

City of Blair Regular Council Meeting  
March 10, 2026

The Mayor and City Council met in regular session in the City Council Chambers on March 10, 2026, at 7:00 PM. The following were present: Gary Banner, Brent Clark, James Letcher, Kent Long, Rick Paulsen, Kevin Willis, Frank Wolff. Absent: Kirk Highfill. Also present were City Administrator Green, Deputy City Administrator Barrow, Deputy City Administrator Heaton, Deputy City Administrator Scott, City Attorney Talbot, Non-Lawyer Assistant Ferrari, Community Development Director Beiermann, Public Safety & Communications Coordinator Dunn, and Police Chief Kinsey.

The Mayor publicly stated to all in attendance that a current copy of the Nebraska Open Meetings Act was available for review and indicated the location of such copy posted in the room where the meeting was being held. Notice of the meeting was given in advance thereof by publication in the Enterprise or the Pilot - Tribune as shown by the affidavit of publication filed in the City Clerk's office. Notice of the meeting was simultaneously given to the Mayor and all members of the City Council, and a copy of their acknowledgement of receipt of notice and the agenda is filed in the City Clerk's office. Availability of the agenda was communicated in the advance notice and in the notice to the Mayor and Council of this meeting. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

Agenda Item #1, #2, & #3 – Mayor Rump called the meeting to order at 7:00 p.m. followed by Roll Call and the Pledge of Allegiance.

Agenda Item #4 – Consent Agenda approved the following: 4a) Approval of Minutes of February 24, 2026, meeting, 4b) Clerk's report of the Mayoral Action of February 24, 2026, meeting, 4c) City Department reports for February 2026 and 4d) Claims as recommended by the Finance Committee. Motion by James Letcher, second by Rick Paulsen to approve the Consent Agenda. Council members voted as follows: Gary Banner: Yea, Brent Clark: Yea, Kirk Highfill: Absent, James Letcher: Yea, Kent Long: Yea, Rick Paulsen: Yea, Kevin Willis: Yea, Frank Wolff: Yea. All Council members voted: Yea: 7, Nay: 0, Absent: 1. Mayor Rump declared the motion carried.

Agenda Item #5 – Police Chief Kinsey conducted the swearing-in ceremony for Christopher Perkins and Randall Kruse as Blair Police Officers. Their badge-pinning followed. The Council welcomed the officers, and the Mayor expressed gratitude for their service. No action was required.

Agenda Item #6 – Motion by Frank Wolff, second by James Letcher to receive and place on the file the IACP Staffing Study Report for the Blair Police Department. Council members voted as follows: Gary Banner: Yea, Brent Clark: Yea, Kirk Highfill: Absent, James Letcher: Yea, Kent Long: Yea, Rick Paulsen: Yea, Kevin Willis: Yea, Frank Wolff: Yea. All Council members voted: Yea: 7, Nay: 0, Absent: 1. Mayor Rump declared the motion carried. City Administrator Green introduced the IACP (International Association of Chiefs of Police) staffing and operational study, explaining that the City initiated the review in anticipation of a leadership transition in the Police Department. He emphasized the intent to secure objective, data-driven evaluation rather than internal assumptions. The report contains extensive detail, including operational analysis, staffing allocations, workload trends, organizational structure, and future planning considerations. Police Chief Kinsey stated the study was needed because police service demands were growing at a significantly faster rate than Blair's population. The department has increasingly relied on lateral hires, and it typically takes a full year to develop a new police officer before they can operate independently on the street. The goal was to examine whether current staffing and structure were adequate to sustain service levels, ensure officer safety, and maintain the department's proactive capability. The IACP reviewed: 1) 3–5 years of CAD

(Computer-Aided Dispatch) data, 2) NIBRS reporting, 3) HR payroll and overtime records, 4) Interviews with sworn and civilian staff and 5) Written directives and overall department workflow. The report noted Blair remains a low-crime community, with violent and property crime well below state and national averages, yet calls for service have increased 17% since 2022, significantly outpacing population growth. The offered the following key findings: 1) Officers are operating in a largely reactive mode, with: 54% of time responding to calls, 38% administrative duties and only 2% available for proactive engagement., 2) Supervisory staffing had been insufficient, with one patrol shift lacking a sergeant until Sgt. Hatheway's promotion in December 2025, 3) The organizational structure places heavy administrative and operational burden on the Chief and Captain, limiting long-term planning, 4) Overtime usage is equal to nearly two full-time positions, creating fatigue and burnout, and 5) Limited access to timely CAD and workload data—due to strained relations with Douglas County 911—restricted data-driven policing, though this has since been corrected. Kinsey described how officers must constantly balance emergency response, paperwork, administrative obligations, and maintaining a community presence. With minimum staffing of two officers per shift and many calls requiring two officers, there is little flexibility for proactive policing. IACP is recommending the following: Critical/High Priority: 1) Create a fourth sergeant (completed in December 2025), 2) Increase patrol staffing by three officers, 3) Add one Captain, 4) Improve CAD/workload data access (completed August 2025), 4) Implement IACP leadership principles; Medium Priority: 1) Establish geographic patrol beats, 2) Enhance data-driven policing tools and crime mapping, and 3) Adopt a wellness program to support morale. The report stated that continued inaction would likely result in increased overtime dependency, erosion of proactive policing, diminished response resiliency, growing liability risk, and higher long-term costs. Recruiting and training new officers would become more expensive and difficult. Council Members discussed the importance of supporting the Police Department as service demands grow. They commented on the need for fiscal foresight and the potential consequences of remaining reactive rather than engaging in long-term planning. Considerable attention was given to balancing community expectations with budget realities.

Agenda Item #7 – Non-Lawyer Assistant Ferrari presented the proposed amendment to the Chief of Police's employment agreement. She explained that when Chief Kinsey was first hired, the Council approved a vehicle stipend; however, the City has since provided a City-owned vehicle for his official use. Therefore, the stipend is no longer necessary. The addendum eliminates the \$175 per pay period automobile allowance but maintains all other requirements related to vehicle use, including valid operator licensing, compliance with City policies, and prohibitions on driving under the influence. Police and Fire Committee recommended approval, noting that this change is beneficial for the police and fire departments. Council member Paulsen introduced Resolution 2026-18 approving an amendment to the Employee Agreement between the City of Blair and the Chief of Police terminating the Vehicle Stipend. Motion by Rick Paulsen, second by Gary Banner to adopt Resolution No. 2026-18 as presented. Council members voted as follows: Gary Banner: Yea, Brent Clark: Yea, Kirk Highfill: Absent, James Letcher: Yea, Kent Long: Yea, Rick Paulsen: Yea, Kevin Willis: Yea, Frank Wolff: Yea. All Council members voted: Yea: 7, Nay: 0, Absent: 1. Mayor Rump declared the motion carried.

Agenda Item #8 – Amy Roberts, American Heart Association and Chad Nixon, Assistant Fire Chief Bennington Fire Department presented information on PulsePoint, a mobile app designed to rapidly alert trained bystanders when CPR is needed nearby. PulsePoint is nationwide and completely free. The presenters explained the differences between a heart attack and cardiac arrest, emphasizing that CPR and AED access immediately after cardiac arrest drastically increases survivability. PulsePoint helps bridge the time between collapse and EMS arrival. The presentation also covered the regional expansion of PulsePoint in Sarpy, Douglas, and Washington Counties, along with the potential placement of "smart AED cabinets" throughout

Blair. Presenters encouraged residents to download the app and be willing to assist neighbors in medical emergencies. Amy Clausen, 2614 College Dr., Blair, encouraged the city to consider using KENO funds to support Pulse point in the community to help keep this running. Daryl Boesiger, 2246 Crestridge Dr., expressed concern regarding security when signing up for it. Nixon stated Red Pulse does not require a person to put in any personal information so it would be completely safe.

Agenda Item #9 – City Administrator Green Administrator Green reported the City has been upgrading AEDs throughout city vehicles and facilities, with assistance from staff members Jake Dunn and Mark Wulff. The City is now subscribed to monthly AED maintenance services through Cintas. He noted that all police units and public works vehicles carry AEDs, increasing availability across town. Green also reported that nine Statements of Qualifications (SOQs) had been received for upcoming planning efforts. These will be posted online for public review. Staff will narrow the list to three firms, which will present to the Council on March 31 at 6:00 p.m. prior to Council selection.

Agenda Item #10 – Motion by Gary Banner, second by Kent Long to adjourn the meeting 7:56 pm. Council members voted as follows: Gary Banner: Yea, Brent Clark: Yea, Kirk Highfill: Absent, James Letcher: Yea, Kent Long: Yea, Rick Paulsen: Yea, Kevin Willis: Yea, Frank Wolff: Yea. All Council members voted: Yea: 7, Nay: 0, Absent: 1. Mayor Rump declared the motion carried.

The following claims were approved: Abe's Trash Svc, Svc, 2048.50; Access Technologies, Inv, 222.22; Acco, Inv, 1933.50; Afl, Llc, Inv, 37666.00; Aflac, Inv, 1676.68; Air Products & Chemicals, Inv, 9978.61; Akrs Equipment, Inv, 208.31; Allen, Monte, Ref, 500.00; Amazon Sales Inc, Inv, 4410.21; Anderson, Jeremy, Inv, 580.25; Anderson, Paul, Ref, 500.00; Arps Red-E-Mix Inc, Svc, 324.25; Badger Body & Truck Equipment, Inv, 3700.85; Benefit Plans Inc, Ins, 100.00; Benjamin Guhl, Reimb, 214.30; Biblionix, Inv, 3091.00; Bieker Home Improvements, Ref, 50.00; Big Red Locksmith, Inv, 100.00; Bi-State Motor Parts, Inv, 462.57; Blair Ace Hardware, Inv, 471.46; Blair Airport Authority, Inv, 330.00; Blair Healing Rooms Inc, Inv, 10000.00; Blue Cross & Blue Shield Of Ne, Ins, 106978.86; Bogandoff, Jennifer, Inv, 75.00; Bomgaars Supply Inc, Inv, 682.09; Bound Tree Medical Llc, Inv, 2713.51; Bp Homes Llc, Ref, 50.00; Braniff Service, Svc, 221.45; Brenda Wheeler, Reimb, 235.76; Calvin Poulsen, Inv, 2177.50; Cappel Auto Supply Inc (Napa), Inv, 132.53; Carquest Auto Parts, Inv, 508.87; Cdw Government Inc, Inv, 1391.40; Charles J Heaton, Reimb, 240.93; Chris Olson, Svc, 1450.00; Cintas Corporation, Svc, 3594.12; Cleary Shamrock Full Property, Ref, 500.00; Copquest Inc, Inv, 25.85; Country Tire Inc, Svc, 7412.70; Danko Emergency Equipment Co, Inv, 10819.52; Datashield, Inv, 137.03; Datavant Llc, Inv, 20.00; Deborah Wood, Svc, 400.00; Deck Bros Llc, Ref, 50.00; Deck Dude Llc, Ref, 50.00; Donald Welchert Construction, Ref, 500.00; Eakes Office Plus, Inv, 695.59; Electronic Contracting Co, Inv, 1781.69; Ems Management & Consulting, Inv, 1365.76; Felsburg Holt & Ullevig, Svc, 2100.00; Ingram Industries Inc, Inv, 61.00; Firstnet At&T Mobility, Inv, 228.15; Flood Break, Svc, 16425.00; Foley, Jim, Ref, 200.00; Galls Llc, Inv, 1381.89; Grainger, Inv, 99.05; Great Plains Uniforms Llc, Inv, 154.49; Groundworks Nebraska Llc, Inv, 50.00; Gt Distributors Inc, Inv, 4115.50; Hach Co, Inv, 1264.31; Hagggar Construction Inc, Ref, 500.00; Hansen Contracting, Ref, 500.00; Hartman, Kevin B & Janet L, Ref, 500.00; Henton Trenching Inc, Svc, 144.00; Home Pride Contractors Inc, Ref, 50.00; Horizon Rehabilitation Centers, Inv, 444.00; Hotsy Equipment Co, Inv, 138.24; Hsa Bank, Inv, 82.50; Htm Sales Inc, Inv, 1451.00; Huber Builders Llc, Ref, 1000.00; Ingram Industries Inc, Inv, 4189.36; J Nielsen Construction Llc, Ref, 1000.00; J&J Painting And Remodeling, Ref, 500.00; Jackson Services, Svc, 575.44; Jc Drywall, Ref, 500.00; Jeo Consulting Group Inc, Svc, 23865.63; Jeredith Brands Llc, Inv, 3019.00; Katelyn Ferrari, Reimb, 119.15; Kelly Ryan Equipment Co, Inv, 54.36; Korman Construction Solutions Inc, Ref, 500.00; League Association Of Risk, Ins, 1007.38; Long's Ok Tire Stores, Svc, 16.00; Mark Hodson, Reimb, 311.43; Matheson Tri-Gas Inc, Inv, 1290.23; Mckinnis Roofing & Sheet Metal, Inv, 312.50; Mckinnis

Roofing & Sheet Metal Llc, Inv, 100.00; Melvin Caldwell Concrete Construction Inc, Ref, 500.00; Mes Service Company Lcc, Inv, 1767.31; Michael Todd & Company Inc, Inv, 693.37; Mid-America Arts Alliance, Inv, 2700.00; Midwest Laboratories Inc, Svc, 771.58; Mindy Rump, Reimb, 224.85; Mississippi Lime Co Llc, Chem, 38757.91; Ndwee, Inv, 600.00; Ne Divison Of International Assoc, , 75.00; Nebraska Dept Of Transportatio, , 480493.76; Nu View Land Solutions Ll, Inv, 10000.00; Nwea, Dues, 195.00; Olsson Associates, Svc, 9865.85; One Call Concepts Inc, Svc, 138.65; One Source, Inv, 216.90; Onsite Services Solutions Llc, Svc, 11869.00; Orchard Valley Inc, Ref, 500.00; O'reilly Automotive Stores Inc, Inv, 443.86; Orkin Llc, Svc, 197.25; Pioneer Cleaning Llc, Svc, 600.00; Placer Labs Inc, Inv, 4927.40; Point C, Ins, 1079.34; Pounds Printing Inc, Inv, 200.00; Pyramid Contractors, Ref, 50.00; Red Rhino Roofs & Solar, Ref, 50.00; Reliable Roofing Gutters & Siding Llc, Ref, 50.00; Relx Inc, Inv, 310.00; Rival Homes, Ref, 500.00; S & S Pumping Service Llc, Svc, 4755.00; S.E. Smith & Sons, Inv, 177.62; Sapp Bros Petroleum Inc, Svc, 3177.13; Sara Bach, Reimb, 298.50; Sargent Building And Home, Ref, 200.00; Schumacher, Neal, Inv, 262.50; Sean Negus Construction, Ref, 500.00; Security Equipment Inc, Svc, 465.00; Shotwell Glass, Svc, 592.50; Spartan Stores Llc, Inv, 194.59; Stahlnecker Bieker, Kimberly, Svc, 360.00; Stratus, Ref, 200.00; Streakwave Wireless Inc, Inv, 10552.61; Stryker Sales Corp, Inv, 16.72; Sunbelt Rentals Inc, Inv, 315.99; Talbot Law Office Pc Llo, Svc, 825.00; Terry, Edgar, Inv, 350.00; The Sign Depot, Svc, 2430.71; Thermal Heating Air & Plumbing, Svc, 19.33; Thiele Geotech Inc, Svc, 1600.00; Thompson Roofing, Ref, 50.00; Thrasher Inc, Ref, 50.00; Tomco Systems, Inv, 12940.00; Total Truck & Machine Llc, Svc, 302.81; Travis Mann, Ref, 500.00; Truck Center Companies, Svc, 5663.76; Verizon 883740345-00001, Inv, 1110.83; Vessco Inc, Inv, 35846.66; Wakefield Towing And Recovery, Inv, 1000.00; Warden Construction, Ref, 50.00; Washington County Enterprise, Inv, 271.94; Watertight Roofing, Ref, 50.00; Western Oil Ii Llc, Ref, 4294.73; Woodhouse Ford Inc, Inv, 34.44; Z Best Carpentry Inc, Ref, 500.00.

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Melinda K. Rump, Mayor

ATTEST:

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Brenda Wheeler, City Clerk

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