

**CITY OF LEXINGTON
LEXINGTON, NEBRASKA**

A special meeting of the Lexington City Council was held on October 21, 1997 at the Municipal Building 406 East 7th Street, Lexington, Nebraska at 7:00 A.M. Members of the Council present were Mayor John Wightman, John Fagot, Rick Klamm, Neal Kohl, and Patty Mandelko. City Officials present were City Clerk Leon E. Malzahn, City Manager Vance Bricker, City Attorney Willard Weinhold, and Assistant City Manager Joe Pepplitsch.

NOTICE: Notice of the meeting was given in advance, thereof by posting notice at United Nebraska Bank, Farmer's State Bank, Dawson County Courthouse, and Lexington City Office. Notice of this meeting was simultaneously given to the Mayor and all members of the Council, and a copy of their Acknowledgment of Receipt of Notice and the agenda is attached to these Minutes. Availability of the Agenda was communicated in advance notice and in the notice to the Mayor and Council of this meeting. The proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public. All items resented and discussed on the agenda were available for public inspection.

CALL TO ORDER: The meeting was called to order by Mayor Wightman.

NEW PAY SCHEDULE: City Manager Bricker presented a report prepared by Assistant City Manager Pepplitsch which outlined a new pay schedule for all employees. Mr. Pepplitsch stated that the current pay plan which was based on the achievement of individual employees and in turn resulted in a merit pay increase based upon a review by their supervisors. Mr. Bricker stated that the merit system was increasing payroll expenses at a rate that would make the pay for the employees above the comparable wage as determined in the study produced by the City of Norfolk. Mr. Pepplitsch then explained a report which projected that the City would save \$114,000.00 in payroll costs over a two year period, If this step grade pay scale were to be adopted. Comments from the council was a concern that some employees will receive a rather large increase while others would not receive an increase. Other comments favored the adoption of this type of plan. Another inquiry pertained to the need for the

Council to adopt this plan by passage of an ordinance. City Attorney Weinhold stated that this is the responsibility of the City Manager.

ADJOURNMENT:

This being the last item on the agenda and no further discussion of this subject Mayor Wightman declared the Meeting adjourned.

John Wightman
Mayor

Leon E. Malzahn
City Clerk

I, the undersigned City Clerk for the City of Lexington, Nebraska, hereby certify that all of the subjects included in the foregoing proceedings were contained in the Agenda for the meeting, kept continually current and available for public inspection at the office of the City Clerk during regular business hours prior to said meeting: that the Minutes of the Mayor and Council of the City of Lexington, Nebraska, from which the foregoing proceedings have been extracted were in written form and available for public inspection within ten working days and prior to the next convened meeting of said body, that all news media requesting notification concerning meeting of said body were provided advance notification of the time and place of said meeting and the subjects to be discussed at said meeting.

Lexington City Clerk