

City Council Regular Meeting
Tuesday, August 11, 2020 7:00 PM

Hickman Community Center/City Hall 115
Locust Street, Room 128 Hickman, Nebraska

1. Call to Order

A. Participant Sign-In Sheet Available & Disclosure of Meeting Recording Process Notice Posted.

B. This is an Open Meeting of the Hickman Nebraska Governing Body. The City of Hickman abides by the Nebraska Open Meetings Act in conducting business. A copy of the Nebraska Open Meetings Act is on display in this meeting room as required by Nebraska State Law. Notice of meeting and copies of this agenda have been publicly posted prior to the meeting at the Hickman City Hall, Hickman U.S. Post Office, U-Stop Market and the City of Hickman website.

C. The City Council may vote to go into Executive Closed Session on any agenda item as allowed by Nebraska State Law. The Governing Body may be excused and re-enter the City Council meeting room at any time after reconvening open session.

D. Registered Agenda Speakers: All individuals requesting to be Registered Agenda Speakers must fill out a Registered Speaker Card & submit to Recording Clerk. The Mayor or Presiding Meeting Officer reserves the right to deny this request, or will call you to the podium when your agenda Item is ready to be heard. Presentations, if allowed, may be limited to five (5) minutes per person, with a limit of three (3) individuals speaking per topic position. Please come to the podium, and clearly state your name and address for the record and the agenda topic you wish to speak upon in a professional manner.

2. Pledge of Allegiance

3. Roll Call

4. Mayor Communications

5. Consent Agenda

A. Approval of July 28, 2020 City Council Meeting Minutes

B. Claims and Accounts Payable Report

6. Proclamations, Presentations, Appointments, Affirmations & Introductions

A. 68th Street and Hickman Road Intersection 4-Way Stop Sign Presentation by City Engineer

B. Hickman Flood Event Discussion

C. Residential Swimming Pool Permits & Proposed Fencing Regulations Discussion

7. Reports

A. Lancaster County Sheriff's Office Report

B. Community Center Report

8. Public Hearings - None

9. Unfinished Business - None

10. New Business

A. Interlocal Cooperation Act Agreement Creating the Hickman Recreation Agency with Norris School District 160

B. Consideration of holding Hickman Adult Volleyball League and Youth Basketball Skills Camp

C. Consideration of Families First Coronavirus Response Act - Providing City Employees up to 80 hours of Additional Paid Sick Leave

11. City Administrator's Report

A. Capital Outlay & Improvements for Fiscal Year 2020/2021

12. Governing Body Comments & Council Correspondence

13. Meeting Adjournment

MINUTES OF THE HICKMAN CITY COUNCIL MEETING HELD JULY 28, 2020

Mayor Doug Hanson called the meeting to order at 7:00 pm on July 28, 2020 and referenced the meeting recording process, optional sign in sheet, and open meeting law posting. All those present stood and recited The Pledge of Allegiance. Council Members Steve Noren, Walt Nelson, Chad Parker, Tina Ziemann, Phil Goering, were all present for Roll Call. Council Member Doug Wagner was absent and excused. Prior notice of the meeting and agenda were provided to the Mayor and all members of the Governing Body. Notice of the meeting was distributed and posted at Hickman City Hall, U.S. Post Office-Hickman, U-Stop Market and the City of Hickman Website.

Mayor Communications

Mayor Hanson announced the new LP Stewart Family Skate Park is up and operational and read a Facebook post from a citizen visiting the skate park with their son who appreciated all the supportive kids playing at the skatepark. No action taken.

Consent Agenda

City Administrator presented and discussed the July 14, 2020 Meeting Minutes and line item content of the Accounts Payable & Claims Report with the Governing Body. Assistant City Administrator presented and discussed the Statement of Accounts and Budget Cash Report and City Sales Tax Report as of June 30, 2020 with the Governing Body. Motion by Council Member Goering and a second by Ziemann to approve the consent agenda. The following Council Members voted "YEA": Noren, Nelson, Parker, Ziemann and Goering. The following Council Members voted "NAY": None. Motion passed 5-0.

Proclamations, Presentations, Appointments, Affirmations & Introductions - None

Reports

City Administrator presented and discussed the Public Works and Recreation Department report with the Governing Body. Motion by Council Member Noren and a second by Nelson to approve the Public Works and Recreation Department report as presented. The following Council Members voted "YEA": Noren, Nelson, Parker, Ziemann and Goering. The following Council Members voted "NAY": None. Motion passed 5-0.

City Administrator presented and discussed the City Code Violations, Abatements, Nuisances and Permits report with the Governing Body. No action taken.

Public Hearings

City Administrator reviewed and discussed the Staff Report and discussions from the July 7, 2020 Planning Commission meeting regarding the proposed zoning regulation amendment with the Governing Body.

Mayor Hanson opened a public hearing at 7:31 pm to provide an opportunity for Public Comment to consider amending Article 5: Zoning Districts; Section 5.10 C-2 General Commercial District; Subsection 5.10.03 Conditional Uses of the City of Hickman, Nebraska's Zoning Regulations. Mr. Aaron Terry of 9600 Green Valley Ln, Lincoln, Ne spoke in support of the amendment to the city's zoning regulation 5.10.03 as a potential developer of a self-service storage facility. Mr. Jack Scott of 207 Main Street, Hickman, Ne spoke in a neutral capacity regarding the proposed zoning change with concern for floodplain locations and size of lot for storage facilities. No other public comment was received. Motion by Council Member Ziemann and a second by Parker to close the public hearing at 7:40 pm. The following Council Members voted "YEA": Noren, Nelson, Parker, Ziemann and Goering. The following Council Members voted "NAY": None. Motion passed 5-0.

Unfinished Business – None

New Business

City Administrator presented and discussed Resolution 2020-17 Adoption of Hazard Mitigation Plan with the Governing Body. Motion by Council Member Noren and a second by Nelson to approve Resolution 2020-17, WHEREAS, the Federal Disaster Mitigation Act of 2000 was signed in to law on October 30, 2000, placing new emphasis on state and local mitigation planning for natural hazards and requiring communities to adopt a hazard mitigation action plan to be eligible for pre-disaster and post-disaster federal funding for mitigation purposes; and WHEREAS, a Multi-Jurisdictional Hazard Mitigation Plan was prepared by the Lower Platte South Natural Resources District, with assistance from JEO Consulting Group, Inc. of Lincoln, NE. WHEREAS, the purpose of the mitigation plan was to lessen the effects of disasters by increasing the disaster resistance of the Natural Resources District and participating jurisdictions located within the planning boundary by identifying the hazards that affect the City of Hickman and prioritize mitigation strategies to reduce potential loss of life and property damage from those hazards, and WHEREAS, FEMA regulations require documentation that the plan has been formally adopted by the governing body of the City of Hickman in the form of a resolution and further requesting approval of the plan at the Federal Level; and NOW, THEREFORE, the governing body of the City of Hickman does herewith adopt the Lower Platte South Natural Resources District Multi-Jurisdictional Hazard Mitigation Plan Update in its entirety. The following Council Members voted “YEA”: Noren, Nelson, Parker, Ziemann and Goering. The following Council Members voted “NAY”: None. Motion passed 5-0.

City Administrator presented and discussed Ordinance 2020-10, Amendment to Article 5: Zoning Districts; Section 5.10 C-2 General Commercial District; Subsection 5.10.03 Conditional Uses of the City of Hickman, Nebraska's Zoning Regulations with the Governing Body. Discussion included consideration of landscape buffers, City's minimum approach requirement for paved driveways, minimum lot size of two or three acres, and certain other provisions of Zoning Regulation Section 9.07 Self Storage Units/Convenience Storage Units, and the necessity of a Conditional Use Permit application and process to allow Self Storage Units within the City of Hickman's jurisdiction. Ordinance 2020-10 was introduced by Council Member Noren and requested City Clerk to read by title Ordinance 2020-10, an Ordinance to amend the Zoning Regulations for the City of Hickman, Lancaster County Nebraska; to repeal and amend Article 5: Zoning Districts, Section 5.10: C-2 General Commercial District, Subsection 5.10.03: Conditional Uses; to provide for publication; to provide for the effective date hereof and ordering the publication of the ordinance in pamphlet form. Motion by Council Member Goering and a second by Noren to waive the three reading rule for Ordinance 2020-10. The following Council Members voted “YEA”: Noren, Nelson, Parker, Ziemann and Goering. The following Council Members voted “NAY”: None. Motion passed 5-0. Motion by Council Member Nelson and a second by Ziemann to pass Ordinance 2020-10, an Ordinance to amend the Zoning Regulations for the City of Hickman, Lancaster County Nebraska; to repeal and amend Article 5: Zoning Districts, Section 5.10: C-2 General Commercial District, Subsection 5.10.03: Conditional Uses; to provide for publication; to provide for the effective date hereof and ordering the publication of the ordinance in pamphlet form, as proposed, with the inclusion of a minimum lot size of three acres. The following Council Members voted “YEA”: Noren, Nelson, Ziemann and Goering. The following Council Members voted “NAY”: Parker. Motion passed 4-1.

City Administrator presented and discussed Infinity 8 Broadband Settlement Agreement for Damage to Electrical Infrastructure in the amount of \$1,996.31 with the Governing Body. The agreement is at the request of Infinity 8 Broadband's insurance company to pay the City for

damages occurred to City property on February 10, 2020. Motion by Council Member Nelson and a second by Ziemann to approve the settlement agreement and Release of Claims for Infinity 8 Broadband in the amount of \$1,996.31. It was discovered and discussed the claim amount is \$1,966.31 and not \$1,996.31 as stated on the agenda. Motion amended by Council Member Nelson and seconded by Ziemann approve the settlement agreement and Release of Claims for Infinity 8 Broadband in the amount of \$1,966.31. The following Council Members voted "YEA": Noren, Nelson, Parker, Ziemann and Goering. The following Council Members voted "NAY": None. Motion passed 5-0.

City Administrator presented and discussed the 2020 City of Hickman Fall Youth Soccer and Flag Football programs with the Governing Body. Discussion included COVID19 pandemic concerns, registered players already requesting refunds, Nebraska Direct Health Measures (DHMs) taking youth sport activities into consideration, City of Hickman COVID19 liability waivers, parent preferences if DHMs are in place, DHM additional restroom cleaning requirements, number of registrations due to pandemic, unpredictable increase or decrease of COVID19 cases in the area, spread of the virus at City organized sports spreading into the Norris School community, and process and value of registration refunds before or during the soccer and flag football seasons. Motion by Council Member Nelson and a second by Ziemann to cancel Hickman youth soccer and flag football for the 2020 season and provide full refunds to any participant currently registered based on the Lancaster County current health meter orange status. The following Council Members voted "YEA": Noren, Nelson, Parker and Ziemann. The following Council Members voted "NAY": Goering. Motion passed 4-1.

City Administrator's Report

City Administrator reported on street signage including pedestrian crossing signs by the viaduct and requirement to have additional "pedestrian crossing ahead" sign, "no golf cars" on hiking/biking paths signage, Speed limit reduction signs on 54th and on Hickman Road due to annexations; Norris Public Power District request for street lights on Hickman Road to be installed with the fixtures running in the same direction (east/west) as the power lines; Cornhusker State Games held an event in Hickman that City Staff was unaware of and therefore the Cornhusker State Games board was notified they cannot hold official events on City owned property without City Council permission and proof of insurance; property closing documents are in process for the acquirement of the old fire district building; Employee evaluations will be held this week; Pedestrian underpass plans near 68th Street and Prairie View Lane being prepared by Olsson for presentation at a future city meeting; L.P. Stewart Family Skatepark project is almost complete with dirtwork, seeding, trees, additional horizontal parking stalls utilizing Keno funds on Main Street, and storm water area inlet drain needed by American Ramp due to design flaw still to be completed; there have been some issues with persons skating on the City Car Wash property and unavailable restroom facilities; City Office phone system to receive an update to facilitate streamline of phone calls directly to staff member; Odey's Sports Field Experts to be fixing baseball field next week; Norris Schools have restricted the use of their facilities due to DHM COVID19 cleaning schedules and discussed the City offering use of our meeting rooms to small groups and committees; City Community Center will need additional DHM COVID19 cleanings due to this possibility; possible Metropolitan Planning Organization board position for Waverly and Hickman; stop sign recommendation for Hickman Road and S. 68th Street intersection from the City's past traffic study is in the process of being updated by the City Engineer for presentation at a future city meeting; City Staff and visitors, if allowed, are receiving temperature checks and hand sanitizer upon entry to City Office and City Office continues to have limited access by the public at this time. Council also discussed City Office to be fully opened to the public at a near future date pending the installation of a service window at City Hall; proposal of Autumn Road island removal due to residential on-street parking requests; City

Staff researching Requests for Proposals for city wide trash, recycling, and grass clipping curbside services due to Lincoln Solid Waste Management notification of closing the Hickman's recycling center by December 30, 2020. Motion by Parker and a second by Ziemann to approve the City Administrator's report as presented. The following Council Members voted "YEA": Noren, Nelson, Parker, Ziemann and Goering. The following Council Members voted "NAY": None. Motion passed 5-0.

Governing Body Comments and Correspondence

Governing Body reviewed and discussed insurance coverage for the L.P. Stewart Family Skate Park and requested City Staff to research options for regulating pool fencing. No action taken.

Adjournment

Motion by Council Member Nelson and a second by Goering to adjourn the meeting at 8:51 pm. The following Council Members voted "YEA": Noren, Nelson, Parker, Ziemann and Goering. The following Council Members voted "NAY": None. Motion passed 5-0.

Mayor Doug Hanson

Kelly Oelke, CPM, CMC, City Clerk

DRAFT

City Council Meeting August 11, 2020
Accounts Payable as of August 6, 2020

Name	Memo	Open Balance	Check No.
American Ramp Company	Inv # 25960 - LP Stewart Family Skate Park 75% of Contract (Bill to HACFF)	\$ 50,000.00	
Awards Unlimited	Inv # 35688 - Name plates for Planning Commission Members: Volzke	\$ 18.31	
Beehive Industries	Inv # 2149 - Annual Water, Wastewater, Electric, Permits Software Renewal	\$ 9,000.00	
Brown, Chelsey	INV0026 - July 2020 City Hall Monthly Cleaning	\$ 1,000.00	
Capital City	Inv # 22305 - Refuse and Recycling Monthly Service	\$ 145.00	
CarQuest Auto Parts Stores	Acct # 280067 - Battery for Dodge Caravan, License Plate Bolts, Street Dept.	\$ 117.10	
Credit Bureau Services	Inv # 406950 - Monthly Service	\$ 40.75	
Dale's Consulting & Inspections	July 2020 Inspections	\$ 1,280.00	
Dale's Consulting & Inspections	July 2020 Consulting	\$ 300.00	
Dollar General	Acct # xxxx-6778 - Paper Plates, Lysol Cleaner, Batteries & Bottle Water	\$ 27.94	
Dugan Business Forms	Inv # 48603 - #10 Envelopes with Flap Non- Seal (12,000)	\$ 713.38	
Dugan Business Forms	Inv # 48604 - Utility Bill Forms	\$ 632.64	
Electronic Contracting Company	Inv # LN053257 - Community Center/City Hall Fire Alarm System Monitoring (July, August & September 2020)	\$ 81.00	
Flanders, Chad	Refund of Utility Account - Inactive Utility Account at 1004 Ridge Road	\$ 54.20	
Forster, Laura	2020 NPPD EnergyWise Incentive Rebate	\$ 900.00	
Hausmann, Jerry	Inv # 2355 - Tree & Stump Removal due to 6.18.2020 Flood and Storm Damage	\$ 5,750.00	
Hawkins, Inc.	Inv # 4762694 - Water Testing Supplies, Water Dept.	\$ 448.82	
Hawkins, Inc.	Inv # 4760652 - Water Testing Supplies, Water Dept.	\$ 15.00	
Hochstetler, David Sr.	HVAC Inspection - 1523 E 8th Street	\$ 80.00	
Hochstetler, David Sr.	HVAC Inspection - 1205 Cyprus Blvd	\$ 40.00	
Hochstetler, David Sr.	HVAC Inspection - 809 Autumn Road	\$ 40.00	
Hoffschneider Law, PC., LLO	Inv # 1169 - Monthly Legal Consulting	\$ 612.50	
Howard, Mark	HVAC Inspection - 1031 Terrace View	\$ 40.00	
Howard, Mark	Plan Review - HVAC 18840 S 54th Street	\$ 50.00	
Howard, Mark	HVAC Inspection - 901 Terrace View	\$ 40.00	
Howard, Mark	HVAC Inspection - 1434 E 8th Street	\$ 40.00	
Howard, Mark	HVAC Inspection - 1031 Terrace View (2)	\$ 80.00	
Jackson Services, Inc.	Acct # 4949 - Uniforms, Mops, Mats and Rags	\$ 549.95	
Kreifels, Jeff	July 2020 Plumbing Inspections	\$ 890.00	
L.P. Stewart & Sons, Inc.	Inv # 5513 - Rock for Streets & Alleyways, Streets Dept.	\$ 832.16	
League Association of Risk Management	Inv # 100459 - Skate Park Insurance	\$ 274.00	
League of Nebraska Municipalities	Inv # 17474 - Membership Dues 09/01/2020 - 08/31/2021	\$ 7,409.00	
Lincoln Winwater Works	Inv # 070402 01 - Gaskets for WTP, Water Dept.	\$ 190.00	
Lincoln Winwater Works	Inv # 070214 01 - Release Valve Pit Repair for Well No. 3, Water Dept.	\$ 126.78	
Meals, John	New Construction Deposit Return, Bldg. Permit # 2019-140, 1523 E 8th Street	\$ 500.00	
Mike's Welding	Inv # 5758 - Fencing Panels and Gate for Main Park, Parks Dept.	\$ 1,932.82	
Nebr. Rural Water Association	2020 Annual Membership	\$ 200.00	
Norris Public Power	Acct# 0214782000 - July 2020 Wholesale	\$ 115,481.88	
Norris Public Power	Acct# 210191600 - Waste Water Trmt Plant, Sewer Dept. and Wells, Water Dept.	\$ 5,113.93	
Olsson	Inv # 362599 - Hickman Elec CUR 2010, Electrical Infrastructure, Terrace View	\$ 8,313.01	
Olsson	Inv # 362235 - Hickman Terrace View 1st Addition Consulting	\$ 3,719.44	
Olsson	Inv # 362300 - Hickman Hills Addition Consulting	\$ 202.07	
Olsson	Inv # 363802 - Hickman Consulting Svcs 2018-2020, 2020 Street Superintendent, Consulting Services, Skate Park	\$ 1,182.78	
One Call Concepts, Inc.	Inv# 0070149 - July 2020 Diggers Hotline Notifications	\$ 70.37	
Paper Tiger Shredding	Inv # 131952 - Monthly Service	\$ 30.00	
Paulson, Ray	Electrical Inspection - 1002 Cyprus Blvd	\$ 40.00	
Paulson, Ray	Electrical Inspection - 1031 Terrace View Dr	\$ 40.00	
Paulson, Ray	Plan Review - Electrical 18840 S 54th Street	\$ 50.00	
Paulson, Ray	Electrical Inspection - 1235 Hickory Street (2)	\$ 80.00	
Paulson, Ray	Plan Review - Electrical 18840 S 54th Street	\$ 50.00	
Paulson, Ray	Electrical Inspection - 1434 E 8th Street	\$ 40.00	
Paulson, Ray	Electrical Inspection - 809 Autumn Road	\$ 40.00	
Paulson, Ray	Plan Review - Electrical 18840 S 54th Street	\$ 50.00	
Paulson, Ray	Electrical Inspection - 1002 Cyprus Blvd	\$ 40.00	
Paulson, Ray	Electrical Inspection - 1434 E 8th Street	\$ 40.00	
Paulson, Ray	Electrical Inspection - 740 Autumn Parkway	\$ 40.00	
Paulson, Ray	Electrical Inspection - 915 Cyprus Blvd	\$ 40.00	
Paulson, Ray	Electrical Inspection - 7433 Martell Road	\$ 40.00	
Paulson, Ray	Electrical Inspection - 1434 E 8th Street	\$ 40.00	
Paulson, Ray	Electrical Inspection - 1003 Park Drive	\$ 40.00	
Paulson, Ray	Electrical Inspection - 609 Garret Place	\$ 40.00	
Paulson, Ray	Electrical Inspection - 611 Garret Place	\$ 40.00	
Paulson, Ray	Electrical Inspection - 613 Garret Place	\$ 40.00	
Paulson, Ray	Electrical Inspection - 615 Garret Place	\$ 40.00	
Paulson, Ray	Electrical Inspection - 1333 E 8th Street	\$ 40.00	
Paulson, Ray	Electrical Inspection - 1203 Park Drive	\$ 40.00	
Paulson, Ray	Electrical Inspection - 613 Garret Place	\$ 40.00	
Paulson, Ray	Electrical Inspection - 1506 E 9th Street	\$ 40.00	
Paulson, Ray	Electrical Inspection - 451 Pioneer Ct	\$ 40.00	
Paulson, Ray	Electrical Inspection - 911 Terrace View	\$ 40.00	
Paulson, Ray	Electric Inspection - 1005 Primrose Lane (2)	\$ 80.00	
Paulson, Ray	Electrical Inspection - 901 Terrace View (2)	\$ 80.00	
Paulson, Ray	Electrical Inspection - 1506 E 9th Street	\$ 40.00	
Paulson, Ray	Electrical Inspection - 1333 E 8th Street	\$ 40.00	
Paulson, Ray	Electrical Inspection - 1114 Annabel Ave	\$ 40.00	
Stanley Security Solutions	Inv # 17655506 - Main. 09/01/2020 to 11/30/2020 - Main Park Security	\$ 105.72	
The Home Depot Pro	Acct # 494605 - Goo Gone, Glass Cleaner, Restroom Disinfectant, Disinfectant, Paper Towels for Community Center, Paper Towels and Hand Soap, Parks Dept.	\$ 301.06	
The Home Depot Pro	Inv # 563332113 - Hand Soap, Parks Dept.	\$ (15.05)	
The Home Depot Pro	Inv # 563332121 - Hand Soap, Parks Dept.	\$ (3.01)	
Transit Works	Inv # 145661 - Marking Paint, Elect, Water and Sewer Dept.	\$ 170.40	
Voice News	July 2020 Publications	\$ 304.25	
Total		\$ 220,778.20	

Name	Memo	Payment		Check No.
Ameritas Life Ins., Corp.	Employee Pension Plans	\$	2,724.36	31384
American Funds	Employee Pension Plans	\$	1,074.36	ACH
Black Hills Energy	Acct# 9940604404 - 115 Locust Street	\$	30.77	ACH
Black Hills Energy	Acct# 8800261874 - 5th Street Shop	\$	20.60	ACH
	2020 COVID YOUTH BASEBALL REFUNDS, CREDIT CARDS, PARKS DEPT.			
Dummer, Kurt & Kim	(Paid from Parks & Rec Acct)	\$	25.00	1466
IRS	Payroll Taxes (2)	\$	6,126.58	EFTPS
Nebraska Dept of Revenue	APRIL-JUNE 2020 51C KENO TAX	\$	149.00	ACH
Nebraska Child Support Payment Center	Employee Withholdings	\$	217.85	ACH
Payroll Distribution	Governing Body 8.3.2020, City Staff 7.31.2020	\$	19,747.91	ACH
Quadient	Acct# xxxx8315 - Postage Refill	\$	600.00	ACH
United Healthcare Insurance Company	July 2020 Employee Premiums	\$	221.70	ACH
	Acct# xxxx8509 - Monthly Subscriptions, Office Supplies, Air Filters, Park Fridge	\$	1,079.88	ACH
Wells Fargo - VISA	Acct# 091839419 - WTP Phone	\$	98.52	ACH
Windstream	Acct# 091792029 - City Office Phone & Internet	\$	1,088.04	ACH
Windstream	Acct#090489853 - Wastewater Treatment Plant Phone	\$	74.58	ACH
Zito Media	Acct# 192-162010 - Monthly Service	\$	90.30	ACH
TOTAL		\$	33,369.45	
TOTAL CLAIMS REPORT		\$	254,147.65	

Reviewed and Approved on August 11, 2020

Mayor Doug Hanson

Council Member Ziemann

Council President Goering

Council Member Noren

Council Member Wagner

Council Member Nelson

Council Member Parker



115 Locust Street, P.O. Box 127
Hickman, NE 68372-0127
Phone 402.792.2212 - Fax 402.792.2210
www.hickman.ne.gov

SWIMMING POOL PERMIT # _____

Application is *not* approved until pool permit number is issued and paid for. Do *not* begin installation until then.

Property Owner(s) _____ Phone # (____) _____

Street Address: _____ Legal: Block _____ Lot _____ Addition _____

City, State _____ Contractor: _____ Phone # (____) _____

Description of work to be done: _____

Application Requirement Items

- Site Plan Permit Fee \$35 Electrical Inspections # _____ x \$40 + \$ _____ (1 above ground, 3 in ground)
 Flood Plain Permit for Pool \$10 (if needed) Permit Total \$ _____ Receipt Number # _____

1. Site Plan should include:

- a. North arrow and scale
- b. Address
- c. Property lines
- d. Name of road(s)
- e. Location of proposed pool with written distances to the property line, sidewalk, and the house
- f. An outline of all structures located on the lot and lot(s) adjacent to the location of the proposed pool

2. Design:

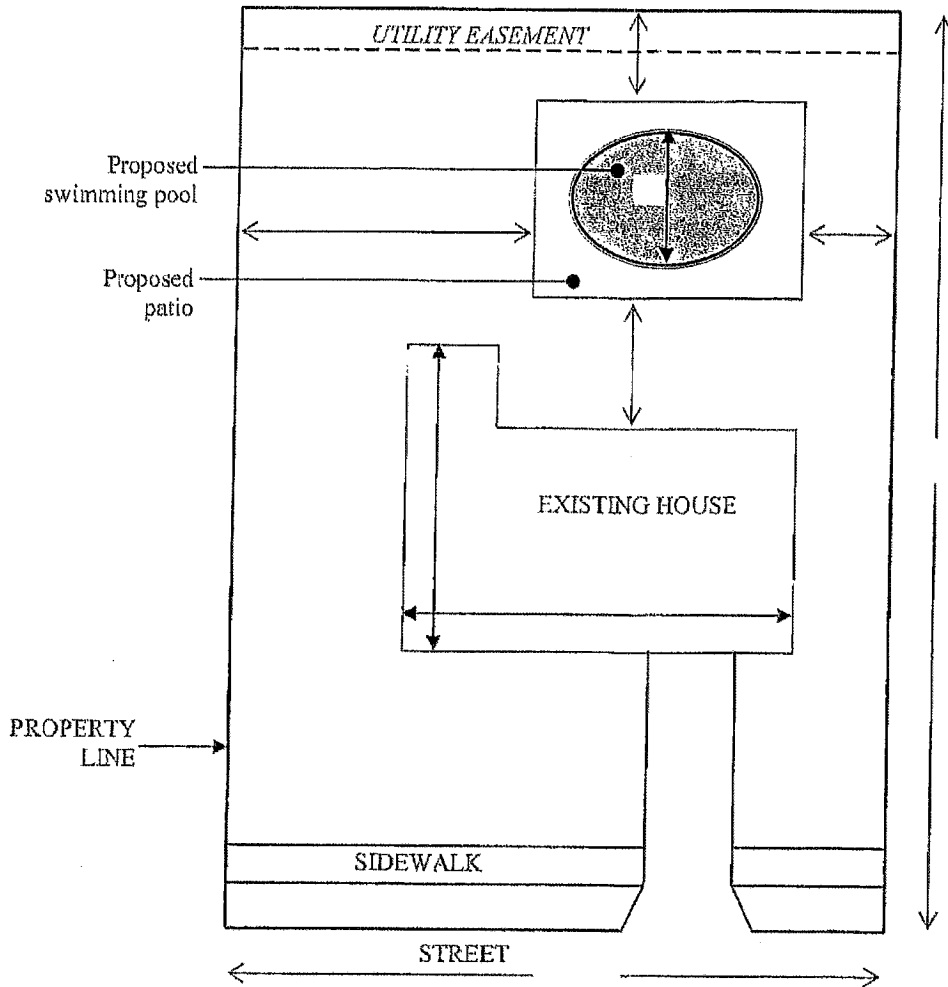
- a. Pool material
- b. Width of pool
- c. Depth of pool
- d. Underlayment if any
- e. Permanent or Seasonal
- f. Above or Below Ground

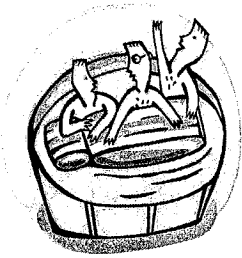
THE UNDERSIGNED HERBY CERTIFIES that they have read and examined this application and know the same to be true and correct. All provisions of law and ordinances governing this type of work will be complied with whether specified or not. The granting of a permit does not presume to give authority to violate or cancel the provision of any other state or local law regulating construction or the performance of construction.

Applicant Signature: _____ Date _____

Permit Approved by: _____ Date _____

SAMPLE SITE PLAN, Swimming Pool





SWIMMING POOL SAFETY KEEP SUMMER FUN



**THE CITY OF HICKMAN REQUIRES PERMITS FOR
PLACEMENT OF ALL SWIMMING POOLS OVER
18 INCHES DEEP.**

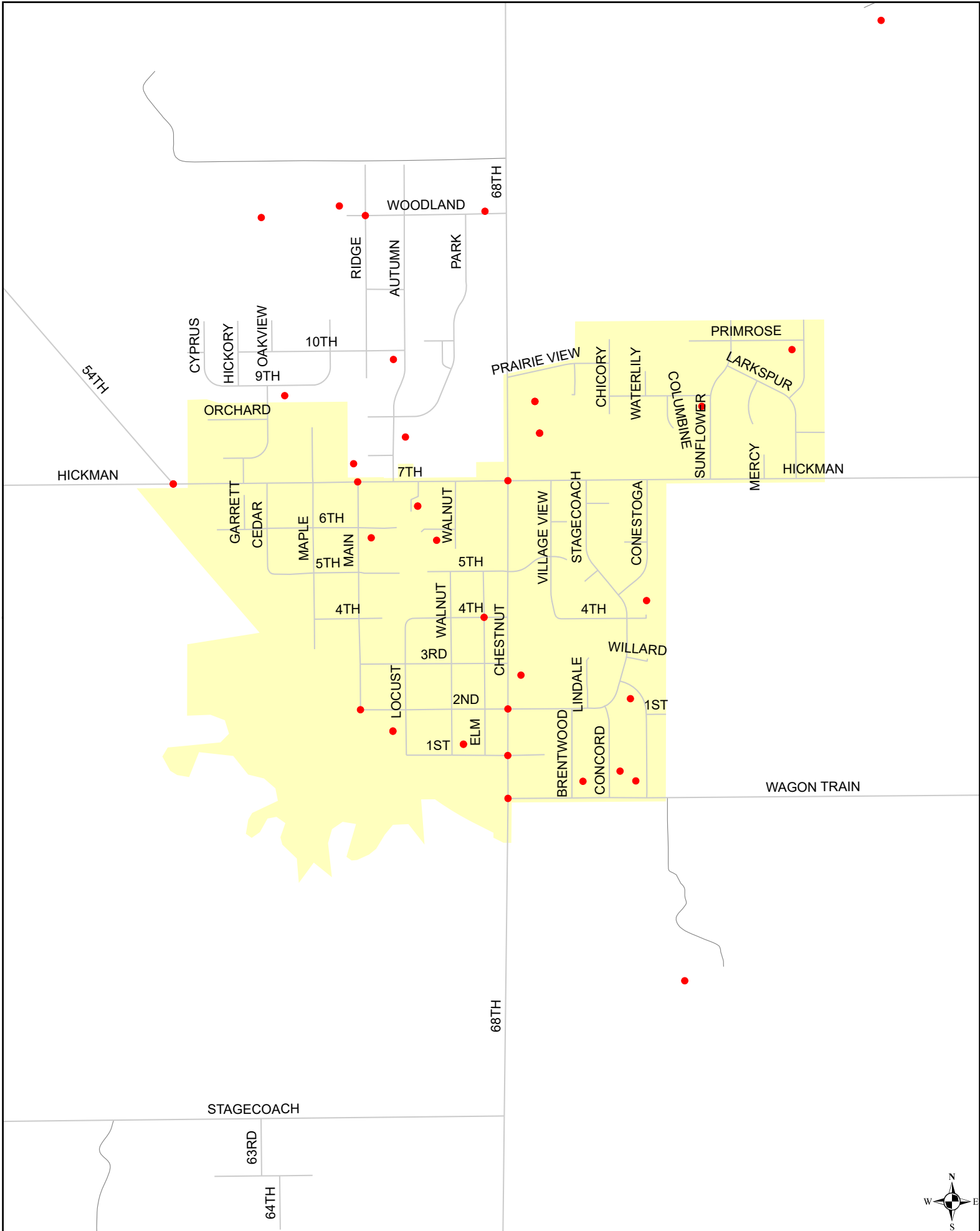
OTHER POOL SAFETY TIPS

- ✓ **ALWAYS** HAVE ADULT SUPERVISION WHEN POOL IS BEING USED!
- ✓ Property owners are encouraged to **CHECK WITH THEIR HOMEOWNERS INSURANCE** for liability and endorsement related to their own pool.
- ✓ **SAFETY/SECURITY FENCING** is a great safety component that pool owners should consider.
- ✓ **SWIMMING POOL CHEMICALS CAN BE DANGEROUS!**
Read all labels and safety precautions before buying & using chemicals.
- ✓ Keep pool chemicals out of the reach of children & use proper safety equipment when handling chemicals.
- ✓ **NEVER** mix chlorine products with each other, acid, or other substances.

Contact your pool vendor for summer swimming pool maintenance and other safety concerns.

HAVE A GREAT & SAFE SUMMER

Lancaster County Sheriff - Calls For Service - July 2020



<u>LOCATION</u>	<u>CASE</u>	<u>INC ABBR</u>	<u>DATE</u>	<u>TREC</u>	<u>DEPNAME</u>
WAGON TRAIN RD & S 68TH ST	C0004725	MISC OTHER	7/2/2020	1026	22148 SCHILMOELLER
7733 MARTELL RD ROSE 402-	C0004729	ALARM RESIDENTIAL	7/2/2020	1313	22159 LEHR
107 SCOTTS CREEK PL	C0004733	ANIMAL DOG AT LARGE	7/2/2020	1625	22186 ROSPLOCH
6750 WOODLAND BLVD	C0004735	ALARM COMMERCIAL	7/2/2020	1630	22186 ROSPLOCH
536 MAIN ST	C0004750	ALCOHOL INTOX PERSON	7/3/2020	1	22176 SARNES
107 LOCUST ST	C0004762	ALARM COMMERCIAL	7/3/2020	1148	22150 MEYER
123 WAGON TRAIN AVE	C0004766	FIREWORKS DISTURB	7/3/2020	1455	22186 ROSPLOCH
HICKMAN RD & S 54TH ST	C0004771	TRAFFIC SUSP DRIVER	7/3/2020	1752	22186 ROSPLOCH
103 W 9TH ST	C0004779	TRAFFIC OTHER	7/3/2020	2228	22186 ROSPLOCH
222 CHESTNUT ST	C0004786	FIREWORKS DISTURB	7/3/2020	2353	22186 ROSPLOCH
810 E 4TH ST CIR	C0004793	OPS OTHER	7/4/2020	357	22190 KINGSWOOD
WOODLAND BLVD & RIDGE RD	C0004819	MISC OTHER	7/4/2020	2230	22186 ROSPLOCH
106 CONCORD AVE	C0004905	DISTURBANCE DOMESTIC	7/7/2020	832	22118 BARNETT
18940 S 68TH ST	C0004949	WARRANT	7/8/2020	1823	22186 ROSPLOCH
580 PRAIRIE VIEW LN	C0004976	CHILD AB/NEG PHYS	7/9/2020	953	22150 MEYER
945 GOLDENROD LN	C0004988	CHILD AB/NEG OTHER	7/9/2020	1618	22186 ROSPLOCH
835 SUNFLOWER DR	C0004989	SPEC SVC OTHER	7/9/2020	1657	22186 ROSPLOCH
7005 WAGON TRAIN RD	C0004993	DISTURBANCE OTHER	7/9/2020	2019	22186 ROSPLOCH
704 AUTUMN RD	C0005002	DISTURBANCE OTHER	7/10/2020	1206	22128 SCHROER
160 WOODLAND	C0005013	MISC OTHER	7/10/2020	1857	22186 ROSPLOCH
103 WAGON TRAIN AVE	C0005029	TRAFFIC OTHER	7/11/2020	1027	22192 SMITH
102 WALNUT ST	C0005091	SPEC SVC CHECK WELF	7/13/2020	600	22180 SCHNIEDER
102 WALNUT ST	C0005143	MISC OTHER	7/14/2020	1502	22187 LATHROP
107 LOCUST ST	C0005158	MISC OTHER	7/15/2020	29	22105 OSTERHAUS
18940 S 68TH ST	C0005166	FORGERY ALL OTHER	7/15/2020	827	22171 CHANCE
HICKMAN RD & S 68TH ST	C0005184	TRAFFIC OTHER	7/15/2020	1828	22186 ROSPLOCH
100 FENCE ROCK CT	C0005243	MEDICAL EMERG OTHER	7/17/2020	1547	22186 ROSPLOCH
CHESTNUT ST & E 2ND ST	C0005253	TRAFFIC SUSP DRIVER	7/17/2020	2203	22186 ROSPLOCH
HICKMAN RD & S 54TH ST	C0005273	WARRANT	7/18/2020	1917	22186 ROSPLOCH
580 PRAIRIE VIEW LN	C0005314	CHILD AB/NEG PHYS	7/20/2020	1523	22155 BUTTERS
207 REDWOOD CIR	C0005347	MISC OTHER	7/21/2020	1110	22118 BARNETT
104 BRENTWOOD AVE	C0005369	MEDICAL EMERG OTHER	7/22/2020	936	22128 SCHROER
915 AUTUMN RD	C0005401	TRAFFIC PARK OTHER	7/23/2020	1603	22186 ROSPLOCH
CHESTNUT ST & E 1ST ST	C0005414	TRAFFIC SUSP DRIVER	7/23/2020	2029	22186 ROSPLOCH
WOODLAND BLVD & HICKORY ST	C0005442	SUSPICIOUS VEHICLE	7/24/2020	2042	22186 ROSPLOCH
MAIN ST & W 7TH ST	C0005445	TRAFFIC SUSP DRIVER	7/24/2020	2111	22186 ROSPLOCH
MAIN ST & E 2ND ST	C0005460	MEDICAL EMERG OTHER	7/25/2020	951	22128 SCHROER
17860 S 54TH ST	C0005565	TRAFFIC OTHER	7/29/2020	1635	22186 ROSPLOCH
ELM ST & E 4TH ST	C0005567	TRAFFIC SUSP DRIVER	7/29/2020	1844	22186 ROSPLOCH
100 FENCE ROCK CT	C0005623	SPEC SVC CHECK WELF	7/31/2020	1950	22186 ROSPLOCH

June 2020 Community Center Report

28 Inquiries

6 Tours

0 Participants sign in for open gym time.

Activities:

In Meeting Room A&B:

- 3 Meetings
- 3 Graduations

In the Multipurpose Room:

- 2 nights of basketball workouts
- 2 Graduations

Damage to report: Nothing to report

Cancellations to report:

- 1 Family Reunion
- 1 Wedding Reception
- Makers Market (Nov 21, 2020) (Cancelled per Arts Council Vote on Aug 5, 2020)

Upcoming Events for Community:

- Pancake Feed August 22nd (Hickman Main Park)
- 4x4 Volleyball Women League September to February
(Up for City Council Consideration 8/11/2020)
- Hickman Youth Sports Skills October to December
(Up for City Council Consideration 8/11/2020)
- Trick or Treat on Trail October

**INTERLOCAL COOPERATION ACT AGREEMENT
CREATING THE
HICKMAN RECREATION AGENCY**

THIS AGREEMENT is made this _____ day of _____, 2020 by and between the City of Hickman, Nebraska (the "City"), and Lancaster County School District 0160 (Norris School District 160) (the "District"), hereinafter collectively referred to as "Members."

I.

CREATION OF THE HICKMAN RECREATION AGENCY

Pursuant to Neb. Rev. Stat. §§ 13-801 to 13-827 (the "Interlocal Cooperation Act"), the Members hereby create a joint entity which shall be named the Hickman Recreation Agency (the "Agency") and shall constitute a separate body corporate and politic under the provisions of the Interlocal Cooperation Act. The Agency shall be subject to control by the Members in accordance with the terms of this Agreement. The governing body of each Member shall have approved this Agreement. The Agency's existence shall commence upon the execution of this Agreement on behalf of each Member.

II.

PURPOSES

The Purpose of the Agency is as follows:

- (a) to make efficient use of the powers of the Members by enabling them to cooperate with each other on a basis of mutual advantage and thereby provide services and facilities in a manner and pursuant to form of governmental organization that will accord best with geographic, economic, population, and other factors influencing the needs and development of the local community;
- (b) to provide or contract for the acquisition, finance, construction, maintenance and operation of recreational infrastructure in Hickman, Nebraska, or provide assessments and recommendations regarding the same by a Member of the Agency;
- (c) to work with the City to gather feedback related to operations of the City's recreational infrastructure and make recommendations to the City related to such operations, and other cooperative undertakings of the City and District;
- (d) the Agency, for the purposes of Neb. Rev. Stat. § 77-27,142(3), shall be a separate administrative entity relating to public infrastructure projects, as defined in Neb. Rev. Stat. § 77-27,142(2), including without limitation the joint use and acquisition of buildings and capital or other equipment used in the operation of municipal government or to provide municipal services, including without limitation recreational infrastructure. The Agency shall be responsible for assessing and making recommendations for long term development of unified governance of said public infrastructure projects with respect to the Members, and at least every five years after this Agreement is entered the Agency shall review performance of such projects, including without limitation capital, operating and service delivery costs, effectiveness and efficiencies, with comparable projects, in addition to any other benchmarks periodically established by the Committee or Nebraska Legislature.

III.
GOVERNING BODY

- (a) Governing Body. The governing body of the Agency shall be:
 - i. Four (4) representatives as appointed and approved by the Mayor and City Council of the City; and
 - ii. One (1) representative as appointed and approved by the Board of Education of the District.
- (b) Voting. Each member of the Agency shall have one vote.
- (c) Quorum. A majority of all members of the Agency shall constitute a quorum for the transaction of any Agency business.
- (d) Officers. The Agency's Chairman, Secretary and Treasurer shall be nominated and approved by a majority vote at an annual organizational meeting each June.
- (e) Meeting and Notice. Meeting of the Agency's governing body may be called by the Chairman or by any two members.
- (f) Agency Legal Counsel. The Agency may employ legal counsel for the Agency and may set and approve compensation for such counsel.

IV.
DURATION

The Agency shall have a life of twenty-five (25) years, commencing with the date hereof; provided, however, if after bonds have been issued by the Agency or by a Member pursuant to Section 77-27,142 and retired prior to such termination date, this Agreement and the existence of the Agency may be terminated at the option of the Members by majority vote.

V.
INITIAL MEMBER CONTRIBUTION

The City shall contribute all costs necessary to fund the establishment, organization and operating expenses of the Agency.

VI.
POWERS

The Agency shall have such powers as are allowed by the Interlocal Cooperation Act and any amendments thereto including, but not limited to, the powers:

- (a) to sue and be sued;
- (b) to have a seal and alter the same at pleasure of the Agency or to dispense with the necessity therefore;
- (c) to make and execute contracts and other instruments necessary or convenient to the exercise of its powers;
- (d) from time to time, to make, amend, and repeal bylaws, rules and regulations, not inconsistent with the Interlocal Cooperation Act and this Agreement, to carry out and effectuate its powers and purposes;
- (e) to make all necessary rules and regulations governing the use, operation and control of a community recreational infrastructure;
- (f) to purchase, plan, develop, construct, equip, maintain and improve the community recreational infrastructure including an aquatics center;
- (g) to acquire, hold, use and dispose of the reserves derived from the operation of a community recreational infrastructure;
- (h) to acquire, hold, use and dispose of other personal property for the purpose of the Agency;

- (i) to cause the transfer, diversion or disposal of recreational infrastructure material originating within each Member pursuant to a contract between the Agency and the member pertinent thereto;
- (j) to make or cause to be made studies and surveys necessary or useful and convenient to carrying out the functions of the Agency;
- (k) to contract with and compensate consultants for professional services including, but not limited to, architects, engineers, planners, lawyers, accountants, rate specialists and others found necessary or useful and convenient to the stated purpose of the Agency;
- (l) to provide for a system of budgeting, accounting, auditing and reporting of all Agency funds and transactions, for a depository, and for the bonding or employees;
- (m) to consult with representative for Federal, State and local agencies, departments and their officers and employees and to contract with such agencies and departments;
- (n) to exercise such other powers as are available under the existing law of each Member;
- (o) to borrow money, make and issue negotiable bonds, certificates, bond anticipation notes, refunding bonds and notes, all in accordance with Section 13-808 through 13-824 of the Interlocal Cooperation Act, and any amendments thereto, and to secure the payment of such bonds, certificates, refunding bonds and notes or any part thereof by a pledge of any or all of the Agency's net revenues and any other funds which the Agency has a right to, or may hereafter have the right to pledge for such purposes;
- (p) to provide in the proceeding authorizing such obligations for remedies upon default in the payment of principal and interest on any such obligations, including, but not limited to, the appointment of a trustee to represent the holders of such obligations in default and the appointment of a receiver of the Agency's property, such trustee and such receiver to have the powers and duties provided for in the proceedings authorizing such obligations;
- (q) to receive funds from each Member as payment;
- (r) to hire employees, fix their compensation, benefits, personnel rules and regulations, and terminate their employment;
- (s) to employ a manager which may exercise such of the Agency's powers as shall be determined by contract; and
- (t) to borrow money and accept grants, contributions, property or loans from, and to enter into contracts, leases, or other transactions with Municipalities, Counties, the State of Nebraska, or the Federal Government, including any Member.

VII.

TECHNICAL COOPERATION FROM MEMBERS

The Members agree to respond to reasonable requests to make local records available to the Agency or its manager for the purpose of this Agreement, and to assure that engineers, architects and consultants hired by the Members release to the Agency materials, data and other items pertinent to this Agreement.

VIII.
BUDGETING

If required by Nebraska law, the City of Hickman, Nebraska shall prepare a budget based on a fiscal year ending September 30 for the operation of the Agency, the same to be adopted by the Mayor and City Council no later than September 20 of each year.

IX.
NOT FOR PROFIT

It is expressly understood that the Agency is a public body and is to be operated not for profit, and no profit or dividend will inure to the benefit of any individual.

X.
DISSOLUTION

Upon dissolution of the Agency, all assets shall be distributed to the City of Hickman, Nebraska.

XI.
MANNER OF ACQUIRING AND HOLDING PROPERTY

The Agency may lease, purchase or acquire by any means, from a Member or from any other source, such real and personal property as is required for the operation of the Agency and for carrying out of the purpose of this Agreement. The title to all such property, personal or real, shall be held in the name of the Agency.

XII.
AMENDMENTS OF AGREEMENT

This Agreement may be amended upon approving resolutions adopted by the governing body of each Member.

IN WITNESS WHEREOF, the parties have signed and executed this agreement on the dates shown next to their respective signatures as follows:

City of Hickman, Nebraska

By: _____

Date: _____

Print name and title: _____

Lancaster County School District 0160 (Norris School District 160)

By: _____

Date: _____

Print name and title: _____



2019 Hickman Youth Sports Basketball Skills Registration K – 3rd Grade

Hickman Parks & Recreation Department
P.O. Box 127, Hickman, NE 68372
www.hickman.ne.gov

Participant Name _____ Date of Birth _____ Age _____

Sex: M F Current Grade in 2018/19 _____

Parent Name _____ E-Mail Address _____

Address _____ City _____ State _____ Zip _____

Phone Number: Home (____) _____ Cell (____) _____ Work (____) _____

I am Interested in Volunteering Name: _____

*****All Checks Payable to City of Hickman*** Registration deadline October 12th**

_____ \$35 includes 6 weeks instruction on Basketball skills and T-shirt.

**Saturday Morning Dates: Oct. 19th, 26th, Nov. 2nd, 9th, & Dec. 7th, 14th
From 10:00 am to 11:00 am at the Hickman Community Center
Times/Dates may change as it is based on participant numbers**

T-Shirt Size: (Check One)

Youth: S (6/8) M (10/12) L (14/16)

Adult: S M L

Check here if you **DO NOT** give permission for your minor child/ward(s) picture(s) to be on the City of Hickman Facebook, Website and/or Newsletter.

WAIVER AND RELEASE OF LIABILITY

Please read this form carefully and be aware that in participating you will be waiving and releasing all claims for injuries that you or your minor child/ward might sustain arising out of this participation.

As a participant or parent/guardian of a participant, I recognize and acknowledge that there are certain risks of physical injury and agree to assume the full risk of any injuries, including death, damages or loss which I or my minor child/ward may sustain as a result of participating in any and all activities connected with or associated with this program.

I agree to waive and relinquish all claims I or my minor child/ward may have against the City of Hickman and its officials, officers, agents, servants and employees as a result of participating. I do hereby fully release and discharge the City of Hickman and its officials, officers, agents, servants, employees and volunteers from any and all claims from injuries, including death, damage or loss which I or my minor child/ward may have or which may incur or may accrue to me or my minor child/ward on account of my participation.

I further agree to indemnify and hold harmless and defend the City of Hickman and its officials, officers, agents, servants, employees and volunteers from any and all claims resulting from injuries, including death, damages and losses sustained by me or my minor child/ward and or arising out of connected with, or in any way associated with the activities of my participation.

In accordance with Nebraska Statute 71-9105 (2011), parents and coaches must review the provided items that address the following:

- 1) The Signs and Symptoms of a Concussion;
- 2) The Risks Posed by Sustaining a Concussion; and,
- 3) The Actions an athlete should take in response to sustaining a concussion, including the notification of his or her coaches.

(More information is available at www.cdc.gov/concussion/HeadsUp/youth.html)

By signing this form I acknowledge that I have read and fully understand the above warning of Risk and Waiver and Release of All Claims and have received information in accordance with Nebraska Statute 71-9105 regarding concussions.

Parent/Guardian Signature (Required)

Print Name

Date

Make Checks Payable to: City of Hickman Parks & Rec. (Only Cash or Checks are Accepted)

For Office Use Only

Date Received _____ Fees Paid Total \$ _____ Check # _____ Cash Receipt # _____



2019 Hickman Community Center Volleyball Registration

Hickman Parks & Recreation Department
P.O. Box 127, Hickman, NE 68372
www.hickman.ne.gov

Team Name _____

Captain Name _____ E-mail Address _____

Address _____ City _____ State _____ Zip _____

Phone Number: Home (____) _____ Cell (____) _____ Work (____) _____

Co -Captain Name _____ E-mail Address _____

Address _____ City _____ State _____ Zip _____

Phone Number: Home (____) _____ Cell (____) _____ Work (____) _____

REGISTRATIONS begins at 8am Thursday, August 14th, 2019

***** First Paid 8 Teams *****

_____ \$80 - Payable to the City of Hickman *Per Team*

Team Roster: All players must be added including any subs. Players are allowed to play on one team but during pool play anyone can sub from any team. **Tournament play roster are names below only.**

**** Adults 18 and over ****

Name (Print): _____	Name (Print): _____
Name (Print): _____	Name (Print): _____
Name (Print): _____	Name (Print): _____
Name (Print): _____	Name (Print): _____
Name (Print): _____	Name (Print): _____
Name (Print): _____	Name (Print): _____

*****All participants must sign a Waiver and Release from Liability form*****
Located at Hickman Community Center on game days

Make Checks Payable to: City of Hickman Parks & Rec. (Only Cash or Checks are Accepted)

For Office Use Only

Date Received _____ Fees Paid Total \$ _____ Check # _____ Cash Receipt # _____

Wage and Hour Division

Families First Coronavirus Response Act: Employer Paid Leave Requirements

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. [1] The Department of Labor's (Department) Wage and Hour Division (WHD) administers and enforces the new law's paid leave requirements. These provisions will apply from the effective date through December 31, 2020.

Generally, the Act provides that covered employers must provide to **all employees**: [2]

- *Two weeks (up to 80 hours) of **paid sick leave** at the employee's regular rate of pay* where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or
- *Two weeks (up to 80 hours) of **paid sick leave** at two-thirds the employee's regular rate of pay* because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a health care provider), or care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor.

A covered employer must provide to **employees that it has employed for at least 30 days**: [3]

- *Up to an additional 10 weeks of **paid expanded family and medical leave** at two-thirds the employee's regular rate of pay* where an employee is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.

Covered Employers: The paid sick leave and expanded family and medical leave provisions of the FFCRA apply to certain public employers, and private employers with fewer than 500 employees. [4] Most employees of the federal government are covered by Title II of the Family and Medical Leave Act, which was not amended by this Act, and are therefore not covered by the expanded family and medical leave provisions of the FFCRA. However, federal employees covered by Title II of the Family and Medical Leave Act are covered by the paid sick leave provision.

Small businesses with fewer than 50 employees may qualify for exemption from the requirement to provide leave due to school closings or child care unavailability if the leave requirements would jeopardize the viability of the business as a going concern.

Qualifying Reasons for Leave:

Under the FFCRA, an employee qualifies for paid sick time if the employee is unable to work (**or unable to telework**) due to a need for leave because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. has been advised by a health care provider to self-quarantine related to COVID-19;
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
5. is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or
6. is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

Under the FFCRA, an employee qualifies for expanded family leave if the employee is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19.

Duration of Leave:

For reasons (1)-(4) and (6): A full-time employee is eligible for up to 80 hours of leave, and a part-time employee is eligible for the number of hours of leave that the employee works on average over a two-week period.

For reason (5): A full-time employee is eligible for up to 12 weeks of leave at 40 hours a week, and a part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

Calculation of Pay:[5]

For leave reasons (1), (2), or (3): employees taking leave shall be paid at either their regular rate or the applicable minimum wage, whichever is higher, up to \$511 per day and \$5,110 in the aggregate (over a 2-week period).

For leave reasons (4) or (6): employees taking leave shall be paid at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and \$2,000 in the aggregate (over a 2-week period).

For leave reason (5): employees taking leave shall be paid at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and \$12,000 in the aggregate (over a 12-week period—two weeks of paid sick leave followed by up to 10 weeks of paid expanded family and medical leave).[6]

Tax Credits: Covered employers qualify for dollar-for-dollar reimbursement through tax credits for all qualifying wages paid under the FFCRA. Qualifying wages are those paid to an employee who takes leave under the Act for a qualifying reason, up to the appropriate per diem and aggregate payment caps. Applicable tax credits also extend to amounts paid or incurred to maintain health insurance coverage. For more information, please see the Department of the Treasury's website.

Employer Notice: Each covered employer must post in a conspicuous place on its premises a notice of FFCRA requirements.[7]

Prohibitions: Employers may not discharge, discipline, or otherwise discriminate against any employee who takes paid sick leave under the FFCRA and files a complaint or institutes a proceeding under or related to the FFCRA.

Penalties and Enforcement: Employers in violation of the first two weeks' paid sick time or unlawful termination provisions of the FFCRA will be subject to the penalties and enforcement described in Sections 16 and 17 of the Fair Labor Standards Act. 29 U.S.C. 216; 217. Employers in violation of the provisions providing for up to an additional 10 weeks of paid leave to care for a child whose school or place of care is closed (or child care provider is unavailable) are subject to the enforcement provisions of the Family and Medical Leave Act. The Department will observe a temporary period of non-enforcement for the first 30 days after the Act takes effect, so long as the employer has acted reasonably and in good faith to comply with the Act. For purposes of this non-enforcement position, "good faith" exists when violations are remedied and the employee is made whole as soon as practicable by the employer, the violations were not willful, and the Department receives a written commitment from the employer to comply with the Act in the future.

[1] Wage and Hour Division does not administer this aspect of the law, but notes that every dollar of required paid leave (plus the cost of the employer's health insurance premiums during leave) will be **100%** covered by a dollar-for-dollar refundable tax credit available to the employer. For more information, please see the Department of the Treasury's website.

[2] Employers of Health Care Providers or Emergency Responders may elect to exclude such employees from eligibility for the leave provided under the Act.

[3] Employers of Health Care Providers or Emergency Responders may elect to exclude such employees from eligibility for the leave provided under the Act.

[4] Certain provisions may not apply to certain employers with fewer than 50 employees. See Department FFCRA regulations (expected April 2020).

[5] Paid sick time provided under this Act does not carry over from one year to the next. Employees are not entitled to reimbursement for unused leave upon termination, resignation, retirement, or other separation from employment.

[6] An employee may elect to substitute any accrued vacation leave, personal leave, or medical or sick leave for the first two weeks of partial paid leave under this section.

[7] The Department will issue a model notice no later than March 25, 2020.



Wage and Hour Division

An agency within the U.S.
Department of Labor

200 Constitution Ave NW
Washington, DC 20210
1-866-4-US-WAGE
1-866-487-9243
www.dol.gov

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EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

▶ PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- ⅔ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at ⅔ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

▶ ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days* prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

▶ QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to **telework**, because the employee:

- | | |
|---|---|
| <ol style="list-style-type: none">1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;2. has been advised by a health care provider to self-quarantine related to COVID-19;3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
|---|---|

▶ ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd



City of Hickman
 Schedule of Budgeted Capital Outlay
 For the Budget Year Ended September 30, 2021

<u>General Fund</u>	Capital Improvements	Capital Outlay
Old Fire Dept Bldg Remodel (split \$60k/all funds)	\$10,000	
Total	\$10,000	\$0
<u>Street Fund</u>		
Radar Sign for 68th/Woodland		\$3,500
Lift - 5th Street Shop	\$4,500	
Street Lights - Terrace View	\$30,000	
Crack Sealing	\$26,500	
Asphalt Oiling	\$15,000	
Tree Removal (50% Parks/50% Streets)		\$7,500
New Gravely Mower (\$9k Split wtr/sewer/elec/streets)		\$2,250
Old Fire Dept Bldg Remodel (split \$60k/all funds)	\$10,000	
Total	\$86,000	\$13,250
<u>Park Fund</u>		
Mulch & Borders (Prairie Park-4th Street Cr)	\$8,000	
Swing Set (Prairie Park-4th Street Cr)	\$5,000	
Aluminum Bleachers (Main Park)		\$6,000
Tree Removal (50% Parks/50% Streets)		\$7,500
Old Fire Dept Bldg Remodel (split \$60k/all funds)	\$10,000	
Total	\$23,000	\$13,500
<u>Electric Fund</u>		
New Gravely Mower \$9,000 total (Split water/sewer/electric/streets)		\$2,250
Terrace View Electrical Installation (Bond Revenue)	\$500,000	
Electrical Line Replacement (Old SID)	\$115,000	
Old Fire Dept Bldg Remodel (split \$60k/all funds)	\$10,000	
Total	\$625,000	\$2,250
<u>Sewer Fund</u>		
New Gravely Mower \$9,000 total (Split water/sewer/electric/streets)		\$2,250
UV Plant Blub Replacement		\$15,000
Old Fire Dept Bldg Remodel (split \$60k/all funds)	\$10,000	
Total	\$10,000	\$17,250
<u>Water Fund</u>		
New Gravely Mower \$9,000 total (Split water/sewer/electric/streets)		\$2,250
Line Replacement (Maple on 5th-Includes Concrete Work)	\$140,000	
New Test Well	\$25,000	
Old Fire Dept Bldg Remodel (split \$60k/all funds)	\$10,000	
Total	\$175,000	\$2,250
8/11/2020 revised KO	\$929,000	\$48,500