Yes	
McCook	Yes	84

Alliance - 60 to 90 hours allowed depending on position

Holdrege - police can have 12 hours comp. time

Lexington - Discretion of Dept. Head but must be used within the same year

Ogallala - Any comp time must be used before vacation can be used

## City of McCook - Police

### Leave that Counts Toward Hours Worked

<b>Input Point</b>	<b>Vacation Leave</b>	<b>Sick Leave</b>	<b>Holidays</b>	<b>Comp Time</b>
Alliance	Yes	No	Yes	No
Cozad	No	No	No	Yes
Crete	No	No	No	No
Gering	Yes	No	Yes	Yes
Holdrege	No	No	Yes	No
Lexington	No	No	No	Yes
Ogallala	No	No	No	No
Scottsbluff	Yes	Yes	Yes	Yes
Sidney	No	No	No	No
York	No	No	No	Yes
Mean				
Median				
Midpoint				
Mode	No	No	Yes	No
McCook	No	No	No	Yes

McCook - Holidays do not count as hours worked for police and fire

## City of McCook - Police

### Uniforms

Input Point	Uniforms Paid by Employer	Amount for Uniforms	Have Cleaning Allowance?	If Yes, policy
Alliance	Yes	100%	No	
Cozad	Yes	100%	No	
Crete	Yes	100%	No	
Gering	Yes	100%	No	
Holdrege	Yes	100%	No	
Lexington	Yes	100%	No	
Ogallala	Yes	100%	No	
Scottsbluff	Yes	100%	No	
Sidney	Yes	100%	No	
York	Yes	\$65/month	No	
Mean				
Median				
Midpoint				
Mode	Yes	100%		Yes
McCook	Yes	100%	No	Yes

Scottsbluff - \$699/yr. for non-uniform police

## City of McCook - Police

### Uniform Items Furnished

Input Point	Uniform Badge	Collar Brass	Whistle & Chain	Night Stick & Carrier	Handcuffs	Handcuff Case	Flashlight	Flashlight Batteries	Stun Gun with Case	Duty Weapon	Ammo Clips	Leather Belt	Protective Body Armor	Ammunition for Range Practice
Alliance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Cozad	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Crete	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Gering	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Holdrege	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Lexington	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ogallala	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Scottsbluff	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Sidney	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
York	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Mean														
Median														
Midpoint														
Mode	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
McCook	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

McCook - Detectives get clothing allowance of \$200/year

## City of McCook - Police

**Does Employer provide for "Union Dues Check off" ?**

Input Point	Yes or No
Alliance	Yes
Cozad	N/A
Crete	Yes
Gering	Yes
Holdrege	No
Lexington	N/A
Ogallala	No
Scottsbluff	Yes
Sidney	N/A
York	Yes
Mean	
Median	
Midpoint	
Mode	Yes
McCook	Yes

## City of McCook

### Out Of Grade/Classification Pay

**Do Employees Receive Additional Compensation When Assigned to Work in a Higher Classification?**

Input Point	Yes/No	Compensation Amount	When Pay Commences
Alliance	Yes	If authorized by City Manager 5% increase	
Cozad	No		
Crete	No		
Gering	Yes	Whatever that classification pays	
Holdrege	No		
Lexington	No		
Ogallala	No		
Scottsbluff	Yes	5% if acting for a period of at least 2 weeks	
Sidney	No		
York	Yes	5% above current rate or 1 step higher whichever is greater	
Mean			
Median			
Midpoint			
Mode	No		
McCook	Yes	for police - 5% above base	

## City of McCook - Police

### Shift Differential

Input Point	Yes or No	If Yes, What is the Differential?
Alliance	Yes	
Cozad	No	
Crete	No	
Gering	No	
Holdrege	No	
Lexington	No	
Ogallala	No	
Scottsbluff	No	
Sidney	No	
York	No	
Mean		
Median		
Midpoint		
Mode	No	
McCook	No	

## City of McCook - Police

### Working Conditions

Input Point	Does Police Department Provide 24-hour Coverage	Are All Officers Subject to Work Shifts?
Alliance	Yes	Yes
Cozad	Yes	Yes
Crete	Yes	Yes
Gering	Yes	Yes
Holdrege	Yes	Yes
Lexington	Yes	Yes
Ogallala	Yes	Yes
Scottsbluff	Yes	Yes
Sidney	Yes	Yes
York	Yes	Yes
Mean		
Median		
Midpoint		
Mode	Yes	Yes
McCook	Yes	Yes

## City of McCook - Police

### Police Scheduled Hours of Work

Input Point	Work Hours Per Day	Work Hours Per Week	Work Cycle
Alliance	12	42	84/14
Cozad	8		171/28
Crete	10	40	80/14
Gering	8 - 10 hour shifts	40	80/14
Holdrege	8	40	160/28
Lexington	8, 10 & 12	Varies	80/14
Ogallala	10.5	42	42/7
Scottsbluff	12	36 or 48	80/14
Sidney	10 or 12	40-50	86/14
York	10 or 12	Varies	80/14
Mean			
Median			
Midpoint			
Mode	Varies	Varies	Varies
McCook	12	42	84/14

Scottsbluff - 12 hour shifts with one 8 hr. per cycle

York - 10-hour shift work 4 days in a week; 12-hour shift in 2 weeks work six 12-hr. shift and one- eight hour shift.

## City of McCook - Police

### Meal Time

Input Point	Meal Time Considered As Hours Worked?
Alliance	Yes
Cozad	No
Crete	Yes
Gering	Yes
Holdrege	No
Lexington	Yes
Ogallala	Yes
Scottsbluff	Yes
Sidney	Yes
York	Yes
Mean	
Median	
Midpoint	
Mode	Yes
McCook	Yes

## City of McCook

### Wage Policy for Non-Certified Police Officers

Input Point	Policy
Alliance	None
Cozad	\$26.00/hr.
Crete	\$22.50
Gering	None
Holdrege	None
Lexington	None
Ogallala	None
Scottsbluff	None
Sidney	Same as entry officer
York	None
Mean	
Median	
Midpoint	
Mode	None
McCook	Start at beginning wage

## City of McCook

### School Resource Officer

Input Point	Have a School Resource Officer Program?	If Yes, How is it Funded?
Alliance	No	
Cozad	No	
Crete	Yes	75% school funded
Gering	Yes	School and city 50/50
Holdrege	No	
Lexington	Yes	Interlocal agreement with the school district for 2 officers 50/50 split
Ogallala	Yes	Interlocal agreement with the school district for 2 officers; 8 months paid by school, 4 months by city
Scottsbluff	Yes	50/50 with school & city
Sidney	No	
York	No	
Mean		
Median		
Midpoint		
Mode	No	
McCook	Yes	City/School

## City of McCook - Police

### Provide Specialty Pay

Input Point	Field Training Officer	Bi-Lingual	Hazardous Materials Handler	Accident Reconstruction Specialist	Emergency Specialty Team	K-9 Handler	Firearms Instructor	Defensive Tactics Instructor	Armors
Alliance	Yes - \$1/hr.	No	No	No	No	No	No	No	No
Cozad	No	No	No	No	No	No	No	No	No
Crete	No	\$500/yr.	No	No	No	No	No	No	No
Gering	Yes - 3%	Yes \$30 pp	No	No	No	Yes	No	No	No
Holdrege	No	No	No	No	No	No	No	No	No
Lexington	No	No	No	No	No	No	No	No	No
Ogallala	No	No	No	No	No	No	No	No	No
Scottsbluff	Yes - 3%	No	No	No	No	Yes 8 hrs. pp	No	No	No
Sidney	No	No	No	No	No	No	No	No	No
York	Yes 1.50/hr.	No	No	No	No	No	No	No	No
Mean									
Median									
Midpoint									
Mode	No	No	No	No	No	No	No	No	No
McCook	Yes - 5%/base	No	No	No	No	Yes	Yes	No	No

<b>McCook - Police</b>		<b>Number of Employees</b>																			
<b>Input Point</b>	<b>Chief</b>	<b>Deputy Chief</b>	<b>Captain</b>	<b>Lieutenant</b>	<b>Sergeant</b>	<b>Corporal</b>	<b>Investigator</b>	<b>Police Officer</b>	<b>Records/ Secretary</b>	<b>Evidence Technician</b>	<b>CSO</b>	<b>SRO</b>	<b>Chief Dispatcher</b>	<b>Dispatcher</b>	<b>Animal Control Super</b>	<b>Animal Control Off.</b>	<b>Animal Control Attendant</b>	<b>Info Tech Specialist</b>	<b>Public Safety Employee</b>	<b>Other</b>	<b>Total</b>
Alliance	1			2	4			11	1				1	7		1					28
Cozad	1				2			5													8
Crete	1		1		3			7	1		1										14.0
Gering	1		1		3		1	12	1												19.0
Holdrege	1				2			7	1		1		1	6							19.0
Lexington	1		1		4		2	13						2							23.0
Ogallala	1			1	2			10	1												15.0
Scottsbluff	1		2		5	4		18				3									33.0
Sidney	1			1	3			9	1										1		16.0
York	1		1		4			12	2		1										21
Mean																					19.6
Median																					19
Midpoint																					19.3
Mode																					
McCook	1				4		2	9	1					7						1	25.0

**CITY MANAGER'S REPORT**  
**JUNE 3, 2024 MCCOOK COMMUNITY DEVELOPMENT AGENCY MEETING**  
**CDA 3.**

ITEM NO. \_\_\_ Approve Resolution No. CDA 2024-03 Adopting a policy for the assessment of an administrative fee for each redevelopment project authorized pursuant to the Redevelopment Plan

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**BACKGROUND:**

As the City of McCook has recognized an increase in the number of Tax Increment Finance projects, staff has experienced an increase in the time it devotes to these projects. The City of McCook requires an administrative fee to be paid on each redevelopment project it oversees. However, the City of McCook has not formally adopted a resolution establishing the assessment on the various projects.

Per this resolution, the McCook CDA would require an administrative fee for each project equal to 3% of the TIF indebtedness issued by the CDA for each respective project, with a cap to be set at \$10,000 on the administrative fee.

**APPROVALS:**



May 29, 2024

Nathan A. Schneider, City Manager



May 29, 2024

Lea Ann Doak, City Clerk

**COMMUNITY DEVELOPMENT AGENCY  
OF THE CITY OF MCCOOK, NEBRASKA**

**RESOLUTION NO. CDA 2024-03**  
(Administrative Fee)

**A RESOLUTION OF THE COMMUNITY DEVELOPMENT AGENCY OF THE CITY  
OF MCCOOK, NEBRASKA, ADOPTING A POLICY FOR THE ASSESSMENT OF AN  
ADMINISTRATIVE FEE FOR EACH REDEVELOPMENT PROJECT AUTHORIZED  
PURSUANT TO THE REDEVELOPMENT PLAN.**

**RECITALS**

- A. The City of McCook, Nebraska (the “City”) has undertaken a plan of redevelopment for certain redevelopment areas in the City (the “Redevelopment Plan”).
- B. Pursuant to the Community Development Law, Neb. Rev. Stat. §§ 18-2101 et seq., as amended (the “Act”), the City created the Community Development Agency of the City of McCook (“CDA”), which administers the Redevelopment Plan for the City.
- C. The CDA has considered that it will incur costs and expenses in connection with the operation of the CDA and other activities authorized by the Act as set forth in the Redevelopment Plan (“Administrative Costs”).
- D. In consideration of the foregoing, in 2020, the CDA began assessing an administrative fee for each redevelopment project to assist, in part, with the payment of Administrative Costs.
- E. Prior to the passage of this Resolution, the administrative fee for each redevelopment project was equal to three percent (3%) of the TIF Indebtedness issued for the same (the “Administrative Fee”), with limited exceptions.
- F. The CDA desires to formally adopt a policy for the assessment of the Administrative Fee; provided, however, the CDA desires to impose a cap on the maximum amount of the Administrative Fee.
- G. The CDA has determined that a cap of \$\_\_\_\_\_ on the Administrative Fee (the “Cap”) would be equitable.
- H. The CDA has further determined that the assessment of the Administrative Fee, subject to the Cap, is in the best interest of the City.

NOW THEREFORE, BE IT RESOLVED, by the CDA, that the CDA shall assess and collect an administrative fee for each redevelopment project undertaken after the passage of this Resolution in the amount of three percent (3%) of the TIF Indebtedness issued for the same, up to a maximum amount of \$\_\_\_\_\_, to assist, in part, with the payment of Administrative Costs.

IN WITNESS WHEREOF, the CDA hereby passes and adopts this Resolution as of this 3<sup>rd</sup> day of June, 2024.

COMMUNITY DEVELOPMENT  
AGENCY OF THE CITY OF  
MCCOOK, NEBRASKA

---

Linda Taylor, Chairman

ATTEST:

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Lea Ann Doak, Secretary