

City Council Regular Meeting
Tuesday, August 12, 2025 7:00 PM

Hickman Community Center/City Hall

1. Call to Order

1.A. 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.

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

1.C. 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. 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. Public Hearing Testimonies may be limited to five (5) minutes per person. All individuals requesting to hand out documents to City Council Members must deliver them directly to the City Clerk for distribution.

1.D. 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.

2. Pledge of Allegiance

3. Roll Call

4. Mayor Communications

5. Consent Agenda

5.A. Approval of July 22, 2025 City Council Meeting Minutes

5.B. Approval of July 29, 2025 City Council Special Meeting Minutes

- 5.C. Claims and Accounts Payable Report
6. Proclamations, Presentations, Appointments, Affirmations & Introductions - None
7. Reports
 - 7.A. Lancaster County Sheriff's Office Report
 - 7.B. Community Center and Activities Report
 - 7.C. Arts Council Report
8. Public Hearings - None
9. Unfinished Business
 - 9.A. Ordinance 2025-03, adopting New Municipal Code Codification and Repeal Former Code (Third Reading)
10. New Business
 - 10.A. Consideration of Bids for Hickman Booster Pump Station
 - 10.B. Resolution 2025-09, Signing of the Municipal Annual Certification of Program Compliance 2025 for Nebraska Board of Public Roads Classification
 - 10.C. Resolution 2025-10, Purchasing Policy Update
 - 10.D. Resolution 2025-11, Establishing FYE2026 Cost of Living Adjustment for Employee Wage Pay Scale
 - 10.E. Motion to Recommend Approval of Liquor License Renewal for American Legion Post # 105
 - 10.F. Motion to Recommend Approval of Liquor License Renewal for J & K Dreams LLC, DBA Hickman Bar & Grill
 - 10.G. Motion to Recommend Approval of Liquor License Renewal for Hacienda Jalisco Inc.
11. City Administrator's Report
12. Governing Body Comments & Council Correspondence
 - 12.A. League of Nebraska Municipalities 2025 Annual Conference Sept 24-26, 2025 in Lincoln, Ne

13. Meeting Adjournment

MINUTES OF THE HICKMAN CITY COUNCIL MEETING HELD July 22, 2025

Mayor Phil Goering called the meeting to order at 7:00 pm on July 22, 2025, 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. Mayor Phil Goering and Council Members Tina Ziemann, Dave Kulwicki, Steve Noren, Travis Borchardt, Doug Wagner, and Justin Drahota were present for Roll Call. 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 – None

Consent Agenda

The Consent Agenda included approval of July 8, 2025, City Council Meeting Minutes, Approval of July 15, 2025, Special City Council Meeting Minutes, and Claims and Accounts Payable. Motion by Wagner and a second by Ziemann to approve the Consent Agenda as presented. The following Council Members voted "YEA": Kulwicki, Noren, Borchardt, Ziemann, Drahota and Wagner. The following Council Members voted "NAY": None. Motion passed 6-0.

Proclamations, Presentations, Appointments, Affirmations & Introductions

Kerry Kernen, Health Director and Brock Hanisch, Division Manager of the Lincoln-Lancaster County Health Department gave an update of the Lincoln-Lancaster County Health Department. Kernen presented a slide show showcasing the many essential public health services they provide. Services include: Immunizations; Sexually Transmitted Infection Clinic; Refugee Health Screening; Dental Services; Family Connects International Home Visitation; Healthy Families America Home Visitation; The Women, Infants and Children program (WIC); Environmental Health (Air Quality, Disease Prevention, Environmental Education, Waste Management and Hazardous Materials, and Water Quality). The Lincoln-Lancaster County Health Department provides Health Promotion and Outreach, Public Health Informatics and Planning, Lead Prevention Case Management, Community Health Assessment and the Lincoln-Lancaster County Community Health Improvement Plan. Kernen encouraged the City Council to visit their website and to share their services with the community.

Reports

The Public Works Director presented the Public Works and Parks and Recreation Department Report. The City Administrator presented the City Code Violations, Abatements, Nuisances and Permits Report. Motion by Noren and a second by Wagner to approve reports. The following Council Members voted "YEA": Noren, Ziemann, Drahota, Wagner, Kulwicki, Borchardt . The following Council Members voted "NAY": None. Motion passed 6-0.

Public Hearings – None

Unfinished Business

The City Administrator presented the renewal for insurance through the League Association of Risk Management (LARM). The 2025-26 Pool Year rates had a 26% adjustment increase for Property, 5% adjustment increase for Liability Coverages and 5% adjustment increase for Workers Compensation. Minimum deductibles were also increased to \$500 for Auto, \$500 for Contractors Equipment and Additional Property, and \$1,000 for Buildings, Contents and Property in the Open. Staff recommended choosing the option with the three-year commitment and 180-day notice of termination for the 5% discount. RESOLUTION NO. 2025-06 CITY OF HICKMAN, NEBRASKA League Association of Risk Management 2025-26 Renewal Resolution WHEREAS, the City of Hickman is a member of the League Association of Risk Management (LARM); WHEREAS, section 8.10 of the Interlocal Agreement for the Establishment and Operation of the League Association of Risk Management provides that a member may voluntarily terminate its participation in LARM by written notice of termination given to LARM and the Nebraska Director of Insurance at least 90 days prior to the desired termination given to and that members may agree to extend the required termination notice beyond 90 days in order to realize reduced excess coverage costs, stability of contribution rates and efficiency in operation of LARM; and WHEREAS, the Board of Directors of LARM has adopted a plan to provide contribution credits in consideration of certain agreements by members of LARM as provided in the attached letter. LET IT BE RESOLVED that the governing body of the Hickman, Nebraska, in consideration of the contribution credits provided under the LARM Board's plan, agrees to: * Provide written notice of termination at least 180 days prior to the desired termination date, which date shall be no sooner than September 30, 2028. (180 day and 3 year commitment; 5% discount) * Provide written notice of termination at least 180 days prior to the desired termination date, which date shall be no sooner than September 30, 2027. (180 day and 2 year commitment; 4% discount) * Provide written notice of termination at least 180 days prior to the desired termination date, which date shall be no sooner than September 30, 2026. (180 day notice only; 2% discount) * Provide written notice of termination at least 90 days prior to the desired termination date, which date shall be no sooner than September 30, 2028. (90 day notice and 3 year commitment only; 2% discount) * Provide written notice of termination at least 90 days prior to the desired termination date, which date shall be no sooner than September 30, 2027. (2 year commitment only; 1%) * Provide written notice of termination at least 90 days prior to the desired termination date, which date shall be no sooner than September 30, 2026. (90 day Notice only) PASSED AND APPROVED THIS 8th DAY OF JULY, 2025. Motion by Noren and a second by Ziemann to approve Resolution 2025-06 with the 180-day and 3-year commitment 5% discount. The following Council Members voted "YEA": Kulwicki, Noren, Borchardt, Ziemann, Drahota, Wagner. The following Council Members voted "NAY": None. Motion passed 6-0.

Ordinance 2025-09, an ordinance for a Change of Zone from R-O, Original Residential District, to C-2, General Commercial District on property at 541 Chestnut St., legally described as S33, T8, R7, 6th Principal Meridian, Irregular Tract to Hickman Lot 72 NE was on the agenda for the third reading. Motion by Wagner and a second by Ziemann to approve the third and final reading of Ordinance 2025-09. The following Council Members voted "YEA": Kulwicki, Noren, Borchardt, Ziemann, Drahota and Wagner. The following Council Members voted "NAY": None. Motion passed 6-0.

New Business

Shayne Huxoll from Olsson reported that we were ready to move forward with the Scotts Creek Trail Project, which will connect the trail from the underpass to Hickman Road. Motion by Drahota and a second by Ziemann to approve initiating the bidding process for the Scotts Creek Trail Project. The following Council Members voted "YEA": Kulwicki, Noren, Borchardt, Ziemann, Drahota and Wagner. The following Council Members voted "NAY": None. Motion passed 6-0.

Sam Lawson, Pastor of the Redemption Hill Bible Church, requested non-exclusive use of city owned property for a community kids outreach and block party in Main Park August 4th through 7th. The 4th through the 6th will be a vacation bible school with games, crafts and bible lessons open to the community and then a celebration on the 7th with a grill out, snow cone trailer, bounce house and petting zoo. Motion by Wagner and a second by Drahota to approve Redemption Hill Church's request to use city owned property at the Main Park for a Community Kids Outreach the evening of August 4th - 6th, 2025 and a Block Party August 7th, 2025, pending any insurance requirement. The following Council Members voted "YEA": Kulwicki, Noren, Borchardt, Ziemann, Drahota and Wagner. The following Council Members voted "NAY": None. Motion passed 6-0.

The City Administrator presented the Master Agreement Work Order for Professional Services with Olsson for Etmund Estates 2nd Addition Construction Oversight for paving, water, storm sewer and finishing. According to the Subdivision Agreement, these costs are reimbursable by the developer. Motion by Noren and a second by Kulwicki to approve the Master Agreement Work Order for Professional Services with Olsson for Etmund Estates 2nd Addition Construction Oversight. The following Council Members voted "YEA": Kulwicki, Noren, Borchardt, Ziemann, Drahota and Wagner. The following Council Members voted "NAY": None. Motion passed 6-0.

The City Administrator presented the agreement with HBE CPA's & Consultants to comprise the 2025-2026 State of Nebraska City/Village Budget Form. The cost for this service will be based on billable hours. Motion by Ziemann and a second by Wagner to approve the agreement with HBE CPA's & Consultants to comprise the 2025-2026 State of Nebraska City/Village Budget Form. The following Council Members voted "YEA": Kulwicki, Noren, Borchardt, Ziemann, Drahota and Wagner. The following Council Members voted "NAY": None. Motion passed 6-0.

The City Administrator presented the sealed bids for the sale and conveyance of Etmund Estates 1st Addition, Lot 2. Two bids were received, one for \$100 and the other for \$1,000. This parcel was purchased for \$10,000 in 2017 for a future sight of a water tower and is currently assessed at \$1,500.00. It is zoned Transitional Agriculture and would require a private access easement. Motion by Drahota and a second by Noren to table Ordinance 2025-10, an ordinance for consideration of sealed bids for the sale and conveyance of real property of Etmund Estates 1st Addition, Lot 2 indefinitely. The following Council Members voted "YEA": Kulwicki, Noren, Ziemann, Drahota and Wagner. The following Council Members voted "NAY": Borchardt. Motion passed 5-1.

City Administrator's Report

The City Administrator reported the following: Lancaster County is working on strategic planning and will be sending surveys to all residents shortly; on July 7th there was a lawn mower accident with the 2023 mower which insurance has ruled a total loss; Hickman Hay Day plans going well; the City Surplus Silent Auction will be Saturday, July 26th from 8am to 11:30. Motion by Wagner and a second by Noren to approve the City Administrator's report as presented. The following Council Members voted "YEA": Kulwicki, Noren, Borchardt, Ziemann, Drahota and Wagner. The following Council Members voted "NAY": None. Motion passed 6-0.

Governing Body Comments & Council Correspondence

The 36th Annual Hickman Hay Days is Friday & Saturday, July 25 & 26, 2025

Meeting Adjournment

Motion by Borchardt and a second by Ziemann to adjourn meeting at 8:13 pm. The following Council Members voted "YEA": Kulwicki, Noren, Borchardt, Ziemann, Drahota and Wagner. The following Council Members voted "NAY": None. Motion passed 6-0.

Phil Goering, Mayor

Michele Lincoln, CMC, City Clerk

**MINUTES OF THE HICKMAN CITY COUNCIL
SPECIAL MEETING HELD July 29, 2025**

Mayor Phil Goering called the meeting to order at 6:00 pm on July 29, 2024 and referenced the meeting recording process, optional sign in sheet, and open meeting law posting. Council Members Justin Drahota, Doug Wagner, Travis Borchardt, Dave Kulwicki, Tina Ziemann , and Steve Noren and were present for Roll Call. 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 Goering moved to Agenda Item 4. Resolution 2025-08 Surplus Property Declaration.

Resolution 2025-08 Surplus Property Declaration

City Administrator reported on results of the city surplus silent auction held on Saturday July 26, 2025. \$828.00 of items were sold, yet several items remain. To try to sell, donate, or dispose of the remaining items, Resolution 2025-08 was brought forth for consideration. Motion by Council Member Noren and a second by Wagner to approve Resolution 2025-08. The following Council Members voted "YEA": Drahota, Wagner, Borchardt, Kulwicki, Ziemann , Noren. The following Council Members voted "NAY": None. Motion passed 6-0.

Discussion of Fiscal Year 2025/2026 Budget

The City Administrator presented preliminary fiscal year budget items for discussion. Items discussed included taxing authority values, debt service, operating expenditures, infrastructure improvements, equipment purchases, cost of living adjustment percentages, city trail improvements, and employee pay scale. City staff will be requesting quotes for budget items discussed. Other items discussed included recent emergency repairs to the water and wastewater treatment plants. Mayor Goering requested a Personnel Committee meeting on August 5, 2025 at 7pm. Next City Council meeting is August 12, 2025. No action taken.

Adjournment

Motion by Council Member Borchardt and a second by Wagner to adjourn the meeting at 7:21 pm. The following Council Members voted "YEA": Drahota, Wagner, Borchardt, Kulwicki, Ziemann , Noren. The following Council Members voted "NAY": None. Motion passed 6-0.

Mayor Phil Goering

Kelly Oelke, City Administrator

Name	Description	Invoice	
All Copy Products	EFT Postage Meter - General	\$	600.00
Andy's Truck and Auto Repair	F250 2013 Wheel Speed Sensor	\$	364.28
Bizco Technologies	Truck Docking Station for Meter Read Computer	\$	914.55
Black Hills Energy	Gas Utility - 115 Locust Street July '25 billing	\$	73.03
Black Hills Energy	Gas Utility - 588 Chestnut July '25 billing	\$	48.98
Black Hills Energy	Gas Utility - 214 E 5TH ST July '25 billing	\$	45.77
Brown, Chelsey	July '25 Community Center Cleaning	\$	1,000.00
Caselle	Sept 2025 Support/Maint	\$	3,276.00
CNA Surety	LARM Surety Bond #66404443 Utility Clerk & Treasurer 9/23/25-9/23/28	\$	325.13
Cummins Central Power	WWTP Generator Repair	\$	301.84
Cummins Central Power	WWTP Generator Preventive Maint	\$	987.34
Cummins Central Power	WTP Generator Preventative Maint	\$	992.81
Dale's Consulting & Inspection Services	July 2025 Consulting, Inspections, Plan Reviews		1,850.00
Executive Answering Service	Answering Service 6-24-25 TO 7-21-25	\$	56.80
Farmers Coop	Bulk Fuel	\$	1,275.59
Fish Window Cleaning	Community Center Window Cleaning Inside & Out	\$	481.00
Flood, Brian	July 2025 Electrical Inspections/Plan Reviews	\$	1,400.00
Harris Decals	City Logo Sticker on 2025 Chevy Truck	\$	92.16
HBE, LLP	Budget Assistance 2025-2026	\$	220.00
Hewitt, Fletcher	HACFF Donation Pass-Thru	\$	1,000.00
Hochstetler, David Sr	July 2025 HVAC Inspections	\$	550.00
Hoffschneider Law, PC, LLO	AUG '25 Monthly Legal Service	\$	2,000.00
Husker Ready Mixed Concrete	Crosswalk Bases - Grant Project Lights/Crosswalks	\$	972.50
Kreifels, Jeffrey	July 2025 Plumbing Inspections/Plan Reviews		1,350.00
Lancaster County Sheriff's Office	JULY '25 CONTRACT HOURS	\$	854.70
Lancaster County Sheriff's Office	AUGUST '25 MONTHLY BASE RATE	\$	12,616.00
League Association of Risk Management	Endorsement - Add Sewer Jetter	\$	187.35
Max I Walker's Uniform Rental	PW - Uniforms	\$	142.56
Max I Walker's Uniform Rental	417 - Public Works Rugs, Mops, Brooms, Towels	\$	16.48
Max I Walker's Uniform Rental	Community Center Rugs, Mops, Brooms, Towels	\$	171.16
McGovern, Natalie	Arts Council Acct - Farmers Market Musician	\$	40.00
Menagh, Amanda	Activities Acct - Refund Registration Fee Soccor	\$	65.00
Midwest Laboratories, Inc.	WWTP Supplies/Testing	\$	467.06
Nebraska Dept of Revenue	Keno 2Qtr 2025 Tax	\$	2,347.00
New Day LLC	Water Deposit Refund	\$	500.00
Nortland Pure	Water	\$	187.07
Norris Public Power	Electric Utility July '25	\$	11,067.72
Otsson	General Engineering	\$	689.85
One Call Concepts, Inc.	JULY '25 One Call Services	\$	95.31
Paper Tiger Shredding	Shredding Service 7/10/25	\$	35.00
Premier Umpires LLC	Activities Acct - Baseball/Softball Umpires	\$	80.00
Reams Sprinkler Supply	Weed Control	\$	108.60
Spier, Gary	Commercial Plan Review & Inspection	\$	50.00
Straight-Line Striping, Inc	Line Striping yellow & white paint 190 gallons used	\$	4,865.90
Summit Fire Protection	Comm. Center Semi-Annual Inspection	\$	235.00
Transit Works	Red Marking Paint, Electrical	\$	339.15
Tri-Point Tree & Landscaping	Mulch for City Parks & 68th Street Entrance Sign	\$	840.00
Verizon Wireless	Mobile Phones - July 2025	\$	276.14
Voice News	July '25 Publications	\$	488.94
Windstream	Acct #9853 WWTP PHONE	\$	75.95
Windstream	Acct #2029 City Office Phone	\$	892.66
Xpress Bill Pay	July 2025 Online Payment Transaction Fees	\$	129.50
Zelle, LLC	July 2025 HR Consulting Services	\$	3,000.00
Total		\$	61,041.88
Name	Description	Invoice	
Wells Fargo City - 2443	FLASH DRIVE - FULFILL OPEN RECORDS REQUEST	\$	14.45
Wells Fargo City - 2443	Parking - Accounting & Finance Conf.	\$	6.00
Wells Fargo City - 2443	FILTERS & HVAC BELTS FOR COMMUNITY CENTER	\$	868.02

Wells Fargo City - 2443	DRAW STRING BAG & FIRST AID KIT SUPPLIES	\$	61.94
Wells Fargo City - 2443	Office Supplies:Note Pad,Post-it,Clip Boards	\$	95.17
Wells Fargo City - 2443	NFL Flag - Youth Sports - Team Jersey/Coach Shirts/Flag Belts & Footballs	\$	4,050.00
Wells Fargo City - 2443	HAEDA - HICKMAN HAY DAYS SUPPLIES	\$	328.53
Wells Fargo City - 2443	June - Treasurer	\$	13.90
Wells Fargo City - 2443	June - Activities	\$	13.90
Wells Fargo City - 2443	July - Office Assistant	\$	21.39
Wells Fargo City - 2443	Criminal History - Peddler Permit	\$	15.50
Total		\$	5,488.80
Name	Description	Invoice	
Wells Fargo City - 3079	ICMA Conference Registration	\$	1,090.00
Wells Fargo City - 3080	Cobblestone Inn - Lodging NCMA Conference	\$	214.00
Wells Fargo City - 3081	Google Play Subscription	\$	9.99
Wells Fargo City - 3082	U-Stop Water for Public Works	\$	14.00
Total		\$	1,327.99
MANDATORY PAYROLL CLAIMS			
Name	Description	Invoice	
Ameritas	Employee 401K Retirement Deposit	\$	5,085.94
Erin M. McCartney	Employee Withholding	\$	504.00
EFTS/ Internal Revenue Services	Federal/FICA/Medicare Staff	\$	10,405.62
EFTS/ Internal Revenue Services	Federal/FICA/Medicare Council	\$	2,617.66
Medica	Aug 2025 Employee Health Insurance Premiums	\$	10,317.52
Mission Square	Employee Retirement Plan Deposit	\$	729.60
Nebraska Child Support Payment Center	Payroll Withholding	\$	217.85
Nebraska Dept of Revenue	2nd Quarter Tax Withholding	\$	2,611.13
Payroll	8/1/25 City Council	\$	4,141.67
Payroll	7/24/2025 Staff	\$	32,654.50
United Health Care	Aug 2025 Premiums Dental/Vision/AD&D/Life	\$	528.88
Total		\$	69,814.37

Dispatch Calls

<u>LOCATION</u>	<u>CASE</u>	<u>Incident</u>	<u>Time</u>	<u>Deputy Name</u>
July 10, 2025				
102 CONCORD AVE, HICKMAN,	C5005133	DISTURBANCE OTHER	849	22190 KINGSWOOD
100 FENCE ROCK CT, HICKMAN,	C5005135	MEDICAL EMERG OTHER	1011	22190 KINGSWOOD
S 82ND ST & HICKMAN RD, 68372	C5005130	ACC PROP DMG W/DEER	738	22190 KINGSWOOD
July 12, 2025				
S 82ND ST & HICKMAN RD, 68372	C5005196	ACC PROP DMG W/DEER	2132	22221 KROESE
July 14, 2025				
S 68TH ST & HICKMAN RD, 68372	C5005235	ACC PROP DMG	1157	22208 SCHENDT
July 16, 2025				
100 FENCE ROCK CT, HICKMAN,	C5005301	MEDICAL EMERG OTHER	1635	22221 KROESE
July 17, 2025				
541 CHESTNUT ST, HICKMAN, NE,	C5005337	MEDICAL EMERG OTHER	2124	22221 KROESE
300 E 3RD ST, 68372	C5005336	SUSPICIOUS PERSON	2120	22221 KROESE
July 21, 2025				
330 WOODLAND BLVD, HICKMAN,	C5005408	DEATH NATURAL	555	22139 BRYANT
July 22, 2025				
320 E 1ST ST, 68372	C5005451	CHILD AB/NEG UNAT OT	1909	22139 BRYANT
July 23, 2025				
206 W 5TH ST, 68372	C5005478	PROP LOST/STOLEN	1640	22155 BUTTERS
435 E 4TH ST, 68372	C5005464	ACC PROP DMG	844	22190 KINGSWOOD
100 MAIN ST, 68372	C5005467	SEX ASSAULT 1ST DEGR	1020	22203 DIMAS
July 25, 2025				
125 WAGON TRAIN AVE,	C5005515	MENTAL INVEST	507	22217 CALDWELL
320 E 1ST ST, 68372	C5005537	ANIMAL OTHER	2001	22221 KROESE
July 26, 2025				
607 STAGECOACH AVE, HICKMAN,	C5005554	PROP FOUND ITEM	1221	22128 SCHROER
115 WAGON TRAIN AVE,	C5005562	DEATH UNK CAUSE	1921	22221 KROESE

<u>LOCATION</u>	<u>CASE</u>	<u>Incident</u>	<u>Time</u>	<u>Deputy Name</u>
July 27, 2025				
320 E 1ST ST, 68372	C5005579	DISTURBANCE DOMESTIC	1317	22172 BUCHHEISTER
July 28, 2025				
321 CHESTNUT ST, HICKMAN, NE, 106 E 5TH ST, 68372	C5005617 C5005610	DISTURB ARGU/FIGHT ANIMAL DOG BITE/INJ	2031 1551	22139 BRYANT 22155 BUTTERS
July 29, 2025				
401 W 7TH ST, 68372 TITAN DR & E 8TH ST, 68372	C5005630 C5005632	DISTURBANCE OTHER TRAFFIC PARK OTHER	1551 1705	22155 BUTTERS 22155 BUTTERS
July 30, 2025				
809 MAPLE CT, HICKMAN, NE, 109 W 9TH ST, 68372 6800 HICKMAN RD, HICKMAN, NE,	C5005661 C5005668 C5005650	CHILD AB/NEG PHYS MISC OTHER ALARM COMMERCIAL	1325 1924 58	22190 KINGSWOOD 22221 KROESE 22139 BRYANT
July 31, 2025				
321 CHESTNUT ST, HICKMAN, NE,	C5005700	DISTURBANCE OTHER	2302	22221 KROESE
August 1, 2025				
321 CHESTNUT ST, HICKMAN, NE,	C5005724	MISC OTHER	1826	22197 MCMANUS
August 2, 2025				
870 TITAN DR, HICKMAN, NE, 1602 E 12TH ST, 68372	C5005761 C5005764	CHILD AB/NEG OTHER MEDICAL EMERG OTHER	1909 1832	22221 KROESE 22221 KROESE
August 3, 2025				
930 PRIMROSE CT, HICKMAN, NE, 6800 HICKMAN RD, HICKMAN, NE, 7005 WAGON TRAIN RD,	C5005783 C5005787 C5005793	SPEC SVC OTHER SUSPICIOUS VEHICLE FIRE	1257 1650 2203	22225 LIVINGSTON 22173 FUNK 22224 LOPEZ
August 4, 2025				
7374 MERCY LN, 68372 730 LARKSPUR DR, 68372	C5005806 C5005803	ANIMAL OTHER MEDICAL EMERG OTHER	1221 926	22225 LIVINGSTON 22172 BUCHHEISTER
August 6, 2025				
740 PRAIRIE VIEW LN, HICKMAN,	C5005846	FRAUD DECEPTION	241	22238 RANSIEAR

<u>LOCATION</u>	<u>CASE</u>	<u>Incident</u>	<u>Time</u>	<u>Deputy Name</u>
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August 9, 2025

18940 S 68TH ST, 68372	C5005939	TRAFFIC MOTORIST AST	1324	22232 NEEDHAM
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August 11, 2025

201 E 2ND ST, 68372	C5005988	CRIM MISCHIEF	1954	22173 FUNK
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Report Totals

Count: 37
Date Exported: 8/12/2025 3:53 PM

July 2025 Community Center/Activities Report

8 Rental Inquiries

2 Tours

108 Participants for Open Gym Time

114 Participants for Adults Only Pickleball Open Play

60 Participants for Adults Pickup Basketball

In the Meeting Rooms, A & B

- 4 Nonprofit Meetings
- 4 Lincoln City Libraries – Community Outreach Summer Reading Challenge
- 2 Spy Camps
- 1 Reading Centre Book Sale
- 1 NFL FLAG Football Officials' Meeting
- 1 NFL FLAG Football Coaches' Meeting

In the Multipurpose Room

- 6 Adults Only Pickleball Open Plays
- 5 Adults Pickup Basketball
- 2 Family Reunions
- 1 City Surplus For Sale
- 7 Private Basketball Practices

Upcoming Events for Community in August 2025

- **Adults Only – Pickleball Open Play:**
 - Wednesdays from 4:00 PM to 8:00 PM
 - 2nd & 4th Fridays from 9:00 AM to 1:00 PM
 - *Hours subject to change based on current rental schedule.*
- **Adults Only – Pickup Basketball**
 - Tuesdays 5:30 AM to 7:30 AM
- **Hickman Arts Council's Farmers Market**
 - 1st & 3rd Thursdays from 5:00 PM – 8:00 PM, May through September

Damage to Report: None.

Hickman Youth Sports:

- **Coed Youth NFL FLAG Football:**
 - Season begins August 23, 2025
- **Coed Youth Soccer:**
 - Season begins September 22, 2025

**ORDINANCES OF A GENERAL
AND PERMANENT NATURE
OF THE CITY OF HICKMAN, NEBRASKA**

ORDINANCE NO. 2025-03

AN ORDINANCE OF THE CITY OF HICKMAN, NEBRASKA, RECODIFYING THE GENERAL ORDINANCES OF THE CITY; REPEALING PRIOR ORDINANCES IN CONFLICT HEREWITH; AND PROVIDING AN EFFECTIVE DATE.

BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF HICKMAN, NEBRASKA, AS FOLLOWS:

SECTION 0-001: RECODIFICATION

The ordinances of the City of Hickman, Nebraska, are hereby compiled and classified into ten chapters and the sections thereunder, which are adopted and declared to be the ordinances of this city.

SECTION 0-002: REPEAL PRIOR ORDINANCES IN CONFLICT

All ordinances and parts of ordinances of a general or permanent nature passed and approved prior to the passage and approval of this codification ordinance and in conflict with this ordinance are hereby repealed; provided, in construing the provisions of this ordinance, the following ordinances shall not be considered or held to be ordinances of a general or permanent nature, to-wit:

1. Ordinances vacating streets or alleys;
2. Ordinances authorizing or directing public improvements to be made;
3. Ordinances levying taxes or special assessments;
4. Ordinances granting any right, privilege, franchise, or license to persons, firms, or corporations;
5. Ordinances providing for the issuance of bonds or other instruments of indebtedness;
6. Any other ordinance which by nature would be considered special.

SECTION 0-003: EXCEPTIONS

The repeal of ordinances as provided in the preceding section hereof shall not affect any right acquired, fines, penalties, forfeitures, or liabilities incurred thereunder, or actions involving any of the provisions of such ordinances and parts thereof. Said ordinances above repealed are hereby continued in force and effect after the passage, approval and publication hereof for the purpose of all such rights, fines, penalties, forfeitures, and liabilities and actions therefor.

SECTION 0-004: CONSTRUCTION OF CHAPTERS

For purposes of construction, each chapter contained and arranged in this code shall be considered as a separate and distinct ordinance grouped for convenience under General Codification Ordinance No. 2025-03, and each section appearing in the several chapters of this code shall be considered a separate and distinct unit of legislation germane to the chapter or article under which it is considered.

SECTION 0-005: DEFINING CHAPTERS AND SECTIONS; ORDINANCE NUMBERING

The chapters and sections as set forth herein shall be and hereby are declared to be the chapters and sections to designate said provisions, and all ordinances hereafter passed shall be numbered consecutively.

SECTION 0-006: GENERAL DEFINITIONS

1. *Person*. Whenever used in this code, "person" shall include persons, artificial persons such as corporations, co-partnerships, associations, and all aggregate organizations of whatever character.

2. *Gender, number*. All words used herein implying the masculine gender may apply to and include the feminine or neuter gender, and all words importing the plural may be applied to and mean a single person, firm or thing, or vice versa; and all words importing the singular number may be applied to and mean plural number.

3. *Code, ordinance, article*. "Municipal code" shall mean General Codification Ordinance No. 2025-03. "Ordinance" and "article" are used synonymously, unless from the context the contrary clearly appears.

4. *City, municipal, municipality*. These terms, whenever used in this code, refer to the City of Hickman, Nebraska, a municipal corporation.

SECTION 0-007: VALIDITY

Each chapter, section, and subdivision of a section of each ordinance is hereby declared to be independent of each other chapter, section, or subdivision of a section so far as inducement of the passage of this ordinance is concerned; and the invalidity of any chapter, section, or subdivision of a section of this ordinance shall not invalidate any other chapter, section, or subdivision of a section thereof.

SECTION 0-008: NONSUBSTANTIVE CHANGES

Municipal Code Services, Inc., and the city clerk be and hereby are authorized to make nonsubstantive changes in this ordinance to correct the spelling of words, capitalize or uncapitalize words, and make other similar changes in accordance with accepted us-

age or for consistency with terminology used in other provisions of this code. Municipal Code Services, Inc., and the city clerk are further authorized to make other nonsubstantive changes necessary to incorporate ordinance material into this code while preserving the original meaning of the ordinance sections.

SECTION 0-009: EMPOWERMENT OF OTHER LAW ENFORCEMENT PERSONNEL

The terms "city police" or "city law enforcement" shall apply in all instances to all other law enforcement officials, including the county sheriff and deputies and Nebraska State Patrol troopers. Whenever this codifying ordinance empowers the city police to take any action, such empowerment shall extend to and apply equally to the county sheriff or deputies or any Nebraska State Patrol troopers.

SECTION 0-010: DOLLAR AMOUNTS NOT REQUIRED TO BE INCORPORATED

All compensation amounts for city officials and employees, fees and charges for providing municipal services to the customers of such services, occupation taxes, and minimum fines for violation of municipal ordinances may be established from time to time by ordinance or resolution as required or permitted by Nebraska law. Any such ordinance or resolution shall be kept on file with the city clerk and available for public inspection during normal office hours. Such ordinances containing compensation, fees, charges, taxes and fines shall be published as required by law but it shall not be required that they be incorporated into the general ordinances in book form.

SECTION 0-011: FINES, COSTS, COMMITMENTS

In any case where any person, including a partnership or corporation, shall have been found guilty of the violation of any city ordinance, such person shall pay the costs of prosecution and court costs and shall stand committed until the same shall have been paid in full.

SECTION 0-012: BLANKET PENALTY

Any person, firm, or corporation, their agents or servants, who shall violate any of the provisions of the within municipal code of ordinances, chapters, sections, or subdivisions of sections included herein, unless specifically otherwise provided herein, shall be deemed guilty of a misdemeanor and, upon conviction thereof, shall be fined in any sum not to exceed \$500.00.

SECTION 0-013: PUBLICATION AND DISTRIBUTION

This code was printed in book form under the direction of the Mayor and City Council and shall be distributed as they may see fit.



August 8, 2025

City of Hickman
Attn: Board Members
311 Nemaha Street
Firth, NE 68358

Re: Hickman Booster Pump Station
Hickman, Nebraska
Olsson Project No. 023-05868

Board Members,

Bids were received on August 4, 2025, for the above referenced project. This letter is prepared to summarize the bids received and provide our recommendations for making an award on the project. A bid tabulation has been prepared for the project and is attached for your reference.

Van Kirk Bros. Contracting Sutton, NE	Judd Bros. Construction Lincoln, NE	General Excavating, LLC Lincoln, NE	Neuvirth Construction Blair, NE
\$1,242,559.00	\$1,597,500.00	\$1,416,485.00	\$1,600,000.00

A total of four bids were opened for the project, and the apparent low was submitted by Van Kirk Bros. Contracting, Sutton, NE for \$1,242,559.00.

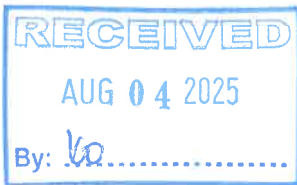
This Contractor has been considered a responsive and responsible bidder, it is our recommendation that an award should be made to Van Kirk Bros. Contracting, Sutton, Nebraska for \$1,242,559.00.

Please feel free to contact us with any additional questions that you may have.

Sincerely,

Owen Killham, PE

enc: Bid Tabulation



August 4, 2025

City of Hickman, NE
Attn: Ms. Kelly Oelke, City Administrator
115 Locust Street
Hickman, NE 68372

RE: Hickman Booster Pump Station
Olsson Project 023-05868

Dear Ms. Oelke:

The estimated cost for the above-referenced project is \$854,000. This cost estimate was calculated using information provided by suppliers, bid tabulations from recently bid projects, and the RS Means estimating guide as a basis.

Should you have any questions or concerns, please do not hesitate to reach out to me by email at OKillham@olsson.com, or by phone at 402.458.5934.

Sincerely,

A handwritten signature in blue ink that reads "Owen Killham".

Owen Killham, PE
Olsson Project Manager

F:\2023\05501-06000\023-05868\20-Management\Communication\2025.8.4_OPC to Owner.docx



Van Kirk Brothers Contracting

P.O. Box 585, 1200 W. Ash

Sutton, NE 68979

Contact:

Phone:

Fax:

Quote To: HICKMAN BOOSTER PUMP STATION

Job Name:

Date of Plans:

Revision Date:

Phone:

Fax:

ITEM	DESCRIPTION	QUANTITY	UNIT	UNIT PRICE	AMOUNT
10	Mobilization	1.00	LS	54,000.00	54,000.00
20	Remove and Replace Concrete Sidewalk	80.00	SF	12.75	1,020.00
30	Check Valve Assembly Manhole	4.00	EA	51,225.00	204,900.00
40	Packaged Booster Pump Station	1.00	EA	886,660.00	886,660.00
50	10" x 10" Tapping Sleeve & Valve	2.00	EA	8,325.00	16,650.00
60	12" x 10" Reducer	2.00	EA	1,250.00	2,500.00
70	12" DIP Water Main	249.00	LF	116.00	28,884.00
80	12" 90 Degree Bend	2.00	EA	1,045.00	2,090.00
90	4" Drain Line	56.00	LF	65.00	3,640.00
100	Drain Discharge Manhole	1.00	EA	8,175.00	8,175.00
110	Survey	1.00	LS	6,600.00	6,600.00
120	Natural Gas Piping	1.00	LS	10,580.00	10,580.00
130	Seeding	1.00	LS	5,250.00	5,250.00
140	Full Rootball Tree Removal	1.00	LS	4,775.00	4,775.00
150	Generator	1.00	LS	6,875.00	6,875.00
GRAND TOTAL					\$1,242,599.00

Do not recreate or revise the pages of this document, as revisions and recreations will not be accepted. Failure to **return both pages of the original document** by the filing deadline (October 31, 2025) may result in the suspension of Highway Allocation funds until the documents are filed.

RESOLUTION

SIGNING OF THE MUNICIPAL ANNUAL CERTIFICATION OF PROGRAM COMPLIANCE 2025

Resolution No. 2025-09

Whereas: State of Nebraska Statutes, sections 39-2115, 39-2119, 39-2120, 39-2121, and 39-2520(2), requires an annual certification of program compliance to the Nebraska Board of Public Roads Classifications and standards; and

Whereas: State of Nebraska Statute, section 39-2120 also requires that the annual certification of program compliance by each municipality shall be signed by the Mayor or Village Board Chairperson and shall include the resolution of the governing body of the municipality authorizing the signing of the certification.

Be it resolved that the Mayor Village Board Chairperson of Hickman
(Check one box) (Print name of municipality)
is hereby authorized to sign the Municipal Annual Certification of Program Compliance.

Adopted this _____ day of _____, 20____ at _____ Nebraska.
(Month)

City Council/Village Board Members

Doug Wagner
Justine Ziemann
Travis Borchardt

Mayor Phil Goering

Dave Kulwicki
Steve Noren
Justin Drakota

City Council/Village Board Member _____
Moved the adoption of said resolution
Member _____ Seconded the Motion
Roll Call: ____ Yes ____ No ____ Abstained ____ Absent
Resolution adopted, signed, and billed as adopted.

Attest:

(Signature of Clerk)

Do not recreate or revise the pages of this document, as revisions and recreations will not be accepted. Failure to **return both pages of the original document** by the filing deadline (October 31, 2025) may result in the suspension of Highway Allocation funds until the documents are filed.

**MUNICIPAL
ANNUAL CERTIFICATION OF PROGRAM COMPLIANCE
TO
NEBRASKA BOARD OF PUBLIC ROADS CLASSIFICATIONS
AND STANDARDS
2025**

In compliance with the provisions of the State of Nebraska Statutes, sections 39-2115, 39-2119, 39-2120, 39-2121, and 39-2520(2), requiring annual certification of program compliance to the Board of Public Roads Classifications and Standards, the City Village of Hickman
(Check one box) (Print name of municipality)

hereby certifies that it:

- ✓ has developed, adopted, and included in its public records the plans, programs, or standards required by sections 39-2115 and 39-2119;
- ✓ meets the plans, programs, or standards of design, construction, and maintenance for its highways, roads, or streets;
- ✓ expends all tax revenue for highway, road, or street purposes in accordance with approved plans, programs, or standards, including county and municipal tax revenue as well as highway-user revenue allocations;
- ✓ uses a system of revenue and costs accounting which clearly includes a comparison of receipts and expenditures for approved budgets, plans, programs, and standards;
- ✓ uses a system of budgeting which reflects uses and sources of funds in terms of plans, programs, or standards and accomplishments;
- ✓ uses an accounting system including an inventory of machinery, equipment, and supplies;
- ✓ uses an accounting system that tracks equipment operation costs;
- ✓ has included in its public records the information required under subsection (2) of section 39-2520; and
- ✓ **has included in its public records a copy of this certification and the resolution of the governing body authorizing the signing of this certification by the Mayor or Village Board Chairperson.**

Signature of Mayor Village Board Chairperson (Required)

(Date)

Signature of City Street Superintendent (Optional)

(Date)

Return the completed original signing resolution and annual certification of program compliance by October 31, 2025 to:

Nebraska Board of Public Roads Classifications and Standards
PO Box 94759
Lincoln NE 68509



RESOLUTION NO. 2025-10

WHEREAS, The City of Hickman has established a Purchasing Policy and Purchase Order System to meet the requirements of statutes and accountability within the city structure and to the taxpayers of the community.

WHEREAS, Neb. Rev. Stat. §17-568.01 and Hickman Municipal Ordinance (sections relating to Contracts and Purchases), govern when formal advertising for bids is required. In general, contracts for enlargements or general improvements to public infrastructure require an Engineer's estimate and public advertising; and City Council approval is required for any enlargements or general improvements to public infrastructure contract in excess of \$30,000.

WHEREAS, the State Statute and Municipal Ordinance are silent regarding non-contractual purchases, for the purpose of purchases and purchase orders made for the City of Hickman, the following additional policies shall govern:

1. Any purchase in excess of \$50,000 shall be approved by the City Council prior to the execution of a purchase with purchase order.
2. Any purchase in excess of \$10,000 shall be approved by the City Administrator prior to the execution of a purchase with purchase order.
3. Any purchase in excess of \$1,000 shall be approved by the City Department Head prior to the execution of a purchase with purchase order.
4. Any purchase in excess of \$5,000 shall require at least three quotes, if practical, prior to the execution of a purchase with purchase order.
5. Any purchase that does not include a purchase agreement or signed quote shall require a Purchase Order, if practical.
6. The above policies may be waived for the acquisition of Professional Services such as Legal, Accounting and Engineering, or for any Emergency Declaration that has been declared by the Mayor.
7. When a situation exists requiring an immediate purchase greater than \$30,000, the Mayor may give written approval to the City Administrator to make the necessary purchase(s), with notification to the Council.

NOW, THEREFORE, BE IT RESOLVED by the Governing Body of the City of Hickman, Nebraska incorporates the above polices by a majority vote.

PASSED AND APPROVED THIS 12th day of August, 2025.

Phil Goering, Mayor

(SEAL)

Attest:

Michele Lincoln, City Clerk

RESOLUTION NO. 2025-11

WHEREAS, The City of Hickman has established a wage or salary range where the job position/classification has wage or salary steps, Ordinance 2024-11, and the wage or salary paid to each individual city officer or non-bargaining unit employee shall be established by the Mayor after due consideration of the recommendations of the City Administrator, Personnel Committee, and the guidelines contained in the Employee Handbook and;

WHEREAS, by Hickman Municipal Code Section 1-502, salary ranges for the appointed officials of the City shall be established by resolution of the City Council and;

WHEREAS, the Mayor and Personnel Committee have provided a recommendation to increase the salary ranges established by Ordinance 2024-11, Exhibit A by a three percent (3%) Cost of Living Adjustment to be implemented for Fiscal Year October 1, 2025 to September 30, 2026, and correct a clerical error in said Exhibit A by stating the "Step Level Longevity" of "Step 8 - 13" be "Step 8 - 10".

NOW, THEREFORE, BE IT RESOLVED by the Governing Body of the City of Hickman, Nebraska, to incorporate the above recommended three percent (3%) Cost of Living Adjustment be implemented for Fiscal Year October 1, 2025 to September 30, 2026, and direct the City Clerk to correct a clerical error in said Exhibit A by stating the "Step Level Longevity" of "Step 8 - 13" be "Step 8 - 10", by a majority vote.

BE IT FURTHER RESOLVED by the Governing Body of the City of Hickman, Nebraska, that Exhibit A of Ordinance 2024-11 is attached to this resolution with the incorporated statements approved above.

PASSED AND APPROVED THIS 12th day of August, 2025.

Phil Goering, Mayor

(SEAL)

Attest:

Michele Lincoln, City Clerk

**ORDINANCE 2024-11
EXHIBIT A (COLA Implemented by RES2025-11)**

Annual Salary

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$30,079.30	\$30,981.67	\$31,911.13	\$32,868.46	\$33,854.51	\$34,870.15	\$35,916.25	\$36,814.16	\$37,734.51	\$38,677.88
2	\$33,822.50	\$34,837.17	\$35,882.29	\$36,958.76	\$38,067.52	\$39,209.54	\$40,385.83	\$41,395.48	\$42,430.36	\$43,491.12
3	\$36,897.27	\$38,004.19	\$39,144.31	\$40,318.64	\$41,528.20	\$42,774.05	\$44,057.27	\$45,158.70	\$46,287.67	\$47,444.86
4	\$41,398.02	\$42,639.96	\$43,919.16	\$45,236.74	\$46,593.84	\$47,991.66	\$49,431.41	\$50,667.19	\$51,933.87	\$53,232.22
5	\$44,561.92	\$45,898.78	\$47,275.74	\$48,694.01	\$50,154.83	\$51,659.48	\$53,209.26	\$54,539.49	\$55,902.98	\$57,300.56
6	\$48,661.62	\$50,267.45	\$51,926.28	\$53,639.84	\$55,409.96	\$57,238.49	\$59,127.36	\$60,605.54	\$62,120.68	\$63,673.70
7	\$54,053.61	\$55,837.38	\$57,680.01	\$59,583.45	\$61,549.71	\$63,580.85	\$65,679.01	\$67,320.99	\$69,004.01	\$70,729.11
8	\$59,846.66	\$61,821.60	\$63,861.71	\$65,969.15	\$68,146.13	\$70,394.95	\$72,717.99	\$74,535.93	\$76,399.33	\$78,309.32
9	\$66,107.61	\$68,289.16	\$70,542.70	\$72,870.61	\$75,275.34	\$77,759.43	\$80,325.49	\$82,333.63	\$84,391.97	\$86,501.77
10	\$72,635.93	\$75,032.92	\$77,509.00	\$80,066.80	\$82,709.00	\$85,438.40	\$88,257.87	\$90,464.31	\$92,725.92	\$95,044.07
11	\$79,788.12	\$82,421.13	\$85,141.02	\$87,950.68	\$90,853.05	\$93,851.20	\$96,948.29	\$99,372.00	\$101,856.30	\$104,402.70
12	\$95,652.16	\$98,808.68	\$102,069.37	\$105,437.66	\$108,917.10	\$112,511.37	\$116,224.24	\$119,129.85	\$122,108.09	\$125,160.79

Hourly Rate

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$14.46	\$14.90	\$15.34	\$15.80	\$16.28	\$16.76	\$17.27	\$17.70	\$18.14	\$18.60
2	\$16.26	\$16.75	\$17.25	\$17.77	\$18.30	\$18.85	\$19.42	\$19.90	\$20.40	\$20.91
3	\$17.74	\$18.27	\$18.82	\$19.38	\$19.97	\$20.56	\$21.18	\$21.71	\$22.25	\$22.81
4	\$19.90	\$20.50	\$21.11	\$21.75	\$22.40	\$23.07	\$23.77	\$24.36	\$24.97	\$25.59
5	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11	\$24.84	\$25.58	\$26.22	\$26.88	\$27.55
6	\$23.40	\$24.17	\$24.96	\$25.79	\$26.64	\$27.52	\$28.43	\$29.14	\$29.87	\$30.61
7	\$25.99	\$26.84	\$27.73	\$28.65	\$29.59	\$30.57	\$31.58	\$32.37	\$33.18	\$34.00
8	\$28.77	\$29.72	\$30.70	\$31.72	\$32.76	\$33.84	\$34.96	\$35.83	\$36.73	\$37.65
9	\$31.78	\$32.83	\$33.91	\$35.03	\$36.19	\$37.38	\$38.62	\$39.58	\$40.57	\$41.59
10	\$34.92	\$36.07	\$37.26	\$38.49	\$39.76	\$41.08	\$42.43	\$43.49	\$44.58	\$45.69
11	\$38.36	\$39.63	\$40.93	\$42.28	\$43.68	\$45.12	\$46.61	\$47.77	\$48.97	\$50.19
12	\$45.99	\$47.50	\$49.07	\$50.69	\$52.36	\$54.09	\$55.88	\$57.27	\$58.71	\$60.17

POSITION TITLE

- Temporary Part Time
- Permanent Part Time
- Janitor
- Office Assistant
- Activities-Community Center Coordinator
- Public Works/Facility Maintenance I
- City Utility Clerk
- Public Works/Facility Maintenance II
- City Deputy Clerk
- City Zoning Enforcement Officer
- Parks & Recreation Director
- Assistant Public Works Director
- City Clerk
- City Treasurer
- Wastewater Dept Superintendent
- Water Dept Superintendent
- Street Dept Superintendent
- Public Works Facility & Maintenance Director
- City Administrator

Grade Level
1 / 2
3 / 4
3 / 4
5 / 6
6 / 7
6 / 7
6 / 7
7 / 8
7 / 8
8 / 9
8 / 9
9 / 10
10 / 11
10 / 11
10 / 11
10 / 11
11 / 12
11 / 12

Step Level Longevity

- Step 1- 4** **12 months**
- Step 5 - 7** **24 months**
- Step 8 - 10** **36 months**

After initial placement in wage scale upon implementation or hiring:

Step increases are awarded upon employee's date of hire anniversary.
 Next grade change determines next anniversary date for step increases.
 Next grade increases will result in no less than \$1,000.00 per year.
 Next grade change will be at step level that best correlates to "no less than \$1,000.00 per year"

Determination of placement or advancement in wage scale will be set by qualifications in job descriptions and acceptable level of performance.

**PUBLIC NOTICE
CITY OF HICKMAN, NEBRASKA**

**NOTICE OF RENEWAL
OF RETAIL LIQUOR LICENSE**

Notice is hereby given pursuant to Section 53-135.01 that a liquor license may be automatically renewed for one year from November 1, 2025 for the following Retail Liquor Licensee:

**American Legion 105
106 Locust Street
Hickman, NE 68372**

Notice is hereby given that written protests to the issuance of automatic renewal of license may be filed by any resident of the City of Hickman on or before 4:00pm August 12, 2025 in the office of the City of Hickman Clerk and that in the event protests are filed by three or more such persons, hearing will be had to determine whether continuation of the license should be allowed.

**Michele Lincoln
City Clerk, CMC, City of Hickman**

Upon the conclusion of any hearing required by this section, the local governing body may request a licensee to submit an application as provided in Section 53-135.

**PUBLIC NOTICE
CITY OF HICKMAN, NEBRASKA**

**NOTICE OF RENEWAL
OF RETAIL LIQUOR LICENSE**

Notice is hereby given pursuant to Section 53-135.01 that a liquor license may be automatically renewed for one year from November 1, 2025 for the following Retail Liquor Licensee:

**J & K Dreams LLC
DBA Hickman Bar & Grill
107 Locust Street
Hickman, NE 68372**

Notice is hereby given that written protests to the issuance of automatic renewal of license may be filed by any resident of the City of Hickman on or before 4:00pm August 12, 2025 in the office of the City of Hickman Clerk and that in the event protests are filed by three or more such persons, hearing will be had to determine whether continuation of the license should be allowed.

**Michele Lincoln
City Clerk, CMC, City of Hickman**

Upon the conclusion of any hearing required by this section, the local governing body may request a licensee to submit an application as provided in Section 53-135.

**PUBLIC NOTICE
CITY OF HICKMAN, NEBRASKA**

**NOTICE OF RENEWAL
OF RETAIL LIQUOR LICENSE**

Notice is hereby given pursuant to Section 53-135.01 that a liquor license may be automatically renewed for one year from November 1, 2025 for the following Retail Liquor Licensee:

**Hacienda Jalisco Inc.
DBA Hacienda Jalisco
1204 Park Drive
Hickman, NE 68372**

Notice is hereby given that written protests to the issuance of automatic renewal of license may be filed by any resident of the City of Hickman on or before 4:00pm August 12, 2025 in the office of the City of Hickman Clerk and that in the event protests are filed by three or more such persons, hearing will be had to determine whether continuation of the license should be allowed.

**Michele Lincoln
City Clerk, CMC, City of Hickman**

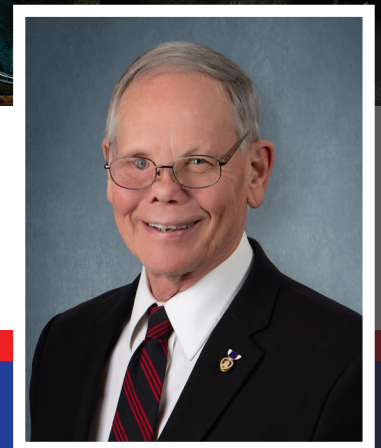
Upon the conclusion of any hearing required by this section, the local governing body may request a licensee to submit an application as provided in Section 53-135.

2025 ANNUAL CONFERENCE

Curious leaders. Courageous leadership. Creativity.



Sept. 24-26, 2025 - Cornhusker Marriott Hotel, Lincoln



LEAGUE PRESIDENT MARLIN SEEMAN
Mayor of Aurora





116th ANNUAL CONFERENCE

LEAGUE OF NEBRASKA MUNICIPALITIES

Cornhusker Marriott Hotel, Lincoln

Sept. 24-26, 2025



MUNICIPAL TREASURERS AND MUNICIPAL ATTORNEYS: The League will let you know as soon as the State Auditor's Office and the Mandatory Continuing Legal Education Commission inform us of the number of hours each will receive.

Conference Program

Wednesday, Sept. 24, 2025

- 9-11 am** **Smaller and Larger Cities Legislative Committees Meeting**
- 9 am-4 pm** **Fire Chiefs Section Meeting**
- 11 am** **Annual Meeting of Members of the League Association of Risk Management (LARM)**
- 11:30 am** **Registration** (for Preconference Seminar)
- 12:30-1:20 pm** **Delegate Luncheon**
- 1:30-4:30 pm** **PRECONFERENCE SEMINAR – Transformational Zoning and Initiatives Focused on Housing and Economic Mobility:** Learn how municipalities are using a multi-faceted approach to provide more housing and/or help small businesses grow to increase economic mobility, including:
- updating comprehensive plans;
 - providing more flexibility in businesses that can be operated from residences;
 - changing requirements relating to lot size, parking, accessory dwelling units (ADUs), and number of permissible multi-family units;
 - utilizing LB 840 funds as a match for Rural Workforce Housing Fund grants;
 - leveraging LB 840 funds for 0% interest revolving loans;
 - using Micro-TIF (tax increment financing) to rehab properties; and
 - a regional landbank to return vacant, abandoned properties to productive use.
- Laura McAloon**, *City Administrator, Grand Island*
Judy Clark, *Director of Planning & Development, North Platte*
Michelle Coolidge, *City Administrator, Bridgeport; Western Nebraska Regional Land Bank (Gering/Kimball)*
Dr. Sue Crawford, *City Administrator, York*
Tom Goulette, *City Administrator, West Point*
Layne Groseth, *City Administrator, North Platte*
Lynn Kohout, *Director of Housing, Nebraska Dept. of Economic Development*
Danielle Myers-Noelle, *Sunflower Law Firm, L.L.C., representing the Northeast Regional Land Bank*
Dave Ptak, *Former City Attorney, Hastings and Norfolk; Frequent lecturer on planning and zoning matters*
Tara Vasicek, *City Administrator, Columbus*
- 4:45 pm** **Meeting of the LARM Board of Directors**

Thursday, Sept. 25, 2025

- 7:30 am** **Registration**
Visit Display Area (Coffee and Rolls Available)
- 8-8:10 am** **Welcome**
League President Marlin Seeman, Mayor of Aurora
- 8:10-9:15 am** **Update on Protecting Your Municipal Assets:** What elected and appointed officials need to know!
Craig Kubicek, *CPA, CFE, Deputy Auditor, Nebraska Auditor of Public Accounts' Office*
- 9:15-9:30 am** **Break** (Visit Display Area)
- 9:30-10:30 am** **Keynote Address – Talent, Culture & Teams: The Ex-Factors of Excellence**
Brad Black, *President & CEO, HumanEx Ventures; Gallup Hall of Fame Award Leader*
- 10:30-10:45 am** **Break** (Visit Display Area)

Thursday, Sept. 25, 2025 (con't.)

10:45-11:45 am **League Legislative Report**
L. Lynn Rex, Executive Director, LNM

11:45 am-12 pm **Break** (Visit Display Area)

12-1:45 pm **Delegate Luncheon Honoring League Past Presidents**
Remarks by League President Marlin Seeman, Mayor of Aurora
Presentation of Special League Award to Bob Ripley in recognition of his exceptional decades of work as the former Capitol Administrator/Licensed Architect, Office of the Nebraska Capitol Commission

1:45-2 pm **Break** (Visit Display Area)

2-3 pm **Concurrent Sessions:**

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Mayors/Village Board Chairs

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Clerks

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Smaller Cities

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Friday, Sept. 26, 2025

- 7:30 am** **Registration**
Visit Display Area (Coffee and Rolls Available)
- 8-9 am** **Concurrent Sessions:**
- A. Asset Management/Budgeting:** Learn more about the importance of planning and budgeting for large capital expenses for water towers and related maintenance.
(Session repeated at 9:15 am)
Jake Dugger, Water Tank Expert – Iowa and Nebraska, Maguire Water
 - B. Navigating Tax Increment Financing:** Review the basics and impacts of current legislation.
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 - C. Engineers and Architects Regulation Act:** Design professionals are required on projects not exempt from the Act; how to tell if one has been involved on a project, to include seals on plans and technical submissions, etc.
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Allyson Bennett, Public Information Officer, Nebraska Board of Engineers and Architects
 - D. Employee Benefit Trends for Municipal Employers:** Learn more about the League Insurance Government Health Team (LIGHT) partnership with Blue Cross and Blue Shield of Nebraska (BCBSNE) and Guardian. Program will also include an update on the trends in employee benefits along with an overview of alternative plans including risks associated with Level Self-Funding Plans.
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(Session repeated at 11 am)
James Kelley, Loss Control Specialist, LARM
John Hobbs, Loss Control Specialist, LARM
 - C. Nebraska Game and Parks Commission:** Discover how NGPC is available to partner for the enhancement of environmental and outdoor recreational opportunities.
(Session repeated at 11 am)
Moderator – Jackson Sash, Utilities Field Representative/Training Coordinator, LNM
Larry Pape, Fisheries Education Specialist, NGPC
Jordan Katt, Private & Community Waters Specialist, NGPC
Hannah Jones, Division Administrator of Planning and Development, NGPC
 - D. Annual Members' Meeting of the League Insurance Government Health Team (LIGHT):** All conference delegates are welcome to attend LIGHT's Annual Members' Meeting followed by the **Meeting of the LIGHT Board of Directors.**
- 10:15-10:30 am** **Break** (Visit Display Area)
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- 10:45-11 am** **Break** (Visit Display Area)
- 11 am-12 pm** **Concurrent Sessions:**
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Friday, Sept. 26, 2025 (con't.)

11 am-12 pm

Concurrent Sessions: (con't.)

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(Repeat of 9:15 am session)

Moderator – Jackson Sash, *Utilities Field Representative/Training Coordinator, LNM*

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(Repeat of 8 am session)

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12 pm

Adjournment. Have a safe trip home! Please remember to buckle up!



116th ANNUAL CONFERENCE

LEAGUE OF NEBRASKA MUNICIPALITIES

Cornhusker Marriott Hotel, Lincoln

Sept. 24-26, 2025



Delegate Registration

Municipality: _____

Name (as you want it to appear on name tag): _____

Title: _____ Spouse (if attending): _____

First League Conference? Yes _____ No _____

Check # _____ enclosed for \$ _____ (Advanced payment encouraged)

Billing address: _____

Phone: _____

Email: _____ (Required for you to receive electronic handbook.)

	Through Sept. 11	After Sept. 11	Recordings Only (prepayment required)
Wednesday Preconference Seminar: (Includes Preconference electronic handbook)	_____ \$110	_____ \$135	_____ \$110
Thursday & Friday Conference: (Includes electronic handbook) Per city/village official	_____ \$395	_____ \$425	_____ \$395
Partial Conference: (Includes electronic handbook)			
Thursday morning only	_____ \$150	_____ \$170	_____ \$150
Thursday afternoon only	_____ \$150	_____ \$170	_____ \$150
Friday morning only	_____ \$150	_____ \$170	_____ \$150
Conference Total:	\$ _____		
Meals: (not included in registration fee)			
Wednesday Luncheon	_____ \$31		
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Meal Total:	\$ _____		
Grand Total:	\$ _____		

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- Advanced registrations not cancelled by **Sept. 11** or "no shows" will be billed for the conference and meals.
- If you need special accommodations or equipment at this conference, contact the League office by **Sept. 11**.
- The sessions will be recorded, unless prohibited by the speaker, and emailed to registered delegates for viewing through Dec. 31.**

Send registration and payment to: League of Nebraska Municipalities, 1335 L Street, Lincoln, NE 68508; info@lonm.org; or fax 402-476-7052.

[Click here to register and pay online.](#) ***PLEASE NOTE -- There is a credit card processing fee included for each item.***



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Conference Information

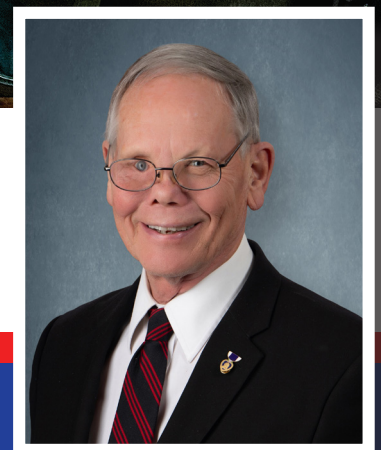
- ❑ All conference sessions will be held at the Cornhusker Marriott Hotel, 333 South 13th Street, Lincoln, NE 68508.
- ❑ To make room reservations at the Cornhusker, call 1-866-706-7706 or 1-402-474-7474 or [book online](#). When calling to reserve a room, please state that you are attending the League's conference to obtain the special room rate. The deadline for reserving a room is **Aug. 26**.
- ❑ The room rate is \$112 for a single or double room with Government ID card. If you need an ID card, contact the League office. Individual guest accounts are payable at check out by cash or credit card.
- ❑ Check in time is approximately 4 pm; check out time is 11 am.
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- ❑ For your comfort, we recommend that you wear layered clothing or bring a jacket because heating and cooling conditions may vary.

2025 ANNUAL CONFERENCE

Curious leaders. Courageous leadership. Creativity.



Sept. 24-26, 2025 - Cornhusker Marriott Hotel, Lincoln



LEAGUE PRESIDENT MARLIN SEEMAN
Mayor of Aurora





116th ANNUAL CONFERENCE

LEAGUE OF NEBRASKA MUNICIPALITIES

Cornhusker Marriott Hotel, Lincoln

Sept. 24-26, 2025



MUNICIPAL TREASURERS AND MUNICIPAL ATTORNEYS: The League will let you know as soon as the State Auditor's Office and the Mandatory Continuing Legal Education Commission inform us of the number of hours each will receive.

Conference Program

Wednesday, Sept. 24, 2025

- 9-11 am** Smaller and Larger Cities Legislative Committees Meeting
- 9 am-4 pm** Fire Chiefs Section Meeting
- 11 am** Annual Meeting of Members of the League Association of Risk Management (LARM)
- 11:30 am** Registration (for Preconference Seminar)
- 12:30-1:20 pm** Delegate Luncheon
- 1:30-4:30 pm** **PRECONFERENCE SEMINAR – Transformational Zoning and Initiatives Focused on Housing and Economic Mobility:** Learn how municipalities are using a multi-faceted approach to provide more housing and/or help small businesses grow to increase economic mobility, including:
- updating comprehensive plans;
 - providing more flexibility in businesses that can be operated from residences;
 - changing requirements relating to lot size, parking, accessory dwelling units (ADUs), and number of permissible multi-family units;
 - utilizing LB 840 funds as a match for Rural Workforce Housing Fund grants;
 - leveraging LB 840 funds for 0% interest revolving loans;
 - using Micro-TIF (tax increment financing) to rehab properties; and
 - a regional landbank to return vacant, abandoned properties to productive use.
- Laura McAloon, City Administrator, Grand Island*
Judy Clark, Director of Planning & Development, North Platte
Michelle Coolidge, City Administrator, Bridgeport; Western Nebraska Regional Land Bank (Gering/Kimball)
Dr. Sue Crawford, City Administrator, York
Tom Goulette, City Administrator, West Point
Layne Groseth, City Administrator, North Platte
Lynn Kohout, Director of Housing, Nebraska Dept. of Economic Development
Danielle Myers-Noelle, Sunflower Law Firm, L.L.C., representing the Northeast Regional Land Bank
Dave Ptak, Former City Attorney, Hastings and Norfolk; Frequent lecturer on planning and zoning matters
Tara Vasicek, City Administrator, Columbus
- 4:45 pm** Meeting of the LARM Board of Directors

Thursday, Sept. 25, 2025

- 7:30 am** Registration
Visit Display Area (Coffee and Rolls Available)
- 8-8:10 am** Welcome
League President Marlin Seeman, Mayor of Aurora
- 8:10-9:15 am** Update on Protecting Your Municipal Assets: What elected and appointed officials need to know!
Craig Kubicek, CPA, CFE, Deputy Auditor, Nebraska Auditor of Public Accounts' Office
- 9:15-9:30 am** Break (Visit Display Area)
- 9:30-10:30 am** Keynote Address – Talent, Culture & Teams: The Ex-Factors of Excellence
Brad Black, President & CEO, HumanEx Ventures; Gallup Hall of Fame Award Leader
- 10:30-10:45 am** Break (Visit Display Area)

Thursday, Sept. 25, 2025 (con't.)

10:45-11:45 am **League Legislative Report**
L. Lynn Rex, Executive Director, LNM

11:45 am-12 pm **Break** (Visit Display Area)

12-1:45 pm **Delegate Luncheon Honoring League Past Presidents**
Remarks by League President Marlin Seeman, Mayor of Aurora
Presentation of Special League Award to Bob Ripley in recognition of his exceptional decades of work as the former Capitol Administrator/Licensed Architect, Office of the Nebraska Capitol Commission

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Title: _____ Spouse (if attending): _____

First League Conference? Yes _____ No _____

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