

Sturgis City Council Regular Meeting Agenda

November 7, 2016

6:00 pm Executive Session -- 6:30 pm Regular Meeting
Commissioners' Room, Erskine Building
1300 Sherman Street, Sturgis, SD 57785

1. Call to Order
2. Approval of the Agenda
3. Executive Session
 - 1) Legal Cases – 1
 - 2) Contracts – 1
 - 3) Personnel – 2
4. Pledge of Allegiance – 6:30 pm
5. Announcements and Praise
 - a. “Extra Mile Day” Proclamation – November 1, 2016
 - b. Presentation of Sturgis® Motorcycle Rally™ Sponsorship Proceeds to Sturgis Rally Charities Foundation.
 - c. Presentaiton of Mayor’s Ride Proceeds
6. Informational Reports
 - a. Park Board – 9/15/16 minutes
 - b. Library Board – 10/26/16 minutes
 - c. Planning Commission – 11-1-16 minutes
 - d. Pictometry Presentation
7. City Manager’s Report
 - a. Sales Tax Update
 - b. Payroll Changes – within budget:
 1. Parks Dept – Parks Maintenance Tech 2 – Jack Huston - \$14.35, received Pesticide License.
 2. Ambulance Dept – EMR/Driver – Matt Van Asma – \$10.00 (\$8.55 while on orientation).
 3. Liquor Store Dept – Interim General Manager – David “Jerry” Klusak - \$20.00.
 4. Finance Office – Senior Accountant – Dorothy Oldenkamp - \$22.71.
 5. Wastewater Dept – Certified Wastewater Operator – Neil Murray - \$21.75.
 6. Recreation Dept – Referee – Cameron Cochran, Cain Fritz, Olivia Jolley, Tanner Smith, Zach Weyer - \$20 per game.
8. Consider Consent Calendar
 - a. Consideration to approve the minutes from the October 17, 2016 regular council.

- b. Consideration to approve Amendment #1 to the Agreement with SD DOT for traffic signals on state highway system.
- c. Consideration to approve setting a public hearing on November 21, 2016 for a Use on Review for William & Brooke Coshow, 1218 Cedar Dr, for a home based business.
- d. Consideration to authorize the Police Dept to purchase a pickup off of state bid for 2017.
- e. Consideration to approve setting a public hearing for November 21, 2016 for the Knuckle Saloon for the Liquor Store Open House on December 2, 2016.
- f. Consideration to approve the Medical Director Services Agreement.
- g. Consideration to approve Resolution 2016-63 – Surplus Property.
- h. Consideration to authorize Mayor to sign a state financial assistance agreement with SD DOT for airport apron improvements.
- i. Consideration to approve Resolution 2016-55 – Plat of Vernon Heights Estates for Amie Allison, Christopher Allison, Doreen Allison Creed & Vernon Allison Jr.
- j. Consideration to approve Professional Service Agreement with Sturgis Economic Development Corp.

9. Approval of the claims

10. Public Hearings

- a. Consideration to approve a Malt Beverage License and a Wine License transfer from Lori & Tracy Konst dba Total E'Clips Salon to Luke and Rebecca Ortiz, Tamarack Inc dba Total E'Clips Salon at 920 1st St.
- b. Consideration to approve a transfer of location of an Off-Sale Liquor License for the City of Sturgis.
- c. Consideration to approve Liquor License and Wine License Renewals for 2017.

11. Reports

- a. Citizen Request to be on Agenda – Myrick Robbins, Motorcycle Museum Director.
- b. Consideration to approve first reading of Ordinance 2016-10 – Title 2 – Contractor Licensing & Construction Regulations.
- c. Consideration to approve first reading of Ordinance 2016-11 – Title 6 – Cemetery.
- d. Consideration to approve first reading of Ordinance 2016-08 – Supplemental Appropriations for 2016 Budget.
- e. Consideration to approve first reading of Ordinance 2016-09 – Supplemental Appropriations for 2017 Budget.

12. Other matters that may come before the Council

To address the City Council, please stand behind the podium and state your name clearly into the microphone for the public record. Please keep your comments respectful and complete your comments in three minutes or less. If you are unable to approach the podium due to a physical limitation, a portable microphone will be provided.

13. Executive Session – SDCL 1-25-2

Continuation of #3 if needed.

14. Adjourn



Park Board Meeting

September 15, 2016
Meade County Extension Office
7:00 PM

Members Present: Bill McKee, Keith Smit, Tony Dargatz, Janine Short, and Gene Stock

Members Absent: Tom Hermann

Others Present: Palmer Dahl, Ron Waterland, Mike Bachand, Daniel Ainslie, Liz W

New Business:

Approve minutes from July Meeting

Keith made a motion to approve minutes, seconded by Bill. Minutes approved by Park Board

Review Expense report

Gene provided an expense summary report to the Park Board for review. Keith made a motion to approve the expense report. Bill seconded the motion. Motioned carried

Old Stone Shelter

Liz W (city engineer) submitted some ideas to Park Board for the new Stone Shelter. Park Board agreed that Option 3, which is a metal framed package building with a few additions was the best option. There will be no bathrooms due to budget concerns. Liz will work on some other ideas and let us know what she comes up with. Estimated start date early next spring.

Ft Meade Trail

Liz has reached out to National Guards and BLM and is in the process of getting right of ways so they can get started. She will bid it out in two segments due to a state highway project coming up. She asked City Council to make a recommendation regarding the flashing safety light at the crossing at the school. Expected start date is early next spring with a completion date of early October due to grant deadline being Dec. 2017

Shop location

Palmer Dahl suggested that maybe the Livestock Barn area could possibly be an option for the new Parks Shop. He would like to see Water, Public Works, and Parks all merge into one shop area. Bill McKee has some concerns regarding that area. Mike Bachand stated that he would oppose buying any more property for the Shop due to budget constraints. Park Board and Gene stated that they would like to stay in the south side of town due to snow removal duties with the school and Fire Dept and Ambulance but ultimately wherever City Council decides to build the shop will be accepted

1st Ave Trailhead

Park Board would like to proceed with the recommendation to the City Manager to get rid of the guardrail, connect sidewalk to bike path, and move the bollards six feet apart to allow access for snow removal. Bill seconded the motion. All in favor

Lights at Little League Fields

Tabled for later discussion. Depending on future planning within the city and school, no decision has been made as of yet.

Community Garden #2

Water is in and now Gene is waiting for a new quote for fencing. He would like to install 6' fencing instead of 5'. It was discussed that maybe they could use the dirt from the Anna St project. Gene will check into that.

TreeWorks Software- Received paperwork to purchase software, visited with Community Forestry to purchase the software. They need to visit with Dr Ball to finalize the price so we can get it purchased.

Rose St Park

Janine turned in a petition with many names asking that we save the park. We will get permission from City Council to proceed with installing the new equipment as soon as possible

Skateboard Park

Tony stated that a committee is working on finding a home and expanding the skateboard park. We have suggested that they get a plan and a price together and then bring it to council for further direction.

The next Park Board meeting is scheduled for October 13, 2016.

Meeting adjourned 9:00 PM

Submitted by
Angie Shideler

MINUTES
STURGIS PUBLIC LIBRARY BOARD OF TRUSTEES
26 October 2016

PRESENT (Board Members): Lance Scherer, Terry Hermann, Bruce McFarland, Cricket Palmer, Dave Martinson, Cathie Anderson

(Other): Lisa Katzenstein, Julie Moore Peterson

ABSENT: Bob Mechling

CALL TO ORDER: The regular meeting of the Sturgis Public Library Board of Trustees was called to order by President Scherer at 4:03 pm.

MINUTES: Motion by McFarland, second by Hermann, to approve the 28 September 2016 board meeting minutes as presented. All voted in favor.

BILLS AND ACCOUNTS: Motion by Hermann, second by Martinson, to approve the October bills and accounts. All voted in favor.

Report:

Upcoming November Events:

Regular Programs:

Lego Play - 2nd and 4th Mondays

MakerSpace – 1st and 3rd Mondays

Pre-School Story Hour – Tuesdays

Toddler Story Times - Wednesdays

Wii - Wednesdays

WonderMath – 2nd and 4th Thursdays

Library Board – Last Wednesday (Nov. 30)

Fine Free Saturdays

Special Programs:

Book Club – Nov. 3

Donuts with Dads – Nov. 5

Sensory Story Time – Nov. 5

Library Closed - Nov. 11

History at High Noon – Nov. 18

Library Closed – Nov. 24 and 25

Donations: \$25.00 from Francie Ruebel-Alberts, \$50.00 from Dennis Nelles, \$100.00 from the Sturgis Area Arts Council for the Pop-Up Art Show, \$20.00 from Delain Johnson, and 75 (like-new) jigsaw puzzles from Loretta Kellogg.

Other:

Art Displays: The Pop-Up Art show receptions were held on Thursday, October 20th, with over 50 people attending, including most of the artists. The total amount from entry fees was \$355.00. The Arts Council contributed \$100 to help with prize money, and Ruth Mechling and Dorothy Pulscher provided the bars and cookies.

The drawings of local resident Bonnie Ismay will be the featured art display in November. Attendance –October: As of Oct. 25, 105 children and 176 adults have attended library programs. Meeting rooms were reserved 54 times, and staff provided 12 individual computer help sessions.

History at High Noon: We had a full house for Dorothy Short's family history program in October. The program for November will be Homesteading – Guy Edwards on his family' homestead near Marcus.

Events and programs: We are tentatively planning a "Holiday" book and puzzle sale for Dec. 1-3, in conjunction with the Chamber's Holiday Open House and "Scrooge Night". The Big Read programming grant committee has begun working on the actual grant application and the budget process. The schedule of programs will run between Labor Day weekend and Veteran's Day in 2017.

The library will be partnering with the Planning and Permitting Department as hosts for this year's City Employee Christmas Party. Mark your calendar to reserve Dec. 9 from 11:00 to 1:00 to join us.

All hands meetings took place on Thursday Oct. 20. The City Manager provided a review of the past year's activities and discussed upcoming changes and projects to staff members. Julie participated in the online Digital Shift Conference all day Wednesday, Oct. 19th- attending sessions on Digital Engagement, Digital Copyright and the Law, and User Experience and the Library Environment. She also attended an online training focusing on legal issues with library public meeting rooms, on Oct. 14.

OLD BUSINESS:

Consortium/KOHA Update: Hold requests are activated for library patrons wishing to borrow books from other consortium libraries and the transport system seems to be working well after adjusting some loan rules. System preferences have also been updated so more records are displayed with keyword searching.

Library Projects/Improvements: Moore reported that she had attended the Public Works/Parks facilities architect interviews earlier that day (Oct. 26th). The three firms represented were Fennell Design, Upper Deck Architects, and Williams & Associates. The library was included as possible future remodeling with the City Hall facility as part of the proposed project. Board members reviewed the presentation materials and had no concerns with any of the potential candidates.

NEW BUSINESS:

Volunteer Policy: The board discussed the existing Policy for Library Volunteers and made recommendations for updates. The policy will be revised for 1st reading at the November board meeting.

November/December Events and Holidays: The library will be closed on Friday, Nov. 11, but open on Saturday the 12th. It will also be closed on Thursday and Friday, Nov. 24 and 25, but open on Saturday, Nov. 26th. Moore asked the board to approve donations of food and other

items for the Sturgis/Meade Animal Shelter in November (for Animal Shelter Week) and also "Food for Fines" donations for the Kiwanis Food Pantry in December as payment for overdue materials. Motion by Palmer, second by Hermann, to approve. All voted in favor.

Other New Business: The board reviewed the revised Interlibrary Loan and Holds Sharing Policy. The first reading will be held in November.

As there was no further new business, the meeting was adjourned.

Respectfully Submitted:
Julie Moore Peterson

Planning Commission Minutes

The City of Sturgis Planning Commission held a regular meeting on Tuesday, November 1, 2016 at 5:30 p.m. in the front conference room at Sturgis City Hall, 1040 Harley-Davidson Way, Sturgis SD.

Present: Commissioners Hughes, Gerberding, Olson, Treloar, Norstegaard, Mack and Monahan.

Staff: Planning Coordinator, City Manager and Code Enforcement Officer
Council Liaison: Ron Waterland

5:30 Call to order by Chairman Judy Hughes

The Commission approved the Minutes from the October 4, 2016 meeting.

1. Plat – Jim Allison

Plat of Lot 1, Block 4 of Vernon Heights Estates II Subdivision located within the City Limits of Sturgis. This is a 0.61 acre lot located at the NE corner of Camaro Drive and Malibu Loop. Zoning is Low-Density Residential. A motion was made by Monahan to approve, 2nd by Mack. All Commissioners voting to approve the motion.

2. Use on Review for In-Home Business – William Kyle Coshow

Request to operate a light machining and gun smith business from residence located at 1218 Cedar Drive. Brooke Coshow was present to answer questions. This business entails doing custom machining using a CNC machine and lathe in the garage. The intent is to grow the business enough to move into a commercial or industrial area within one to three years. This is a wholesale business and no customers would be visiting the premise. The Code Enforcement Officer conducted a site visit and reported the garage is very well insulated and the machines create very little noise. Following discussion, a motion was made by Mack to approve, 2nd by Norstegaard. Commission vote = 6 Yes, 1 Opposed (Olson). Motion carried to recommend approval to the City Council.

3. Tom Price – Annual Review

In-Home firearms business at 2003 Hurley. Original approval date: September 21, 2015. The applicant was present and explained there has been a delay in getting his yearly sales tax report from the Department of Revenue. He has sold approximately 21 firearms during the past year. There have been no complaints filed with the Code Enforcement office. This was a review only and the business will be allowed to continue as long as the sales tax report is turned in to the City within the next month.

4. Title 18 Review

Review requirements for In-Home Business and discuss possible guidelines and standards. The City Manager provided a handout listing possible requirements that would trigger the need for a Use on Review along with possible conditions that could be imposed. Following lengthy discussions and taking input from the public, the Commission decided to make the following recommendations to the City Council regarding in-home business.

At home businesses would be required to proceed with the Use on Review process if any of the following attributes applied:

1. The business would have one or more non-resident employees
2. The business would have one or more customers who would visit the at home business
3. The business would have business inventory, storage, etc. visible from the public right of way
4. The business would create any increase in the amount of traffic, noise or odor typical of a residential neighborhood
5. The business would create a perceived or actual decrease in the expected safety in a neighborhood
6. The business would require any type of land or premises approval from the state or federal government (this does not imply a professionally licensed individual)
7. There has been a verified complaint to the Planning and Permitting Office regarding an at home business regarding an impact of similar nature though not specifically listed to those listed above.
8. In no circumstance would a residential camping or home leasing qualify as an at home business requiring a use on review.

Should a business be required to complete a Use on Review process all the following conditions will be applied:

1. Copies of all South Dakota State Sales Tax returns shall be submitted to the City Finance Office (these records shall be retained and considered confidential)
2. No signage on the property (with the exception of vehicles) shall be visible from a public right of way
3. The actual average daily vehicle count of the subject property shall not exceed 1.25 times the AADT (Annual Average Daily Traffic) for the type of subject property. In circumstances where the subject business is of significant importance to the community, the limit maybe extended but shall in no circumstance exceed 3.0 times the AADT for the type of subject property.
4. The subject property shall not create noise beyond the times of 7:00 am through 9:00 pm. In addition, the types of sounds nor the volumes of those sounds created during these hours shall not exceed those typical in a residential neighborhood.
5. No odor beyond that typical of a residential neighborhood shall be permissible.

6. If the business causes an impact to the utility services beyond those typical of a residence, then all utility rates shall be charged as Commercial (two separate unit charges for all City utilities).
7. The County may assess portions of the property at commercial versus residential rates.
8. All Use on Reviews shall be applicable for one year. At the expiration of one year, they shall be completed again.

During the initial use on review, the applicant shall be required to:

1. Pay all costs associated with the City sending a certified letter to all landowners within 200' of the subject property.
2. Have place on their property in a place clearly visible from the busiest public right of way a sign provided by the City stating that the property is under consideration of a use on review. Said sign shall be placed for not less than 21 days

Upon the completion of each 365-day period, following final approval by the City Council, the City shall list the property address and type of business in the monthly community newsletter. The listing shall indicate that the at home business is under its annual use on review. Should there be any complaint throughout the 365-day period or should negative comments arise after the notice in the Community Newsletter, the Planning and Permitting Department shall present the use on review to the Planning and Zoning Commission. Should the Commission approve another year, no further action is required until 365 days has passed. Should the Commission recommend disapproval, the Use on Review denial shall be submitted to the Common Council for final consideration.

Additionally, the Commission would like to see a change made to the initial notification process that is already in place. In addition to sending certified letters to all property owners with 200' of the property under consideration, the applicant would also be required to place a sign in the yard at the property being considered for a UOR for 21 days prior to the Planning & Zoning meeting. The sign would be provided by the City and would state that a Use on Review is in process. Once the UOR is approved and is due for an annual review, a notice will be posted in the monthly City Newsletter and on the official City Website stating the names and addresses of all UOR applications up for renewal.

5. Discussion Item: SDN Cell Towers

This item was for discussion only and no action was required.

Discussion included information from a proposal by SDN to install three cell towers in various residential and highway service location in downtown Sturgis. The towers would be used for additional cell coverage during the annual Rally. Commissioners decided this would not be a good idea due to aesthetic and safety issues. It was noted that all sites would need to come under a variance.

No other matters came before the Planning & Zoning. Meeting adjourned at 7:45 pm.

Minutes are not considered official until approved by the Planning Commission.



Payroll Change/New Hire Form

Name Jack Huston

Job Title Parks Maintenance Tech 2

Department Parks

Brief Job Description (1-2 sentences) Perform a variety of landscaping, maintenance, & construction duties in the care and maintenance of athletic fields, cemetery, and park land, recreational trails, and other grounds throughout the City. Provides tree care as required by Tree City USA. Assists with set-up and tear-down of special events. Opens/closes graves at Bear Butte Cemetery.

Status: (Full time, Part time, Seasonal, etc.) Full time

Hourly Wage \$14.35 (has received Pesticide License)

Effective Date October 17, 2016

Council Date November 7, 2016

Notes: (Indicate whether within budget, new position, replacement employee, etc.)

Within budget. Per Collective Bargaining Agreement.

Wage increase was noted in the 10/3 minutes when original wage was approved. Jack successfully passed his certification on 10/12/2016.

Signature of Department Head Gene Stock

Reviewed by Human Resources:

Lisa Katzenstein

Authorization:

Daniel Ainslie, City Manager



Payroll Change/New Hire Form

Name Matt Van Asma

Job Title EMR / Driver

Department Sturgis Ambulance Service

Brief Job Description (1-2 sentences) Responds to emergencies and dispatches at EMR level.

Will be used on as needed basis until EMT-Basic status is completed.

Status: (Full time, Part time, Seasonal, etc.) Part-time
(Max 1,039 hrs per year, Max 29 hrs per week)

New Wage \$10.00 (\$8.55 while on orientation)

Effective Date November 8, 2016

Council Date November 7, 2016

Notes: (Indicate whether within budget, new position, replacement employee, etc.)

Signature of Department Head Shaun Fisher

Reviewed by Human Resources:
Lisa Katzenstein [Signature]

Authorization:
Daniel Ainslie, City Manager [Signature]



Payroll Change/New Hire Form

Name David "Jerry" Klusak

Job Title Interim General Manager

Department Sturgis Liquor Store

Brief Job Description *(1-2 sentences)* Manager operations of the Sturgis Liquor Store
on an interim basis. Responsible for purchases,
product placement, advertising, staffing, etc.

Status: *(Full time, Part time, Seasonal, etc.)* Temporary Assignment

New Wage \$20.00 (includes supervisory stipend)

Effective Date October 28, 2016

Council Date November 7, 2016

Notes: *(Indicate whether within budget, new position, replacement employee, etc.)*

Within budget Mr. Klusak is currently the Assistant Manager.

Signature of Department Head _____

Reviewed by Human Resources:

Lisa Katzenstein

Authorization:

Daniel Ainslie, City Manager



Payroll Change/New Hire Form

Name Dorothy "Dottie" Oldenkamp

Job Title Senior Accountant

Department Finance Office

Brief Job Description (1-2 sentences) Prepare monthly and annual financial reports (i.e. P&L statements, reconciliation control sheets, annual report worksheets, etc.). Ensure inventory controls, manage the tracking of mandatory write-offs for EMS. Do monthly journal entries. Track and report on trends in both expenditures and revenues in all funds.

Status: (Full time, Part time, Seasonal, etc.) New hire (Full-time position)

New Wage \$22.71 per hour (Non-exempt)

Effective Date November 28, 2016

Council Date November 5, 2016

Notes: (Indicate whether within budget, new position, replacement employee, etc.)

This is a new position.

Signature of Department Head Jay Bue

Reviewed by Human Resources:

Lisa Katzenstein

Authorization:

Daniel Ainslie, City Manager

Dan Ainslie



Payroll Change/New Hire Form

Name Neil Murray

Job Title Certified Wastewater Operator

Department Wastewater

Brief Job Description (1-2 sentences) Operate and maintain the City's wastewater collection and treatment systems. Camera and vac as required by maintenance plans and problems. Ensure safe & efficient operation of the system. Prevent health hazards. Perform testing & monitoring.

Status: (Full time, Part time, Seasonal, etc.) Change in Job Classification

New Wage \$21.75 per hour

Effective Date October 31, 2016

Council Date November 7, 2016

Notes: (Indicate whether within budget, new position, replacement employee, etc.)

Within budget.

Neil has 12 years service with the City. He recently passed his final certification tests. Now that he is fully certified as a Wastewater Operator, he is given a wage increase per our collective bargaining agreement.

Signature of Department Head Rick Bush, PWD Director - 

Reviewed by Human Resources:

Lisa Katzenstein



Authorization:

Daniel Ainslie, City Manager





Payroll Change/New Hire Form

Name Cameron Cochran

Job Title Referee

Department Recreation

Brief Job Description (1-2 sentences) Referee youth basketball games and assist with camps. Ensure safety of participants.

Status: (Full time, Part time, Seasonal, etc.) Seasonal Employee

New Wage \$20.00 per game

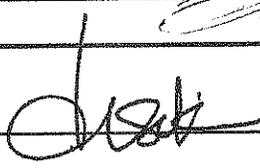
Effective Date October 29, 2016

Council Date November 7, 2016

Comments: (Indicate whether within budget, new position, replacement employee, etc.)
Within budget Returning Referee

Cameron also works as a front desk attendant.

Signature of Department Head Rod Heikes 

Reviewed by Human Resources: Lisa Katzenstein	
Authorization to hire: Daniel Ainslie, City Manager	



Payroll Change/New Hire Form

Name Cain Fritz

Job Title Referee

Department Recreation

Brief Job Description (1-2 sentences) Referee youth basketball games and assist with camps. Ensure safety of participants.

Status: (Full time, Part time, Seasonal, etc.) Seasonal Employee

New Wage \$20.00 per game

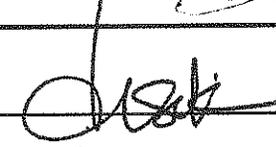
Effective Date October 29, 2016

Council Date November 7, 2016

Comments: (Indicate whether within budget, new position, replacement employee, etc.)
Within budget Returning Referee

Cain has also worked for us as a summer seasonal employee.

Signature of Department Head Rod Heikes 

<p>Reviewed by Human Resources: Lisa Katzenstein</p> <p>Authorization to hire: Daniel Ainslie, City Manager</p>	 
---	--



Payroll Change/New Hire Form

Name Olivia Jolley

Job Title Referee

Department Recreation

Brief Job Description (1-2 sentences) Referee youth basketball games and assist with camps. Ensure safety of participants.

Status: (Full time, Part time, Seasonal, etc.) Seasonal Employee

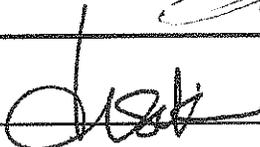
New Wage \$20.00 per game

Effective Date October 29, 2016

Council Date November 7, 2016

Comments: (Indicate whether within budget, new position, replacement employee, etc.)
Within budget Returning Referee

Signature of Department Head Rod Heikes 

Reviewed by Human Resources: Lisa Katzenstein	
Authorization to hire: Daniel Ainslie, City Manager	



Payroll Change/New Hire Form

Name Tanner Smith

Job Title Referee

Department Recreation

Brief Job Description (1-2 sentences) Referee youth basketball games and assist with camps. Ensure safety of participants.

Status: (Full time, Part time, Seasonal, etc.) Seasonal Employee

New Wage \$20.00 per game

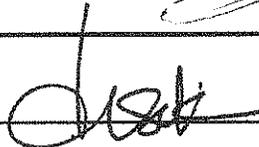
Effective Date October 29, 2016

Council Date November 7, 2016

Comments: (Indicate whether within budget, new position, replacement employee, etc.)
Within budget Returning Referee

Tanner also works as a front desk attendant.

Signature of Department Head Rod Heikes 

Reviewed by Human Resources: Lisa Katzenstein	
Authorization to hire: Daniel Ainslie, City Manager	



Payroll Change/New Hire Form

Name Zach Weyer

Job Title Referee

Department Recreation

Brief Job Description (1-2 sentences) Referee youth basketball games and assist with camps. Ensure safety of participants.

Status: (Full time, Part time, Seasonal, etc.) Seasonal Employee

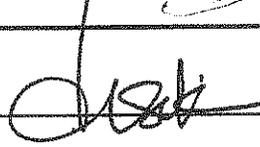
New Wage \$20.00 per game

Effective Date October 29, 2016

Council Date November 7, 2016

Comments: (Indicate whether within budget, new position, replacement employee, etc.)
Within budget Returning Referee

Signature of Department Head Rod Heikes 

Reviewed by Human Resources: Lisa Katzenstein	
Authorization to hire: Daniel Ainslie, City Manager	