

# MINUTE RECORD

No. 729—REFFIELD & COMPANY, INC., OMAHA

## LA VISTA CITY COUNCIL MEETING April 21, 2009

A meeting of the City Council of the City of La Vista, Nebraska was convened in open and public session at 7:00 p.m. on April 21, 2009. Present were Councilmembers: Sell, Ronan Quick, Sheehan, Carlisle, Crawford, Ellerbeck, and Gowan. Absent: None. Also in attendance were City Attorney McKeon, City Administrator Gunn, Assistant City Administrator Ramirez, City Engineer Kottmann, City Clerk Buethe, Library Director Iwan, Community Development Director Birch, Lieutenant Barcal, Fire Chief Uhl, Recreation Director Stopak, Finance Director Lindberg, Public Works Director Soucie, and Building and Grounds Director Archibald.

A notice of the meeting was given in advance thereof by publication in the Times on April 9, 2009. Notice was simultaneously given to the Mayor and all members of the City Council and a copy of the acknowledgment of the receipt of notice attached to the minutes. Availability of the agenda was communicated to the Mayor and City Council in the advance notice of the meeting. All proceedings shown were taken while the convened meeting was open to the attendance of the public. Further, all subjects included in said proceedings were contained in the agenda for said meeting which is kept continuously current and available for public inspection at City Hall during normal business hours.

Mayor Kindig called the meeting to order and led the audience in the pledge of allegiance.

Mayor Kindig made an announcement of the location of the posted copy of the Open Meetings Act for public reference.

Mayor Kindig made an announcement regarding the new agenda policy statement providing for expanded opportunity for public comment on agenda items.

### SERVICE AWARDS – 5 YEARS – JOHN HELWIG, SCOTT COLLETT

Mayor Kindig presented service awards to John Helwig and Scott Collett for 5 years of service to the City.

### PROCLAMATIONS – ARBOR DAY, NATIONAL VOLUNTEER WEEK

Mayor Kindig presented a proclamation for Arbor Day to Recreation Director Stopak. Mayor Kindig presented a proclamation for National Volunteer Week to Fire Chief Uhl and Building and Grounds Director Archibald who has been a La Vista Volunteer Firefighter for almost 25 years.

### APPOINTMENTS:

### CITIZEN ADVISORY REVIEW COMMITTEE – REAPPOINT LYnda SHAFER, DOUG KELLNER AND RICK BURNS – 5 YEAR TERMS

Mayor Kindig stated that with the approval of Council, Mayor Kindig would like to reappoint Lynda Shafer, Doug Kellner and Rick Burns for 5 year terms to the Citizen Advisory Review Committee. Councilmember Gowan motioned the approval, seconded by Councilmember Carlisle. Councilmembers voting aye: Sell, Ronan, Quick, Sheehan, Carlisle, Crawford, Ellerbeck, and Gowan. Nays: None. Absent: None. Motion carried.

### A. CONSENT AGENDA

1. APPROVAL OF THE AGENDA AS PRESENTED
2. APPROVAL OF CITY COUNCIL MINUTES FROM APRIL 7, 2009
3. APPROVAL OF SAFETY COMMITTEE MINUTES FROM JANUARY 20, 2009
4. APPROVAL OF PARK & RECREATION ADVISORY COMMITTEE MINUTES FROM FEBRUARY 18, 2009
5. MONTHLY FINANCIAL REPORT - MARCH 2009
6. PAY REQUEST FROM BAINBRIDGE LEADERSHIP CENTER FOR PROFESSIONAL SERVICES - \$2,500.00
7. PAY REQUEST FROM MULLEN & MULLEN FOR PROFESSIONAL SERVICES - \$4,960.00
8. APPROVAL OF CLAIMS

Councilmember Crawford made a motion to approve the consent agenda. Seconded by Councilmember Carlisle. Councilmember Sell reviewed the claims for this period and reported that he found everything to be in order. Councilmembers voting aye: Sell, Ronan, Quick, Sheehan, Carlisle, Crawford, Ellerbeck, and Gowan. Nays: None. Absent: None. Motion carried.

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ACTION BATTERIES, Electric Cart	679.30
ALAMAR UNIFORMS, Wearing Apparel	543.36
AMERICAN FENCE, Bldg & Grnds	57.79
ARAMARK UNIFORM SERVICES, Contract Services	316.70
ARCOA INDUSTRIES, Supplies	184.72
ASSOCIATED FIRE PROTECTION, Building & Grnds	195.00
BAKER & TAYLOR BOOKS, Books	1,905.70
BAKER, MARCUS, Travel	384.00
BARONE SECURITY SYSTEMS, Contract Services	895.00
BATTERY ZONE, Batteries	584.79
BENNINGTON EQUIPMENT, Vehicle Maint.	892.42
BENSON RECORDS, Contract Services	53.54
BETTER BUSINESS EQUIPMENT, Rental	40.30
BLACK HILLS ENERGY, Utilities	170.00
BRENTWOOD AUTO WASH, Vehicle Maint.	156.00
BRODART, Books	41.28
BUETHE, PAM, Contract Services/Travel/Vehicle Maint.	180.58
BUILDERS SUPPLY, Bldg & Grnds	8.43
CARDMEMBER, Travel/Training/	9,790.21
CAVLOVIC, PAT, Travel	98.00
CHILD'S WORLD, Books	784.05
CJ'S HOME CENTER, Bldg & Grnds/Vehicle Maint./Street Maint.	850.03
COX, Contract Services	140.15
D & D COMMUNICATIONS, Vehicle Maint./Repair	636.96
DATA TECHNOLOGIES, Training	245.00
DEMCO, Supplies	273.92
DOSTALS CONSTRUCTION, Cart Corral	45,650.00
ED M. FELD EQUIPMENT, Contract Services/Supplies	7,412.00
EDGEWEAR SCREEN PRINTING, Wearing Apparel	355.50
EMBLEM ENTERPRISES, Wearing Apparel	158.20
ESRI, Contract Services	2,100.00
FAIRWAY GOLF, Wearing Apparel	862.50
FERRELLGAS, Utilities/Street Maint.	903.66
FILTER CARE, Vehicle Maint.	67.25
FIRE-EXTRICATION-HAZMAT, Rescue Revenue	26.50
GALE, Books	35.93
GASSERT, ADAM, Contract Services	67.50
GAYLORD BROS, Supplies	174.71
GENUINE PARTS CO, Vehicle Maint.	2,182.11
GRAYBAR ELECTRIC, Contract Services	27.59
GREAT PLAINS ONE-CALL SVC, Contract Services	184.94
GREAT WESTERN BANK, Fees	250.00
GREENKEEPER, Supplies	254.00
HANEY SHOE STORE, Wearing Apparel	120.00
HARM'S CONCRETE, Street Maint.	91.00
HARTS AUTO, Vehicle Maint.	543.00
HEARTLAND AWARDS, Wearing Apparel	298.50
HEARTLAND PAPER, Supplies	276.00
HELGET GAS, Squad Supplies	70.50
HOBBY LOBBY, Supplies	122.75
HOME DEPOT, Repair	215.00
HORNUNG'S GOLF, Rentals	331.90
HY-VEE, Supplies	10.84
INDUSTRIAL SALES, Bldg & Grnds	313.09
INSIGHT TECHNOLOGY, Contract Services	809.87
IWAN, ROSE, Travel	356.04
J Q OFFICE EQUIPMENT, Contract Services/Supplies	517.82
JONES AUTOMOTIVE, Vehicle Maint.	500.00
KELLY'S AWARDS, Supplies	85.50
KNIEVEL, TYLER, Professional Services	250.00
KUSTOM SIGNALS, Equipment	393.00
LAUGHLIN, KATHLEEN, Payroll Withholding	372.00
LERNER PUBLISHING GROUP, Books	805.86
LIBRARY STORE, Office Supplies	84.47
LIFE ASSIST, Squad Supplies	456.00
LINWELD, Street Maint/Supplies	481.28
LOGAN CONTRACTORS SUPPLY, Bldg & Grnds	240.63
LOU'S SPORTING GOODS, Supplies	30.00
LOVELAND LAWNS, Supplies/Bldg & Grnds	2,402.60
MARTIN MARIETTA AGGREGATES, Bldg & Grnds	244.02

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MASA, Capital Outlay	2,285.20
MCQUEENY LOCK, Bldg & Grnds	146.75
MEMPHIS NET & TWINE, Capital Outlay	3,510.00
MENARDS, Bldg & Grnds	88.90
MES-MIDAM, Wearing Apparel	400.05
MICHAEL TODD AND COMPANY, Vehicle Maint.	1,452.82
MID-STATES UTILITY TRAILER, Vehicle Maint.	69.65
MIDWEST SERVICE AND SALES, Traffic Signs	362.13
MIDWEST TAPE, Media	63.96
MIDWEST TURF & IRRIGATION, Bldg & Grnds	51.54
MILLER BRANDS, Concessions	262.00
MILLER PRESS, Printing	300.00
NE DEPT OF LABOR-WORKFORCE, Insurance	5,492.00
NEBRASKA NATIONAL BANK, Electric Cart	660.00
NEWMAN TRAFFIC SIGNS, Bldg & Grnds/Traffic Signs	414.76
NOTARY PUBLIC UNDERWRITERS, Contract Services	100.00
OABR PRINT SHOP, Printing	267.29
ODB COMPANY, Vehicle Maint.	299.55
ODEY'S, Bldg & Grnds	54.00
OFFICE DEPOT, Supplies	1,462.15
OMAHA NEWSPAPER, Advertising	397.50
OMB EXPRESS POLICE, Wearing Apparel	267.90
OPPD, Utilities	40,581.40
O'REILLY AUTOMOTIVE, Vehicle Maint.	30.16
ORIZON CPAS, Professional Services	180.00
PAPILLION SANITATION, Contract Services	212.11
PAPILLION TIRE, Vehicle Maint.	147.07
PARAMOUNT LINEN & UNIFORM, Wearing Apparel/Uniform Cleaning	373.96
PERFORMANCE CHRYSLER JEEP, Vehicle Maint.	20.02
QUALITY BRANDS, Concessions	346.50
QUALITY INN, Travel	235.80
READY MIXED CONCRETE, Bldg & Grnds	331.98
RECORDED BOOKS, Media	81.44
REFIELD & COMPANY, Supplies	207.06
ROSE EQUIPMENT, Vehicle Maint.	298.14
ROY, KATHY, Refund	30.00
RUSTY ECK FORD, Vehicle Maint.	124.58
SAFETY-KLEEN, Contract Services	416.28
SAM'S CLUB, Supplies/Concessions	938.18
SAPP BROS PETROLEUM, Vehicle Supplies	11,636.55
SARPY COUNTY TREASURER, Professional/Contract Services	26,644.25
SID 195 - MAYFAIR, Sewer Fees	660.00
SOUCIE, JOSEPH, Training	250.00
SPURGIN, JESSIE, Professional Services	250.00
SUBURBAN NEWSPAPERS, Legal Advertising	410.00
SUMMER KITCHEN, Supplies	53.55
TED'S MOWER, Repair	58.75
TURF CARS, Electric Cart	44.58
TURFWERKS, Vehicle Maint.	93.39
U S ASPHALT, Street Maint.	895.32
V & V MANUFACTURING, Wearing Apparel	201.90
VAIL, ADAM, Training	70.00
VIERREGGER ELECTRIC, Street Maint.	920.20
WASTE MANAGEMENT, Contract Services	731.01
WICK'S STERLING TRUCKS, Vehicle Maint.	64.14

## REPORTS FROM CITY ADMINISTRATOR AND DEPARTMENT HEADS

Fire Chief Uhl informed Council that the Citizen's Fire Academy was held last weekend and several applications for the fire department were received in conjunction with that event.

Public Works Director Soucie introduced Sara Covault, the new part-time secretary at Public Works. Soucie stated he would have the numbers soon from the weekend Clean-Up Days, which was extended to three days this year.

Soucie informed Council the new dump truck will be on display on May 5<sup>th</sup>, prior to the City Council meeting.

Soucie informed Council the Sarpy County Board has three (3) possible sites for the new stadium, as reported in the Omaha World Herald; the land near 126<sup>th</sup> Street and Highway 370 will

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be donated, will feature an ice skating rink; the land in Bellevue, off Chandler Road and Kennedy Freeway, will be donated and has the infrastructure in place; and the land in Southport West, which has the desired visibility, already has development started around it, and owners will sell for less than their purchase price.

## **B. RESOLUTION – APPROVAL – SATELLITE KENO LOCATION**

City Clerk Buethe introduced this agenda item and gave an overview of the request.

Councilmember Carlisle introduced and moved for the adoption of Resolution No. 09-036: A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF LA VISTA, NEBRASKA, AUTHORIZING A SATELLITE KENO LOCATION FOR THE CITY'S KENO LOTTERY GAME AT THE RENDEZVOUS COMPANY D/B/A HOUSTON'S LOUNGE, 12040 MCDERMOTT PLAZA #100, LA VISTA NEBRASKA.

WHEREAS, the current Keno Lottery Operator Agreement between the City of La Vista and La Vista Keno, Inc., dated August 8, 2008, requires La Vista Keno, Inc. to obtain prior written consent of the City to establish a satellite location; and further that the satellite location shall comply with such qualification standards as adopted by the City pursuant to Nebraska Statutes, Section 9-642.01, governing lottery sales outlet locations, and such other terms and conditions determined necessary or advisable; and

WHEREAS, the City of La Vista, by Ordinance No. 1073, set forth qualification standards for Keno Lottery Sales Outlet Locations, which includes satellite locations ("Ordinance"); and

WHEREAS, La Vista Keno, Inc. has proposed a satellite location for the City's keno lottery game at The Rendezvous Company d/b/a Houston's Lounge, located at 12040 McDermott Plaza #100, La Vista, Nebraska pursuant to a Satellite Agreement between said parties dated April 8, 2009, a copy of which has been presented at this meeting ("Satellite Agreement"); and

WHEREAS, the requirements of the Lottery Operator Agreement and other Keno Requirements as defined in the Ordinance are incorporated into the Satellite Agreement pursuant to said Ordinance; and

WHEREAS, the City Clerk has determined that the standards for the Keno Lottery Sales Outlet Location at The Rendezvous Company d/b/a Houston's Lounge, located at 12040 McDermott Plaza #100, La Vista NE, have been met.

NOW, THEREFORE, BE IT RESOLVED: that the Mayor and City Council of the City of La Vista, Nebraska, hereby authorize and approve a satellite keno location for the City's keno lottery game at The Rendezvous Company d/b/a Houston's Lounge, located at 12040 McDermott Plaza #100, La Vista NE, and further approve the owner and operator thereof, The Rendezvous Company subject to the following:

- a. Submittal of all Exhibits to the Satellite Agreement in form and content satisfactory to the City;
- b. Any change of ownership or control of the satellite, The Rendezvous Company or any stock of The Rendezvous Company shall require prior written approval of the City of La Vista;
- c. The satellite, The Rendezvous Company and stockholders of The Rendezvous Company shall be bound by the Lottery Operator Agreement between the City of La Vista and La Vista Keno, Inc. and owe to La Vista Keno, Inc. all responsibilities and obligations which La Vista Keno, Inc. and its owner by said Lottery Operator Agreement, as personally guaranteed, owe to the City of La Vista. The City of La Vista shall be a beneficiary entitled to enforce such responsibilities and obligations of the satellite, The Rendezvous Company and its stockholders;
- d. City of La Vista shall have access at any time to the satellite location and keno-related funds, documents and records in the possession or control of the satellite owner or operator;

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- e. City of La Vista shall be named as an additional named insured on any insurance required of the satellite owner or operator by the Satellite Agreement;
- f. City of La Vista, as owner of the La Vista keno game, retains authority over use of the term "La Vista keno"; and all uses of said term shall be subject to review and approval of the City and cease upon termination of the Satellite Agreement;
- g. Funds of the La Vista keno game handled by the satellite shall be the sole and exclusive property and held in trust for the benefit of the City of La Vista until properly paid in accordance with the Lottery Operator Agreement or Satellite Agreement; and
- h. Ongoing satisfaction by the satellite owner and operator of the Satellite Agreement and this Resolution, as well as the Lottery Operator Agreement, Ordinance and other Keno Requirements, as defined in said Ordinance.

BE IT FURTHER RESOLVED that the Mayor is hereby authorized to sign such documents, including, but not limited to, Nebraska Department of Revenue Form(s) 50G, and take such further actions as necessary or appropriate to carry out the actions approved herein.

Seconded by Councilmember Quick. Mayor Kindig asked if there was anyone here to speak on this agenda item. There being no one, Mayor Kindig asked for the vote. Councilmembers voting aye: Sell, Ronan, Quick, Sheehan, Carlisle, Crawford, Ellerbeck, and Gowan. Nays: None. Absent: None. Motion carried.

## **C. RESOLUTION – SPECIAL DESIGNATED LICENSE - LA VISTA AREA CHAMBER OF COMMERCE JUNE 11-13, 2009**

Councilmember Sell introduced and moved for the adoption of Resolution No. 09-037: A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF LA VISTA, NEBRASKA AUTHORIZING THE SALE AND CONSUMPTION OF BEER AT A BEER GARDEN IN CENTRAL PARK ON JUNE 11-13, 2009, IN CONJUNCTION WITH THE ANNUAL LA VISTA DAYS CELEBRATION.

WHEREAS, Central Park is located within the City of La Vista; and

WHEREAS, the La Vista Chamber of Commerce has requested approval of a Special Designated Permit to sell and serve beer at a beer garden in Central Park June 11-13, 2009, in conjunction with the annual La Vista Days celebration.

NOW, THEREFORE, BE IT RESOLVED, that the Mayor and City Council of La Vista, Nebraska, do hereby authorize the La Vista Chamber of Commerce to proceed with the application for a "Special Designated License" from the Nebraska Liquor Control Commission to sell and serve beer at a beer garden in Central Park on June 11-13, 2009, in conjunction with the annual La Vista Days celebration.

Seconded by Councilmember Carlisle. The Chamber is asking for approval of 3 days as opposed two 2 days in the past. Mayor Kindig asked if there was anyone here to speak on this agenda item. There being no one, Mayor Kindig asked for the vote. Councilmembers voting aye: Sell, Ronan, Quick, Sheehan, Carlisle, Crawford, Ellerbeck, and Gowan. Nays: None. Absent: None. Motion carried.

## **D. RESOLUTION – SPECIAL DESIGNATED LICENSE – GLORY DAYS INC. DBA J-BIRDS FOOD & SPIRITS LOUNGE – MAY 30, 2009**

Councilmember Gowan introduced and moved for the adoption of Resolution No. 09-038: A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF LA VISTA, NEBRASKA AUTHORIZING THE SALE AND CONSUMPTION OF ALCOHOL AT GLORY DAYS INC DBA J BIRDS FOOD AND SPIRITS LOUNGE MAY 30, 2009, IN CONJUNCTION WITH THE ANNUAL LA VISTA FIRE DEPARTMENT GOLF TOURNAMENT.

WHEREAS, Glory Days Inc dba J Birds Food and Spirits Lounge is located within the City of La Vista; and

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WHEREAS, Glory Days Inc dba J Birds Food and Spirits Lounge has requested approval of a Special Designated Permit to sell alcohol in an outdoor area at their establishment May 30, 2009 from 10:00 a.m. to 3:00 p.m., in conjunction with the annual La Vista Fire Department Golf Tournament.

NOW, THEREFORE, BE IT RESOLVED, that the Mayor and City Council of La Vista, Nebraska, do hereby authorize Glory Days Inc dba J Birds Food and Spirits Lounge to proceed with the application for a "Special Designated License" from the Nebraska Liquor Control Commission to sell alcohol in an outdoor area at their establishment on May 30, 2009, in conjunction with the annual La Vista Fire Department Golf Tournament.

Seconded by Councilmember Carlisle. Councilmember Sell asked where the event was being held this year. Fire Chief Uhl stated the golf event will be held at the Tara Hills Gold Course. Councilmembers voting aye: Sell, Ronan, Quick, Sheehan, Carlisle, Crawford, Ellerbeck, and Gowan. Nays: None. Absent: None. Motion carried.

## E. RESOLUTION – ADDENDUM TO INTERLOCAL COOPERATION AGREEMENT

City Administrator Gunn introduced this agenda item and gave an overview of the request. Gunn stated that this item also is on the agendas of other cities that are parties to the agreement, but due to an oversight this would be on the County's agenda for April 28<sup>th</sup>.

Councilmember Ellerbeck introduced and moved for the adoption of Resolution No. 09-039: A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF LA VISTA, NEBRASKA APPROVING AN ADDENDUM TO AMENDED 800 MHZ SYSTEM INTERLOCAL AGREEMENT DATED MARCH 14, 1995.

WHEREAS, the City of La Vista and Sarpy County entered into an Interlocal Cooperation Agreement to provide for the implementation and operation of an 800 MHZ system and had amended said agreement on March 14, 1995; and

WHEREAS, an addendum to amended 800 MHZ system Interlocal Agreement dated March 14, 1995 has been prepared to extend the term of the amended agreement by six (6) months.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of the City of La Vista, Nebraska, that the addendum to amended 800 MHZ system Interlocal Agreement dated March 14, 1995 is hereby approved and the Mayor and City Clerk are hereby authorized to execute said agreement on behalf of the City of La Vista.

Seconded by Councilmember Gowan. Mayor Kindig asked if there was anyone here to speak on this agenda item. There being no one, Mayor Kindig asked for the vote. Councilmembers voting aye: Sell, Ronan, Quick, Sheehan, Carlisle, Crawford, Ellerbeck, and Gowan. Nays: None. Absent: None. Motion carried.

## F. RESOLUTION – PURCHASE - INTERNET PROTOCOL (IP) PHONE SYSTEM

Building and Grounds Director Archibald introduced this agenda item and gave an overview of the request.

Councilmember Gowan introduced and moved for the adoption of Resolution No. 09-040: A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF LA VISTA, NEBRASKA AUTHORIZING THE PURCHASE OF AN INTERNET PROTOCOL (IP) PHONE SYSTEM FROM HUNTEL COMMUNICATIONS, OMAHA NEBRASKA, IN AN AMOUNT NOT TO EXCEED \$26,349.37

WHEREAS, it has been determined that an upgrade to the phone systems at City Hall, the Community Center, the Police Station, and Fire District 1 is necessary; and

WHEREAS, funds were included in the FY09 General Fund Budget for a an Internet Protocol (IP) phone system; and

WHEREAS, a proposal was submitted by HunTel Communications, Omaha, Nebraska, the City's current communications and telephone system provider, determined to be the sole source provider for this system upgrade; and

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WHEREAS, Subsection (C) (9) of Section 31.23 of the La Vista Municipal Code requires that the city administrator secure Council approval prior to authorizing any purchase over \$5,000.00.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of La Vista, Nebraska, do hereby authorize the purchase of an IP phone system in an amount not to exceed \$26,349.37

Seconded by Councilmember Carlisle. Councilmember Sheehan asked how the system will handle a power outage. Building and Grounds Director Archibald stated that system will respond in the same manner as the current system which is on a UPS. He stated the generator can be used to keep the switches active and then the system would continue to operate until power was restored. Mayor Kindig asked if there was anyone here to speak on this agenda item. There being no one, Mayor Kindig asked for the vote. Councilmembers voting aye: Sell, Ronan, Quick, Sheehan, Carlisle, Crawford, Ellerbeck, and Gowan. Nays: None. Absent: None. Motion carried.

## **G. SPECIAL ASSESSMENT**

- 1. PUBLIC HEARING**
- 2. RESOLUTION**

The assessment for this property was paid in full on the afternoon of April 21, 2009. The resolution was withdrawn.

## **H. DISCUSSION – COUNCIL POLICY STATEMENT – PAY FOR PERFORMANCE**

Assistant City Administrator Ramirez introduced the Council Policy Statement on Pay for Performance. Councilmember Gowan asked what the role of the Human Resource employee would be on an evaluation. Ramirez stated that they will verify that the applicable processes and requirements have been satisfied before the evaluation is gone over with the employee. Councilmember Sheehan stated he would like to see 360 degree evaluations done. Ramirez stated that is something we will look at in the future.

Councilmember Crawford stated that the supervisor needs to identify what the employee is required to do to improve their performance. Councilmember Gowan stated that he agreed with Councilmember Crawford. The employee and the supervisor need to define a measured set of goals. Ramirez noted that, under the Policy, Council would take two actions each year – adjust ranges to reflect market changes in wages, and set base and additional percentage changes in wages for those who meet and exceed expectations.

The consensus of Council was to move forward with this document and to assume a percentage of 3% when doing preliminary budget numbers.

## **COMMENTS FROM THE FLOOR**

There were no comments from the floor.

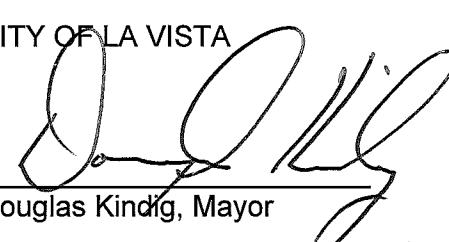
## **COMMENTS FROM MAYOR AND COUNCIL**

Mayor and Council discussed whether they should ride or walk in the La Vista Days Parade.

At 8:28 p.m. Councilmember Crawford made a motion to adjourn the meeting. Seconded by Councilmember Gowan. Councilmembers voting aye: Sell, Ronan, Quick, Sheehan, Carlisle, Crawford, Ellerbeck, and Gowan. Nays: None. Absent: None. Motion carried.

PASSED AND APPROVED THIS 5TH DAY OF MAY 2009.

CITY OF LA VISTA



Douglas Kindig, Mayor

ATTEST:



Pamela A. Buethe, CMC

City Clerk