

{\rtf1\deflang1025\ansi\ansicpg1252\uc1\adef0\deff0\stshfdbch0\stshfloch0\stshfhich0\stshfbi0\deflang1033\deflangfe1033\themelang1033\themelangfe0\themelangcs0{\fonttbl{\f0\fbidi\froman\fcharset0\fpqr2{*\panose 02020603050405020304} Times New Roman;}{\f2\fbidi\fmodern\fcharset0\fpqr1{*\panose 02070309020205020404} Courier New;}{\f34\fbidi\froman\fcharset0\fpqr2{*\panose 02040503050406030204} Cambria Math;}{\flomajor\31500\fbidi\froman\fcharset0\fpqr2{*\panose 02020603050405020304} Times New Roman;}{\fdbmajor\31501\fbidi\froman\fcharset0\fpqr2{*\panose 02020603050405020304} Times New Roman;}{\fhimajor\31502\fbidi\froman\fcharset0\fpqr2{*\panose 02040503050406030204} Cambria;}{\fbimajor\31503\fbidi\froman\fcharset0\fpqr2{*\panose 02020603050405020304} Times New Roman;}{\flominor\31504\fbidi\froman\fcharset0\fpqr2{*\panose 02020603050405020304} Times New Roman;}{\fdbminor\31505\fbidi\froman\fcharset0\fpqr2{*\panose 02020603050405020304} Times New Roman;}{\fhiminor\31506\fbidi\froman\fswiss\fcharset0\fpqr2{*\panose 020f0502020204030204} Calibri;}{\fbiminor\31507\fbidi\froman\fcharset0\fpqr2{*\panose 02020603050405020304} Times New Roman;}{\f41\fbidi\froman\fcharset238\fpqr2 Times New Roman CE;}{\f42\fbidi\froman\fcharset204\fpqr2 Times New Roman Cyr;}{\f44\fbidi\froman\fcharset161\fpqr2 Times New Roman Greek;}{\f45\fbidi\froman\fcharset162\fpqr2 Times New Roman Tur;}{\f46\fbidi\froman\fcharset177\fpqr2 Times New Roman (Hebrew);}{\f47\fbidi\froman\fcharset178\fpqr2 Times New Roman (Arabic);}{\f48\fbidi\froman\fcharset186\fpqr2 Times New Roman Baltic;}{\f49\fbidi\froman\fcharset163\fpqr2 Times New Roman (Vietnamese);}{\f61\fbidi\fmodern\fcharset238\fpqr1 Courier New CE;}{\f62\fbidi\fmodern\fcharset204\fpqr1 Courier New Cyr;}{\f64\fbidi\fmodern\fcharset161\fpqr1 Courier New Greek;}{\f65\fbidi\fmodern\fcharset162\fpqr1 Courier New Tur;}{\f66\fbidi\fmodern\fcharset177\fpqr1 Courier New (Hebrew);}{\f67\fbidi\fmodern\fcharset178\fpqr1 Courier New (Arabic);}{\f68\fbidi\fmodern\fcharset186\fpqr1 Courier New Baltic;}{\f69\fbidi\fmodern\fcharset163\fpqr1 Courier New (Vietnamese);}{\f381\fbidi\froman\fcharset238\fpqr2 Cambria Math CE;}{\f382\fbidi\froman\fcharset204\fpqr2 Cambria Math Cyr;}{\f384\fbidi\froman\fcharset161\fpqr2 Cambria Math Greek;}{\f385\fbidi\froman\fcharset162\fpqr2 Cambria Math Tur;}{\f388\fbidi\froman\fcharset186\fpqr2 Cambria Math Baltic;}{\f389\fbidi\froman\fcharset163\fpqr2 Cambria Math (Vietnamese);}{\flomajor\31508\fbidi\froman\fcharset238\fpqr2 Times New Roman CE;}{\flomajor\31509\fbidi\froman\fcharset204\fpqr2 Times New Roman Cyr;}{\flomajor\31511\fbidi\froman\fcharset161\fpqr2 Times New Roman Greek;}{\flomajor\31512\fbidi\froman\fcharset162\fpqr2 Times New Roman Tur;}{\flomajor\31513\fbidi\froman\fcharset177\fpqr2 Times New Roman (Hebrew);}{\flomajor\31514\fbidi\froman\fcharset178\fpqr2 Times New Roman (Arabic);}{\flomajor\31515\fbidi\froman\fcharset186\fpqr2 Times New Roman Baltic;}{\flomajor\31516\fbidi\froman\fcharset163\fpqr2 Times New Roman (Vietnamese);}{\fdbmajor\31518\fbidi\froman\fcharset238\fpqr2 Times New Roman CE;}{\fdbmajor\31519\fbidi\froman\fcharset204\fpqr2 Times New Roman Cyr;}{\fdbmajor\31521\fbidi\froman\fcharset161\fpqr2 Times New Roman Greek;}{\fdbmajor\31522\fbidi\froman\fcharset162\fpqr2 Times New Roman Tur;}{\fdbmajor\31523\fbidi\froman\fcharset177\fpqr2 Times New Roman (Hebrew);}{\fdbmajor\31524\fbidi\froman\fcharset178\fpqr2 Times New Roman (Arabic);}{\fdbmajor\31525\fbidi\froman\fcharset186\fpqr2 Times New Roman Baltic;}

{\fdbmajor\31526\fbidi \froman\charset163\frq2 Times New Roman
(Vietnamese);} {\fhimajor\31528\fbidi \froman\charset238\frq2 Cambria
CE;} {\fhimajor\31529\fbidi \froman\charset204\frq2 Cambria Cyr;} {\fhimajor\31531\fbidi
\froman\charset161\frq2 Cambria Greek;} {\fhimajor\31532\fbidi \froman\charset162\frq2
Cambria Tur;} {\fhimajor\31535\fbidi \froman\charset186\frq2 Cambria Baltic;}
{\fhimajor\31536\fbidi \froman\charset163\frq2 Cambria
(Vietnamese);} {\fbimajor\31538\fbidi \froman\charset238\frq2 Times New Roman
CE;} {\fbimajor\31539\fbidi \froman\charset204\frq2 Times New Roman Cyr;}
{\fbimajor\31541\fbidi \froman\charset161\frq2 Times New Roman
Greek;} {\fbimajor\31542\fbidi \froman\charset162\frq2 Times New Roman
Tur;} {\fbimajor\31543\fbidi \froman\charset177\frq2 Times New Roman (Hebrew);}
{\fbimajor\31544\fbidi \froman\charset178\frq2 Times New Roman
(Arabic);} {\fbimajor\31545\fbidi \froman\charset186\frq2 Times New Roman
Baltic;} {\fbimajor\31546\fbidi \froman\charset163\frq2 Times New Roman (Vietnamese);}
{\flominor\31548\fbidi \froman\charset238\frq2 Times New Roman
CE;} {\flominor\31549\fbidi \froman\charset204\frq2 Times New Roman
Cyr;} {\flominor\31551\fbidi \froman\charset161\frq2 Times New Roman Greek;}
{\flominor\31552\fbidi \froman\charset162\frq2 Times New Roman
Tur;} {\flominor\31553\fbidi \froman\charset177\frq2 Times New Roman
(Hebrew);} {\flominor\31554\fbidi \froman\charset178\frq2 Times New Roman (Arabic);}
{\flominor\31555\fbidi \froman\charset186\frq2 Times New Roman
Baltic;} {\flominor\31556\fbidi \froman\charset163\frq2 Times New Roman
(Vietnamese);} {\fdbminor\31558\fbidi \froman\charset238\frq2 Times New Roman CE;}
{\fdbminor\31559\fbidi \froman\charset204\frq2 Times New Roman
Cyr;} {\fdbminor\31561\fbidi \froman\charset161\frq2 Times New Roman
Greek;} {\fdbminor\31562\fbidi \froman\charset162\frq2 Times New Roman Tur;}
{\fdbminor\31563\fbidi \froman\charset177\frq2 Times New Roman
(Hebrew);} {\fdbminor\31564\fbidi \froman\charset178\frq2 Times New Roman
(Arabic);} {\fdbminor\31565\fbidi \froman\charset186\frq2 Times New Roman Baltic;}
{\fdbminor\31566\fbidi \froman\charset163\frq2 Times New Roman
(Vietnamese);} {\fhiminor\31568\fbidi \fswiss\charset238\frq2 Calibri
CE;} {\fhiminor\31569\fbidi \fswiss\charset204\frq2 Calibri Cyr;} {\fhiminor\31571\fbidi
\fswiss\charset161\frq2 Calibri Greek;} {\fhiminor\31572\fbidi \fswiss\charset162\frq2
Calibri Tur;} {\fhiminor\31575\fbidi \fswiss\charset186\frq2 Calibri Baltic;}
{\fhiminor\31576\fbidi \fswiss\charset163\frq2 Calibri (Vietnamese);} {\fbiminor\31578\fbidi
\froman\charset238\frq2 Times New Roman CE;} {\fbiminor\31579\fbidi
\froman\charset204\frq2 Times New Roman Cyr;} {\fbiminor\31581\fbidi
\froman\charset161\frq2 Times New Roman Greek;} {\fbiminor\31582\fbidi
\froman\charset162\frq2 Times New Roman Tur;} {\fbiminor\31583\fbidi
\froman\charset177\frq2 Times New Roman (Hebrew);} {\fbiminor\31584\fbidi
\froman\charset178\frq2 Times New Roman (Arabic);} {\fbiminor\31585\fbidi
\froman\charset186\frq2 Times New Roman Baltic;} {\fbiminor\31586\fbidi
\froman\charset163\frq2 Times New Roman (Vietnamese);} }
{\color\red0\green0\blue0;\red0\green0\blue255;\red0\green255\blue255;\red0\green255\blue
0;\red255\green0\blue255;\red255\green0\blue0;\red255\green255\blue0;\red255\green255\blue2
55;\red0\green0\blue128;\red0\green128\blue128;\red0\green128\blue0;

\red128\green0\blue128;\red128\green0\blue0;\red128\green128\blue0;\red128\green128\blue128;\red192\green192\blue192;} {*\defchp \fs22 } {*\defpap \ql
\li0\ri0\sa200\sl276\smult1\widctlpar\wrapdefault\aspalpha\aspnum\fauto\adjustright\rin0\lin0\itap0 } \noqfpromote { \stylesheet {\ql
\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\fauto\adjustright\rin0\lin0\itap0 \rtlch\fs1
\af0\afs24\alang1025 \ltrch\fs0 \fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033
\snext0 \sqformat \spriority0 Normal;} {* \cs10 \additive \semihidden Default Paragraph
Font;} {*
\ts11\tsrowd\trftsWidthB3\trpaddl108\trpaddr108\trpaddf13\trpaddft3\trpaddfb3\trpaddfr3\trcbpat
1\trcfpat1\tblind0\tblindtype3\tsvertalt\tsbrdrt\tsbrdr1\tsbrdrb\tsbrdrd\tsbrdrdgl\tsbrdrdgr\tsbrdrh\t
sbrdrv \ql \li0\ri0\sa200\sl276\smult1
\widctlpar\wrapdefault\aspalpha\aspnum\fauto\adjustright\rin0\lin0\itap0 \rtlch\fs1
\af0\afs22\alang1025 \ltrch\fs0 \fs22\lang1033\langfe1033\cgrid\langnp1033\langfenp1033
\snext11 \semihidden \sunhideused Normal Table;} { \s15\ql
\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\fauto\adjustright\rin0\lin0\itap0 \rtlch\fs1
\af2\afs20\alang1025 \ltrch\fs0 \f2\fs20\lang1033\langfe1033\cgrid\langnp1033\langfenp1033
\sbasedon0 \snext15 \slink16 \styrsid5576724 Plain Text;} {* \cs16 \additive \rtlch\fs1
\af2\afs20 \ltrch\fs0 \f2\fs20 \sbasedon10 \slink15 \slocked \semihidden Plain Text
Char;} { \s17\ql
\li0\ri0\widctlpar\trch\fs1\af0\afs24\alang1025 \ltrch\fs0
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 \sbasedon0 \snext17 \slink18
\sunhideused \styrsid11208721 header;} {* \cs18 \additive \rtlch\fs1 \af0\afs24 \ltrch\fs0 \fs24
\sbasedon10 \slink17 \slocked \styrsid11208721 Header Char;} { \s19\ql
\li0\ri0\widctlpar\trch\fs1\af0\afs24\alang1025 \ltrch\fs0
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 \sbasedon0 \snext19 \slink20
\sunhideused \styrsid11208721 footer;} {* \cs20 \additive \rtlch\fs1 \af0\afs24 \ltrch\fs0 \fs24
\sbasedon10 \slink19 \slocked \styrsid11208721 Footer Char;} } {*\rsidtbl
\rsid216579\rsid1319520\rsid1321309\rsid1657503\rsid2521942\rsid2759801\rsid3682047\rsid4
746559\rsid5269232\rsid5576724\rsid6374370\rsid6753712\rsid7540961\rsid7760908\rsid89452
00\rsid10030764\rsid10037629\rsid11037631\rsid11108340
\rsid11208721\rsid12272363\rsid13595428\rsid13769013\rsid13775803\rsid15017926\rsid15944
715\rsid16648166} {\mmathPr\mmathFont34\mbrkBin0\mbrkBinSub0\msmallFrac0\mdispDef1\
mlMargin0\mrMargin0\mdefJc1\mwrapIndent1440\mintLim0\mnaryLim1} {\info {author
Nathan Heffron} {operator Nathan
Heffron} {\creatim\yr2015\mo2\dy18\hr9\min28} {\revtim\yr2015\mo2\dy18\hr9\min35} {\versio
n3} {\edmins5} {\nofpages1} {\nofwords67} {\nofchars387} {\nofcharsws453} {\vern57437}} {*\x
mlnstbl {\xmlns1 http://schemas.microsof
t.com/office/word/2003/wordml}} \paperw12240\paperh15840\margl1319\margr1319\margt1440
\margb1440\gutter0\ltrsect
\widowctrl\ftnbj\aeenddoc\trackmoves0\trackformatting1\donotembedsysfont0\relyonvml0\donote
mbedlingdata1\grfdocevents0\validatexml0\showplaceholdtext0\ignoremixedcontent0\saveinvali
dxml0\showxmlerrors0\noxlattoyen
\expshrt\trn\trspc\dntblnsbdb\nospaceforul\hyphcaps0\formshade\horzdoc\dgmarg\dgghspace
180\dgvspace180\dgghorigin1319\dgvgorigin1440\dgghshow1\dgvs1

\jexpand\viewkind1\viewscale100\pgrbrdhead\pgrbrdrfoot\splytwnine\ftnlytwnine\htmautsp\noln
htadjtbl\useltblal\alntblind\lycalctblwd\lyttblrtgr\lnbrkrule\nobrkwrtbl\snaptogridincell\allowfi
eldendsel\wrppunct \asianbrkrule\rsidroot15944715\newtblstyrls\nogrowautofit
\fet0{*}\wgrffmtfilter 013f}\ilfomacatclnup0{*}\ftnsep \ltrpar \pard\plain \ltrpar\ql
\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin0\itap0\pararsid112087
21 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 { \rtlch\fc1 \af0 \ltrch\fc0
\insrsid6753712 \chftnsep \par } }{*}\ftnsep \ltrpar \pard\plain \ltrpar\ql
\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin0\itap0\pararsid112087
21 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 { \rtlch\fc1 \af0 \ltrch\fc0
\insrsid6753712 \chftnsep \par } }{*}\aftnsep \ltrpar \pard\plain \ltrpar\ql
\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin0\itap0\pararsid112087
21 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 { \rtlch\fc1 \af0 \ltrch\fc0
\insrsid6753712 \chftnsep \par } }{*}\aftnsep \ltrpar \pard\plain \ltrpar\ql
\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin0\itap0\pararsid112087
21 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 { \rtlch\fc1 \af0 \ltrch\fc0
\insrsid6753712 \chftnsep \par } } \ltrpar \sectd
\ltrsect\linex0\endnhere\sectlinegrid360\sectdefaultcl\sectrsid5576724\sftnbj { \headerl \ltrpar
\pard\plain \ltrpar\s17\ql
\li0\ri0\widctlpar\tqc\tx4680\tqr\tx9360\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin
0\itap0 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 { \rtlch\fc1 \af0 \ltrch\fc0
\insrsid11208721 \par } } { \headerr \ltrpar \pard\plain \ltrpar\s17\ql
\li0\ri0\widctlpar\tqc\tx4680\tqr\tx9360\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin
0\itap0 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 { \rtlch\fc1 \af0 \ltrch\fc0
\insrsid11208721 \par } } { \footerl \ltrpar \pard\plain \ltrpar\s19\ql
\li0\ri0\widctlpar\tqc\tx4680\tqr\tx9360\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin
0\itap0 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 { \rtlch\fc1 \af0 \ltrch\fc0
\insrsid11208721 \par } } { \footerr \ltrpar \pard\plain \ltrpar\s19\ql
\li0\ri0\widctlpar\tqc\tx4680\tqr\tx9360\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin
0\itap0 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 { \rtlch\fc1 \af0 \ltrch\fc0
\insrsid11208721 \par } } { \headerf \ltrpar \pard\plain \ltrpar\s17\ql
\li0\ri0\widctlpar\tqc\tx4680\tqr\tx9360\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin
0\itap0 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 { \rtlch\fc1 \af0 \ltrch\fc0
\insrsid11208721 \par } } { \footerrf \ltrpar \pard\plain \ltrpar\s19\ql
\li0\ri0\widctlpar\tqc\tx4680\tqr\tx9360\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin
0\itap0 \rtlch\fc1 \af0\afs24\alang1025 \ltrch\fc0
\fs24\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 { \rtlch\fc1 \af0 \ltrch\fc0
\insrsid11208721 \par } } { \pnselvl1 \pnucrm \pnstart1 \pnindent720 \pnhang { \pntxta

.}}{*pnseclv12\pnucltr\pnstart1\pnindent720\pnhang {\pntxta
.}}{*pnseclv13\pndec\pnstart1\pnindent720\pnhang {\pntxta
.}}{*pnseclv14\pnlcltr\pnstart1\pnindent720\pnhang {\pntxta)}}
{*pnseclv15\pndec\pnstart1\pnindent720\pnhang {\pntxtb (}{\pntxta
)}}{*pnseclv16\pnlcltr\pnstart1\pnindent720\pnhang {\pntxtb (}{\pntxta
)}}{*pnseclv17\pnlcrm\pnstart1\pnindent720\pnhang {\pntxtb (}{\pntxta)}}{*pnseclv18
\pnlcltr\pnstart1\pnindent720\pnhang {\pntxtb (}{\pntxta
)}}{*pnseclv19\pnlcrm\pnstart1\pnindent720\pnhang {\pntxtb (}{\pntxta)}}\pard\plain \ltrpar
\s15\ql

\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin0\itap0\pararsid557672
4 \rtlch\fcs1 \af2\afs20\alang1025 \ltrch\fcs0

\f2\fs20\lang1033\langfe1033\cgrid\langnp1033\langfenp1033 {\rtlch\fcs1 \ab\af2 \ltrch\fcs0

\b\insrsid3682047\charrsid3682047 City of Bayard Regular Meeting}{\rtlch\fcs1 \ab\af2

\ltrch\fcs0 \b\insrsid3682047 \par }{\rtlch\fcs1 \af2 \ltrch\fcs0 \insrsid1319520\charrsid15731758

The Mayor and City Council of the City of Bayard, County Morrill, State of Nebraska, met in
regular session in the Council Chambers}{\rtlch\fcs1 \ab\af2 \ltrch\fcs0

\b\insrsid1319520\charrsid3682047 \par }{\rtlch\fcs1 \af2 \ltrch\fcs0 \insrsid3682047 Tuesday,

November 12, 2019 7:00 PM}{\rtlch\fcs1 \af2 \ltrch\fcs0 \insrsid1319520 \par }{\rtlch\fcs1 \af2

\ltrch\fcs0 \insrsid3682047 City of Bayard 445 Main St. 69334

[Address]

[City], NE [Zip] \par }{\rtlch\fcs1 \af2 \ltrch\fcs0 \insrsid1319520 Notice of the meeting having
been published in the Bayard Transcript, a newspaper of general circulation,}{\rtlch\fcs1 \af2

\ltrch\fcs0 \insrsid1319520 on \par }{\rtlch\fcs1 \af2 \ltrch\fcs0 \insrsid3682047 \par }{\rtlch\fcs1
\af2 \ltrch\fcs0 \insrsid13595428

Nate Edmunds: Present

Mike Harimon: Present

Marty Marquez: Absent

Janice Newhoff: Present

Scot Ouderkirk: Present

Rick Valentine: Absent

\par }{\rtlch\fcs1 \af2 \ltrch\fcs0 \insrsid3682047 \par

1. CALL TO ORDER

1.1. Roll Call

1.2. In accordance with Section 84-1412 of the Nebraska Revised Statutes, a current copy of the
Open Meetings Act is available for review and is posted on the wall in the Council Chambers

1.3. Voluntary Pledge of Allegiance & Prayer

2. Discussion & action on approval of agenda

3. Public Comment

4. Discussion & action on recommendation to approve \$12,500.00 in a loan and \$12,500.00 in a grant from LB840 for Garret Schuckei for the Bayard Grocery.

5. Discussion on business at Chimney Rock Villa

6. Discussion & action on approval Chimney Rock Villa Bills & Claims

7. Discussion & action on bonuses for Chimney Rock Villa

8. Discussion & action on Fire Chief payroll in the amount of \$300.00

9. Discussion & action on approval of City of Bayard Bills & Claims

10. Department Head monthly Reports

11. Discussion & action on approval of Consent Agenda

11.1. Minutes of Regular Council Meeting October 8th, 2019

11.2. Police Report

11.3. Fire Department Minutes & Roster

11.4. Treasurers Report

11.5. 2019-2020 Operational Budget Update

11.6. Golf Course Monthly Review

12. Discussion & action accepting Sealed bid for old lift station

13. Resolution for Participating Members of LARM to Ratify the Elections of Members of the LARM Board of Directors

14. Discussion & action on Health Insurance options

15. Discussion & action on 2019 City Employee Bonuses

16. Discussion & action on 2019 Recognition dinner

17. Discussion & action accepting bids to fix multiple City owned businesses

18. Discussion & action on updating Appearance & conduct section of the Personnel Manual

19. Discussion & action of changing the appointments for Board of Adjustment Appointments

20. Discussion & action on redesign with CivicPlus

21. Discussion & action on purchasing turkeys for Bayard Public Schools Thanksgiving Food Drive

22. Discussion & action on selling City owned parcel number 100019603

23. Public Comment

24. Adjourn

A current agenda is on file at the City Office, 445 Main St, Bayard, NE 69334

\par \par \par \par \par \par \par \par \par \par \par \par } \pard \ltrpar\s15\ql
\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin0\itap0\pararsid368204
7 {\rtlch\fcs1 \af2 \ltrch\fcs0 \insrsid3682047 _____ \par
Chairperson \par \par _____ \par } \pard \ltrpar\s15\ql
\li0\ri0\widctlpar\wrapdefault\aspalpha\aspnum\faauto\adjustright\rin0\lin0\itap0\pararsid557672
4 {\rtlch\fcs1 \af2 \ltrch\fcs0 \insrsid3682047 Superintendent \par } {*\themedata
504b030414000600080000002100e9de0fbfff0000001c020000130000005b436f6e74656e745f54
797065735d2e786d6cac91cb4ec3301045f748fc83e52d4a
9cb2400825e982c78ec7a27cc0c8992416c9d8b2a755fbf74cd25442a820166c2cd933f79e3be372
bd1f07b5c3989ca74aaff2422b24eb1b475da5df374fd9ad
5689811a183c61a50f98f4babebc2837878049899a52a57be670674cb23d8e90721f90a4d2fa3802
cb35762680fd800ecd7551dc18eb899138e3c943d7e503b6
b01d583deee5f99824e290b4ba3f364eac4a430883b3c092d4eca8f946c916422ecab927f52ea42b8
9a1cd59c254f919b0e85e6535d135a8de20f20b8c12c3b0
0c895fcf6720192de6bf3b9e89ecdbd6596cbcd8eb28e7c365ecc4ec1ff1460f53fe813d3cc7f5b7f0
20000ffff0300504b030414000600080000002100a5d6
a7e7c0000000360100000b0000005f72656c732f2e72656c73848fcf6ac3300c87ef85bd83d17d51
d2c31825762fa590432fa37d00e1287f68221bdb1bebdb4f
c7060abb0884a4eff7a93dfeae8bf9e194e720169aaa06c3e2433fcb68e1763dbf7f82c985a4a72508
5b787086a37bdbb55fbc50d1a33ccd311ba548b6309512
0f88d94fbc52ae4264d1c910d24a45db3462247fa791715fd71f989e19e0364cd3f51652d73760ae8
fa8c9ffb3c330cc9e4fc17faf2ce545046e37944c69e462
a1a82fe353bd90a865aad41ed0b5b8f9d6fd010000ffff0300504b0304140006000800000021006b7
99616830000008a0000001c0000007468656d652f746865
6d652f7468656d654d616e616765722e786d6c0ccc4d0ac3201040e17da17790d93763bb284562b
2cbaebbf600439c1a41c7a0d29fdbd7e5e38337cedf14d59b
4b0d592c9c070d8a65cd2e88b7f07c2ca71ba8da481cc52c6ce1c715e6e97818c9b48d13df49c873
517d23d59085adb5dd20d6b52bd521ef2cdd5eb9246a3d8b
4757e8d3f729e245eb2b260a0238fd010000ffff0300504b03041400060008000000210030dd4329
a8060000a41b0000160000007468656d652f7468656d652f
7468656d65312e786d6cec594f6fdb3614bf0fd87720746f6327761a07758ad8b19b2d4d1bc46e87
1e698996d850a240d2497d1bdae38001c3ba618715d86d87

615b8116d8a5fb34d93a6c1dd0afb0475292c5585e9236d88aad3e2412f9e3fbff1e1fa9abd7eec70c
1d1221294fda5efd72cd4324f1794093b0eddd1ef62fad
79482a9c0498f184b4bd2991deb58df7dfbb8ad755446282607d22d771db8b944ad79796a40fc358
5ee62949606ecc458c15bc8a702910f808e8c66c69b9565b
5d8a314d3c94e018c8de1a8fa94fd05093f43672e23d06af89927ac06762a049136785c10607758d
9053d965021d62d6f6804fc08f86e4bef210c352c144dbab
999fb7b4717509af678b985ab0b6b4ae6f7ed9ba6c4170b06c788a705430adf71bad2b5b057d0360
6a1ed7ebf5babd7a41cf00b0ef83a6569632cd467faddec9
699640f6719e76b7d6ac355c7c89fec9cccad4ea7d36c65b258a206641f1b73f8b5da6a6373d9c11
b90c537e7f08dce66b7bbeae00dc8e257e7f0fd2badd586
8b37a088d1e4600ead1ddaef67d40bc898b3ed4af81ac0d76a197c86826828a24bb318f3442d8ab5
18dfe3a20f000d6458d104a9694ac6d88728eee2782428d6
0cf03ac1a5193be4cbb921cd0b495fd054b5bd0f530c1931a3f7eaf9f7af9e3f45c70f9e1d3ff8e9f8e
1c3e3073f5a42ceaa6d9c84e5552fbffdeccfc71fa33f
9e7ef3f2d117d57859c6fffac327bffcfc793510d26726ce8b2f9ffcf6ecc98baf3efdfdbb4715f04d814
765f890c644a29be408edf3181433567125272371be
15c308d3f28acd249438c19a4b05fd9e8a1cf4cd296699771c393ac4b5e01d01e5a30a787d72cf117
8108989a2159c77a2d801ee72ce3a5c545a6147f32a9979
3849c26ae66252c6ed637c58c5bb8b13c7bfbd490a75330f4b47f16e441c31f7184e140e494214d2
73fc80900aedee52ead87597fa824b3e56e82e451d4c2b4d
32a423279a668bb6690c7e9956e90cfe766cb37b077538abd27a8b1cba48c80acc2a841f12e698f13
a9e281c57911ce298950d7e03aba84ac8c154f8655c4f2a
f074481847bd804859b5e696007d4b4edfc150b12addbecba6b18b148a1e54d1bc81392f23b7f841
37c2715a851dd0242a633f900710a218ed715505dfe56e86
e877f0034e16baf0e258ebb4faf06b769e888340b103d331115bebc4eb813bf83291b63624a0d14
75a756c734f9bbc2cd28546ecbe1e20a3794ca175f3fae90
fb6d2dd99bb07b55e5ccf68942bd0877b23c77b908e8db5f9db7f024d9239010f35bd4bbe2fcae387
bfff9e2bc289f2f2cfaa301468dd8bd846dbb4ddf1c2
ae7b4c191ba8292337a469bc25ec3d411f06f53a73e224c5292c8de0516732307070a1c0660d125c
7d44553488700a4d7bddd3444299910e254ab984c3a219ae
a4adf1d0f82b7bd46cea4388ad1c12ab5d1ed8e1153d9c9f350a3246aad01c6873462b9ac05999ad5
cc988826eafc3acae853a33b7ba11cd1445875ba1b236b1
399483c90bd560b0b0263435085a21b0f22a9cf9356b38ec6046026d77eba3dc2dc60b17e92219e1
80643ed27acffba86e9c94c7ca9c225a0f1b0cfae0788ad5
4adc5a9aec1b703b8b93caec1a0bd8e5de7b132fe5113cf312503b998e2c2927274bd051db6b3597
9b1ef271daf6c6704e86c73805af4bdd476216c26593af84
0dfb5393d964f9cc9bad5c313709ea70f561ed3ea7b053075221d51696910d0d339585004b34272b
ff7213cc7a510a5454a3b349b1b206c1f0af490176745d4b
c663e2abb2b34b23da76f6352ba57ca2881844c1111ab189d8c7e07e1daaa04f40255c77988aa05fe
06e4e5bdb4cb9c5394bbaf28d98c1d971ccd20867e556a7
689ec9166e0a522183792b8907ba55ca6e943bbf2a26e52f48957218ffcf54d1fb09dc3eac04da033
e5c0d0b8c74a6b43d2e54c4a10aa511f5fb021a07533b20
5ae07e17a621a8e082dafc17e450ffb739676998b48643a4daa7211214f623150942f6a02c99e83b8
5583ddb2c4996113211551257a656ec1139246ca86be0
aadedb3d1441a89b6a929501833b197fee7b9641a3503739e57c732a59b1f7da1cf8a73b1f9bcca09
45b874d4393dbbf10b1680f66bbaa5d6f96e77b6f59113d

\sdunhideused1 \sdpriority39 \sdlocked0 toc 2;\sdsemihidden1 \sdunhideused1 \sdpriority39
\sdlocked0 toc 3;\sdsemihidden1 \sdunhideused1 \sdpriority39 \sdlocked0 toc 4;
\sdsemihidden1 \sdunhideused1 \sdpriority39 \sdlocked0 toc 5;\sdsemihidden1
\sdunhideused1 \sdpriority39 \sdlocked0 toc 6;\sdsemihidden1 \sdunhideused1 \sdpriority39
\sdlocked0 toc 7; \sdsemihidden1 \sdunhideused1 \sdpriority39 \sdlocked0 toc
8;\sdsemihidden1 \sdunhideused1 \sdpriority39 \sdlocked0 toc 9;\sdsemihidden1
\sdunhideused1 \sdqformat1 \sdpriority35 \sdlocked0 caption; \sdsemihidden1
\sdunhideused1 \sdlocked0 List Number;\sdsemihidden1 \sdunhideused1 \sdlocked0 List
4;\sdsemihidden1 \sdunhideused1 \sdlocked0 List 5;\sdqformat1 \sdpriority10 \sdlocked0
Title; \sdsemihidden1 \sdunhideused1 \sdpriority1 \sdlocked0 Default Paragraph
Font;\sdqformat1 \sdpriority11 \sdlocked0 Subtitle;\sdsemihidden1 \sdunhideused1
\sdlocked0 Salutation;\sdsemihidden1 \sdunhideused1 \sdlocked0 Date; \sdsemihidden1
\sdunhideused1 \sdlocked0 Body Text First Indent;\sdqformat1 \sdpriority22 \sdlocked0
Strong;\sdqformat1 \sdpriority20 \sdlocked0 Emphasis;\sdpriority59 \sdlocked0 Table
Grid;\sdsemihidden1 \sdlocked0 Placeholder Text; \sdqformat1 \sdpriority1 \sdlocked0 No
Spacing;\sdpriority60 \sdlocked0 Light Shading;\sdpriority61 \sdlocked0 Light
List;\sdpriority62 \sdlocked0 Light Grid;\sdpriority63 \sdlocked0 Medium Shading
1;\sdpriority64 \sdlocked0 Medium Shading 2; \sdpriority65 \sdlocked0 Medium List
1;\sdpriority66 \sdlocked0 Medium List 2;\sdpriority67 \sdlocked0 Medium Grid
1;\sdpriority68 \sdlocked0 Medium Grid 2;\sdpriority69 \sdlocked0 Medium Grid
3;\sdpriority70 \sdlocked0 Dark List; \sdpriority71 \sdlocked0 Colorful Shading;\sdpriority72
\sdlocked0 Colorful List;\sdpriority73 \sdlocked0 Colorful Grid;\sdpriority60 \sdlocked0
Light Shading Accent 1;\sdpriority61 \sdlocked0 Light List Accent 1; \sdpriority62 \sdlocked0
Light Grid Accent 1;\sdpriority63 \sdlocked0 Medium Shading 1 Accent 1;\sdpriority64
\sdlocked0 Medium Shading 2 Accent 1;\sdpriority65 \sdlocked0 Medium List 1 Accent
1;\sdsemihidden1 \sdlocked0 Revision; \sdqformat1 \sdpriority34 \sdlocked0 List
Paragraph;\sdqformat1 \sdpriority29 \sdlocked0 Quote;\sdqformat1 \sdpriority30 \sdlocked0
Intense Quote;\sdpriority66 \sdlocked0 Medium List 2 Accent 1;\sdpriority67 \sdlocked0
Medium Grid 1 Accent 1; \sdpriority68 \sdlocked0 Medium Grid 2 Accent 1;\sdpriority69
\sdlocked0 Medium Grid 3 Accent 1;\sdpriority70 \sdlocked0 Dark List Accent
1;\sdpriority71 \sdlocked0 Colorful Shading Accent 1;\sdpriority72 \sdlocked0 Colorful List
Accent 1; \sdpriority73 \sdlocked0 Colorful Grid Accent 1;\sdpriority60 \sdlocked0 Light
Shading Accent 2;\sdpriority61 \sdlocked0 Light List Accent 2;\sdpriority62 \sdlocked0 Light
Grid Accent 2;\sdpriority63 \sdlocked0 Medium Shading 1 Accent 2; \sdpriority64 \sdlocked0
Medium Shading 2 Accent 2;\sdpriority65 \sdlocked0 Medium List 1 Accent 2;\sdpriority66
\sdlocked0 Medium List 2 Accent 2;\sdpriority67 \sdlocked0 Medium Grid 1 Accent
2;\sdpriority68 \sdlocked0 Medium Grid 2 Accent 2; \sdpriority69 \sdlocked0 Medium Grid 3
Accent 2;\sdpriority70 \sdlocked0 Dark List Accent 2;\sdpriority71 \sdlocked0 Colorful
Shading Accent 2;\sdpriority72 \sdlocked0 Colorful List Accent 2;\sdpriority73 \sdlocked0
Colorful Grid Accent 2; \sdpriority60 \sdlocked0 Light Shading Accent 3;\sdpriority61
\sdlocked0 Light List Accent 3;\sdpriority62 \sdlocked0 Light Grid Accent 3;\sdpriority63
\sdlocked0 Medium Shading 1 Accent 3;\sdpriority64 \sdlocked0 Medium Shading 2 Accent 3;
\sdpriority65 \sdlocked0 Medium List 1 Accent 3;\sdpriority66 \sdlocked0 Medium List 2
Accent 3;\sdpriority67 \sdlocked0 Medium Grid 1 Accent 3;\sdpriority68 \sdlocked0 Medium
Grid 2 Accent 3;\sdpriority69 \sdlocked0 Medium Grid 3 Accent 3; \sdpriority70 \sdlocked0
Dark List Accent 3;\sdpriority71 \sdlocked0 Colorful Shading Accent 3;\sdpriority72

\lsdlocked0 Colorful List Accent 3;\lsdpriority73 \lsdlocked0 Colorful Grid Accent 3;\lsdpriority60 \lsdlocked0 Light Shading Accent 4; \lsdpriority61 \lsdlocked0 Light List Accent 4;\lsdpriority62 \lsdlocked0 Light Grid Accent 4;\lsdpriority63 \lsdlocked0 Medium Shading 1 Accent 4;\lsdpriority64 \lsdlocked0 Medium Shading 2 Accent 4;\lsdpriority65 \lsdlocked0 Medium List 1 Accent 4; \lsdpriority66 \lsdlocked0 Medium List 2 Accent 4;\lsdpriority67 \lsdlocked0 Medium Grid 1 Accent 4;\lsdpriority68 \lsdlocked0 Medium Grid 2 Accent 4;\lsdpriority69 \lsdlocked0 Medium Grid 3 Accent 4;\lsdpriority70 \lsdlocked0 Dark List Accent 4; \lsdpriority71 \lsdlocked0 Colorful Shading Accent 4;\lsdpriority72 \lsdlocked0 Colorful List Accent 4;\lsdpriority73 \lsdlocked0 Colorful Grid Accent 4;\lsdpriority60 \lsdlocked0 Light Shading Accent 5;\lsdpriority61 \lsdlocked0 Light List Accent 5; \lsdpriority62 \lsdlocked0 Light Grid Accent 5;\lsdpriority63 \lsdlocked0 Medium Shading 1 Accent 5;\lsdpriority64 \lsdlocked0 Medium Shading 2 Accent 5;\lsdpriority65 \lsdlocked0 Medium List 1 Accent 5;\lsdpriority66 \lsdlocked0 Medium List 2 Accent 5; \lsdpriority67 \lsdlocked0 Medium Grid 1 Accent 5;\lsdpriority68 \lsdlocked0 Medium Grid 2 Accent 5;\lsdpriority69 \lsdlocked0 Medium Grid 3 Accent 5;\lsdpriority70 \lsdlocked0 Dark List Accent 5;\lsdpriority71 \lsdlocked0 Colorful Shading Accent 5; \lsdpriority72 \lsdlocked0 Colorful List Accent 5;\lsdpriority73 \lsdlocked0 Colorful Grid Accent 5;\lsdpriority60 \lsdlocked0 Light Shading Accent 6;\lsdpriority61 \lsdlocked0 Light List Accent 6;\lsdpriority62 \lsdlocked0 Light Grid Accent 6; \lsdpriority63 \lsdlocked0 Medium Shading 1 Accent 6;\lsdpriority64 \lsdlocked0 Medium Shading 2 Accent 6;\lsdpriority65 \lsdlocked0 Medium List 1 Accent 6;\lsdpriority66 \lsdlocked0 Medium List 2 Accent 6; \lsdpriority67 \lsdlocked0 Medium Grid 1 Accent 6;\lsdpriority68 \lsdlocked0 Medium Grid 2 Accent 6;\lsdpriority69 \lsdlocked0 Medium Grid 3 Accent 6;\lsdpriority70 \lsdlocked0 Dark List Accent 6;\lsdpriority71 \lsdlocked0 Colorful Shading Accent 6; \lsdpriority72 \lsdlocked0 Colorful List Accent 6;\lsdpriority73 \lsdlocked0 Colorful Grid Accent 6;\lsdqformat1 \lsdpriority19 \lsdlocked0 Subtle Emphasis;\lsdqformat1 \lsdpriority21 \lsdlocked0 Intense Emphasis; \lsdqformat1 \lsdpriority31 \lsdlocked0 Subtle Reference;\lsdqformat1 \lsdpriority32 \lsdlocked0 Intense Reference;\lsdqformat1 \lsdpriority33 \lsdlocked0 Book Title;\lsdsemihidden1 \lsdunhideused1 \lsdpriority37 \lsdlocked0 Bibliography; \lsdsemihidden1 \lsdunhideused1 \lsdqformat1 \lsdpriority39 \lsdlocked0 TOC Heading;\lsdpriority41 \lsdlocked0 Plain Table 1;\lsdpriority42 \lsdlocked0 Plain Table 2;\lsdpriority43 \lsdlocked0 Plain Table 3;\lsdpriority44 \lsdlocked0 Plain Table 4; \lsdpriority45 \lsdlocked0 Plain Table 5;\lsdpriority40 \lsdlocked0 Grid Table Light;\lsdpriority46 \lsdlocked0 Grid Table 1 Light;\lsdpriority47 \lsdlocked0 Grid Table 2;\lsdpriority48 \lsdlocked0 Grid Table 3;\lsdpriority49 \lsdlocked0 Grid Table 4; \lsdpriority50 \lsdlocked0 Grid Table 5 Dark;\lsdpriority51 \lsdlocked0 Grid Table 6 Colorful;\lsdpriority52 \lsdlocked0 Grid Table 7 Colorful;\lsdpriority46 \lsdlocked0 Grid Table 1 Light Accent 1;\lsdpriority47 \lsdlocked0 Grid Table 2 Accent 1; \lsdpriority48 \lsdlocked0 Grid Table 3 Accent 1;\lsdpriority49 \lsdlocked0 Grid Table 4 Accent 1;\lsdpriority50 \lsdlocked0 Grid Table 5 Dark Accent 1;\lsdpriority51 \lsdlocked0 Grid Table 6 Colorful Accent 1; \lsdpriority52 \lsdlocked0 Grid Table 7 Colorful Accent 1;\lsdpriority46 \lsdlocked0 Grid Table 1 Light Accent 2;\lsdpriority47 \lsdlocked0 Grid Table 2 Accent 2;\lsdpriority48 \lsdlocked0 Grid Table 3 Accent 2; \lsdpriority49 \lsdlocked0 Grid Table 4 Accent 2;\lsdpriority50 \lsdlocked0 Grid Table 5 Dark Accent 2;\lsdpriority51 \lsdlocked0 Grid Table 6 Colorful Accent 2;\lsdpriority52 \lsdlocked0 Grid Table 7 Colorful Accent 2; \lsdpriority46 \lsdlocked0 Grid Table 1 Light Accent 3;\lsdpriority47 \lsdlocked0 Grid Table 2 Accent 3;\lsdpriority48 \lsdlocked0 Grid Table 3 Accent 3;\lsdpriority49 \lsdlocked0 Grid Table 4 Accent 3; \lsdpriority50 \lsdlocked0 Grid Table 5 Dark Accent 3;\lsdpriority51

