



SEMI-ANNUAL PUBLIC REVIEW: Jan-Jun 2022 LOCAL OPTION MUNICIPAL SALES TAX (LB840)

August 10, 2022, Published Meeting
Holdrege City Hall Meeting Room - 8:00 a.m.

This report documents the functioning and progress of Holdrege's economic development program, which is administered by Phelps County Development Corporation (PCDC) for the six months from January 1-June 30, 2022. Compiled by PCDC, the report is presented to The Citizen's Advisory Review Committee at its published meeting. Subsequently, the Citizens' Advisory Committee reports its findings and suggestions regarding the program to the Holdrege City Council.

In the report, you will see references to GO! Programs, which is an acronym for Growing Opportunities, a branding tool used by PCDC to underscore that Phelps County is a place of opportunity and momentum. Variations on the theme include #Grow37 #GrowPhelps #GrowingOpportunities, #pHELPS, and others.

LB840 PROGRAM OVERVIEW

Since July 2002 the Phelps County Development Corporation (PCDC) has served as the Economic Development Program Administrator for the City of Holdrege. The plan was renewed and approved by more than 80% of voters in 2015. This report serves as a summary of PCDC's economic development activities during the first six months of 2022 (January through June).

ACTIVITY SUMMARY

PCDC wrapped up its investor campaign to support the organization's work over the next five years. Investors pledged nearly \$1 million in the **GROW37 Partnership** campaign, which supports the administrative and operational work of PCDC. Although this LB840 plan is authorized by local voters and by the legislature to fund administrative functions, the addition of private financial support enables PCDC to devote the greatest possible amount of LB840 dollars to economic development activities. Private investment also establishes a direct link that enhances involvement of the business community in PCDC's economic development activities.

Findings from interviews preceding the 2021 GROW37 Partnership campaign include insight from business owners and managers that helps set priorities for 2022 and beyond.

- Respondents say PCDC adds energy and drives innovation in the community
- Many praised PCDC's COVID-19 Economic Recovery programs in 2020
- Interviewees ranked PCDC's work priorities:
 - Recruiting New Business – 27% said the top priority
 - Improving Quality of Life – 31% said the top priority
 - Supporting Existing Businesses – 35% - said the top priority

PCDC staff, engineering partners and volunteers continued working on infrastructure design plans for **Iron Horse Business & Industry Park**. Since speed to market is critical in the private sector, many projects won't consider sites that do not have water, sewer and roads already built. Others may consider sites without infrastructure, and Phelps County improves its competitiveness if infrastructure is already designed and can be built quickly. Sources of assistance at DED become available after a project is confirmed, which makes initial local planning and funding essential.

In early June, PCDC had the highest number of active potential projects at one time in the organization's history. PCDC has been able to build top-of-mind awareness with site selection consultants, NPPD, and the Nebraska Department of Economic Development as well as building confidence among these key lead generation resources. PCDC remains active at trade shows and in

trade journals where exposure can lead to projects or new relationships. Consequently, more prospects than ever before are considering Phelps County.

Recruiting new companies to Phelps County is important even though the growth of new jobs can add competition for employee recruitment. New companies diversify and strengthen the economic base, which helps to draw new families into the area. Each new family brings potential new employees with spouses and children.

Nevertheless, PCDC's top priority is **servicing existing companies and manufacturers**, including the county's largest employers, BD, embecta and Allmand Inc./Briggs & Stratton. PCDC is working closely with company leadership to address multiple issues associated with growth including employee recruitment efforts, wage and benefits studies, and housing.

PCDC staff and volunteers are vigorously addressing **housing solutions** that will provide room for community growth that parallels demand. PCDC has reached a verbal agreement with a builder to construct up to 16 new living units in Crew Subdivision and groundbreaking should occur within the next few weeks. The new living units will conform to Rural Workforce Housing guidelines.

PCDC has responded to changing market conditions with new incentives designed to reduce the risk associated with the construction process for builders, such as new housing completion bonuses, purchase guarantees, and updated **GO! BUILD** programs to encourage home construction across the county. The popular and effective **GO! HOME** down payment matching grant program to encourage commuters to move to the county continues to assist local employers.

A **county-wide housing study** was commissioned to measure activity and demand in Phelps County. Results will be presented in August and then disseminated to stakeholders across the region. Preliminary numbers show nearly double the amount of living units required that the study completed in 2017. PCDC is working closely with SCEDD and individual communities to identify solutions that will put the county in a position to grow.

SIGNIFICANT TRANSACTIONS OVERVIEW

RECEIPTS	Jan - June	EXPENSES & INVESTMENTS	Jan - June
City Sales Tax Receipts	\$321,257	Administrative Transfers for Ops	\$73,731
Iron Horse Lease Income	\$15,247	Iron Horse Property Taxes	\$11,261
PCCF Scholarship Match	\$10,000	Crew Subdivision Loan Payments	\$69,615
		Crew Subdivision Property Taxes	\$3,609
		GO! Program Distributions	\$46,361
		PCBJ Publication & Distribution	\$9,816

Highlights of PCDC's work during the first half of 2022:

STRATEGIC PLANNING

- PCDC Board Members, staff and other community representatives attended a **board retreat** in northeast Nebraska in April. The retreat allows participants to glean knowledge from other communities that have successful economic development initiatives. The agenda included learning about the recruitment of the Costco project in Fremont and development work in Wayne and Norfolk. NDED Director Tony Goins was a keynote presenter along with Mayor Josh Moening of Norfolk and former Mayor Scott Getzschman of Fremont.
- Planning discussions for infrastructure construction at **Iron Horse Business & Industry Park** has identified a strategy to divide the project into phases. Phase 1 will include water and sewer construction, which will be financed by PCDC with key support from Phelps County and City of Holdrege. Phase 2 will include streets at some future date, which will be tied to specific project needs. Water and sewer are less dependent on specific site layout

designs for private tenants. Financing for streets may be supplemented by NDED programs that trigger only when a project is confirmed.

- To further enhance efforts to create more housing in the county, PCDC is the principal funder and led efforts to conduct an **updated county-wide housing study**. Hanna:Keelan is conducting the study, which was launched in June. Results are expected in August. Besides PCDC, other community funding partners in the study are the City of Holdrege, Phelps County, Bruning Bank, BD, Central Valley Irrigation and Allmand/Briggs & Stratton.

TARGETED RECRUITMENT

- Ron Tillery met with the owners of a major commodity producer in Atlanta during the January **IPPE show**, which is the largest trade show specializing in food processing and equipment. The company indicates its intent to visit Phelps County later this summer or early fall. Holdrege is a finalist for this multi-million-dollar processing plant.
- Ron Tillery met with representatives of two companies considering Phelps County in Minneapolis in April, taking advantage of referrals through Community Venture Network. He also listened to presentations by 8 other companies that may be a good fit for the county and established connections with those businesses.
- PCDC continues its record-setting pace of submitting project proposals for companies interested in locating in Phelps County. As of early June, PCDC had **21 open project files on potential new companies**; eleven are larger industrial projects and six have been opened in 2022. The companies represent a broad spectrum of industries including food processing and businesses that would complement existing Phelps County manufacturers. Over time, PCDC has improved its status with referring agencies that seek partners that they can trust to provide reliable results and that follow through on commitments.
- PCDC continues its partnership with the **Nebraska Dairy Development Task Force** to promote the growth of the dairy industry in Nebraska. Phelps County was represented by the team at the World Ag Expo this year in Tulare, California. In addition to an exhibition booth, the team made one-on-one calls to producers and processors. Dairy has become an active segment for development this year.
- PCDC continued its partnership with Retail Strategies, **a national recruitment, development, statistics, and marketing firm**, to support local retailers to capture sales revenues now leaking to neighboring markets and to recruit new retailers and restaurants to the county. Retail Strategies represented our county at **RECON**, the largest retail tradeshow this spring in Las Vegas. Private meetings included several targeted national brands including a repeat meeting with one major general merchandise retailer.
- Noddle Companies, the Omaha owner of **Holdrege Plaza**, has appointed a new leasing representative for the local property. PCDC has provided multiple tenant options to Noddle over the past three years with limited response from the company. With the new representative there is reason for optimism and discussions are now occurring with three potential tenants, one of which has been developed by Retail Strategies.

BUSINESS RETENTION & EXPANSION

- PCDC staff is working closely with **BD and embecta leadership** to help with employee recruitment needs and expansion plans as the two companies complete their separation and seek more space for their growing operations. As we stated earlier, the success of BD, embecta and other local employers is PCDC's top priority.
- PCDC staff **assisted Allmand Inc.** to identify options for outsourcing electrical control panel assembly to maximize Holdrege plant operations.
- Coordinating with economists at NPPD, PCDC created a **Market Wage Study** for BD to help identify pay rates, skills sets, commuting tolerances, and locations of qualified workers. Similar wage studies that focus on food processing operations were completed to position Phelps County to compete for companies in the this very active sector.
- PCDC staff completed seven **Business Intelligence** interviews with existing companies to determine market conditions and challenges. Often, these meetings identify opportunities

for growth or obstacles that need to be addressed. More meetings are scheduled or will be scheduled throughout the remainder of the year.

- PCDC hosted online webinars connecting local retailers with **social media marketing** professionals to enhance competitiveness in this rapidly changing retail environment.

COMMUNITY PREPAREDNESS & QUALITY OF LIFE

- PCDC added a new incentive as part of the **GO! HOME** grants that offer \$1,000 matching grants to employers to help their employees purchase **mobile homes**.
- PCDC added incentives to stimulate more housing: **Completion bonus of \$5,000 per unit** for new single-family attached or detached home or apartments at any Phelps County location.
- In Crew Subdivision, PCDC introduced a **Builders' Purchase Guarantee program**; homes must sell for less than \$325,000 to qualify.
- PCDC created a residential **Building Materials Sales Tax Rebate program** for purchases made in Phelps County. Applicants can receive up to \$2,000 per living unit created. This program benefits both the builder and supplier alike.
- PCDC secured a contractor to build additional housing in the **CREW Subdivision**.
- An **investment club committee** is finalizing legal structure and membership framework.
- Eight local students were awarded **\$37,000 in high demand jobs scholarships**. This was the highest amount ever paid in a single year due to more funds being available. These students plan to return to Phelps County to work in high-demand fields, such as agriculture, diesel mechanics and medical fields.

BRANDING, MARKETING AND COMMUNITY CONSENSUS

- In partnership with KRJPR, PCDC continued communications with the public and investors through monthly e-newsletters and the popular Phelps County Business Journal (winter and spring editions). The business journal is distributed to all households and businesses in the county and several hundred out-of-county stakeholders, such as the governor's office, site selection consultants, business targets, business leaders, other elected officials, and HPS alumni. **PCDC 'boosted' some e-newsletters** in targeted communities to strategically promote Phelps County as a great place to live and do business. A new series in the business journal and e-newsletters is called "**If you can work from anywhere, live here.**" It features Phelps County residents who chose to live here first and then create their own opportunities.
- Working with **Golden Shovel Agency**, PCDC continued to update www.PhelpsCountyNE.com with new content to keep it fresh and relevant for site selectors, business owners and the public. PCDC's website and social media presence is consistently ranked among the top performing sites by Golden Shovel.
- PCDC created a **market awareness campaign** that targeted potential workers in certain areas of Kansas, Omaha, Kansas City and Denver to encourage them to consider jobs in Phelps County. In just five days, the ad reached 3,745 people. The intent is to create top-of-mind awareness of this market so that employers can potentially recruit skilled employees.
- PCDC Executive Director Ron Tillery met with area **Nebraska Legislative Senators** to discuss legislation important to economic development and Phelps County before and during the 2022 legislative session.
- In efforts to continuously improve relationships with city and county elected officials, PCDC staff **conducts regular briefings** with them. It gives PCDC staff a chance to share information about PCDC's work, market dynamics and to field questions.
- Nearly 100 investors attended **PCDC's GROW37 Partnership Celebration** on March 31. It was the first event at the remodeled Sun Theater. The event celebrated the 110 investors who pledged nearly \$1 million to the campaign to support PCDC's work during the next five

years and encouraged those in attendance to continue working to make Phelps County 'The Place of our Dreams.'

2022 YTD OVERVIEW OF ACTIVITY:

- **Assisted BD** to complete information and planning requirements requested by corporate leadership for plant renovations and potential expansion. Building #2 renovation underway.
- **Assisted Allmand** to identify options for assembly line challenges leading to line efficiencies.
- **Assisted BD** to examine pay and benefits to ensure competitiveness through research and analysis.
- Conducted **market awareness campaigns** in Kansas, South Dakota and Kansas with goal of improving employee recruitment effectiveness.
- Commissioned **Phelps County Housing Study** with support from City of Holdrege and Phelps County, and private investors.
- **GO! HOME** Initiatives (for the first half of 2022):
 - Provided six Down Payment Assistance grants (\$15,000) resulting in 16 new residents and \$742,500 in home sales.
 - Provided 2 Renter Relocation grants (\$1,000) resulting in 5 new residents.
 - Provided 2 Residential Exterior Improvement grants. (\$2,500)
 - Awarded 2 Residential Site Improvement grants (\$2,910)
 - Awarded 2 Residential Renovation Reimbursement grants (\$3,000)
- Awarded **GO! DREAM** grants to:
 - Schrock Building – three new apartments
 - Bridal Isle – expansion and building renovation
 - SCAR – façade renovation
 - JB's Sports Bar and Grill – HVAC replacement
 - Screen Machine – new windows and doors
- Awarded **Digital Development** grants to:
 - Kimberly Powers Photography
 - Phelps Harvest
 - Clear View Realty
 - Pretty & Fabulous
 - Holly Olson Agency
 - Black Sheep Products
 - Holdrege Dental Arts
 - Studio 607
- Awarded **GO! BUSINESS** grant to:
 - CS Storage
- **PCDC is managing 21 economic development projects** including industrial, commercial, and retail. Six large industrial prospects have been developed in 2022, each of which would take all or a part of Iron Horse Business & Industry Park, which underscores the urgency of infrastructure construction.
- Moved forward with **engineering and design of water & sewer extensions** to Iron Horse Business & Industry Park.
- **2021 Projects Still In Progress:**
 - Dale Residences – 33 renovated downtown apartments will be completed later this year. The building will complete installation of new windows this summer and the elevator will undergo a total renovation in the fall. Modern, fully furnished apartments will fill a critical need.
 - Holdrege Plaza development – retail recruitment
 - Bertrand Housing Authority Multi-Family Development

YTD METRICS:

• Retail Sales Tax Collections	\$24,759,543	+ 9.8%	
• City Hotel Occupation Tax	\$31,291	+17.0%	
• Motor Vehicle Sales	\$13,372,400	- 7.0%	
• City Of Holdrege Txbl Value Growth (2021)	\$1,639,117	+ .005%	\$348,234,457
• Building Permits			
○ Residential	\$610,000		
○ Commercial/Industrial - New	\$5,164,881		
○ Commercial/Industrial – Reno/Expand	\$541,000		

FUND REPORT

All LB840 funds are maintained in restricted accounts that are separate from its general fund accounts. No funds are co-mingled. Income includes tax revenues, interest earned on the investments (certificates of deposit and money market accounts), and loan repayment interest. The following financials are attached to this document:

- **Mid-Year 2022 LB840 Financials**
 - **Statement of Assets, Liabilities and Net Assets**
 - **Financial Variance Report**
 - **Statement of Revenues & Expenses Compared to Budget**

PCDC's ACKNOWLEDGEMENT

The Phelps County Development Corporation provided this document and the financial documents reference within. The financial review of loan and grant applications were conducted according to credit review standards established for the economic development program by the Phelps County Development Corporation and conducted independently of participation from any member of the Citizen's Advisory Review Committee.



PCDC Executive Director

08/02/2022

Date

Phelps County Development Corporation LB840
LB840 Assets, Liabilities and Net Assets
As of June 30, 2022

	Jun 30, 22
ASSETS	
Current Assets	
Checking/Savings	
Checking-Great Western	5,753.70
Money Mkt. LB840-Great Western	198,450.28
Scholarship Funds - PCCF	107,670.22
Total Checking/Savings	311,874.20
Accounts Receivable	
Accounts Receivable	10,732.08
Notes Receivable	379,110.44
Total Accounts Receivable	389,842.52
Other Current Assets	
RLF-Great Western	14,318.65
FSBH - RLF Loan Repayments	33,400.90
Bruning Bank	2,523.09
FirsTier Bank - TIF Bond	5,331.23
Home Federal	6,699.05
Certificates of Deposit	262,603.12
Total Other Current Assets	324,876.04
Total Current Assets	1,026,592.76
Fixed Assets	
Net Property and Equipment	285.99
Total Fixed Assets	285.99
Other Assets	
Property	1,660,954.43
Option to Purchase	20,000.00
Total Other Assets	1,680,954.43
TOTAL ASSETS	2,707,833.18
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	19,389.68
Grants Payable	525.00
Total Accounts Payable	19,914.68
Other Current Liabilities	
Prepaid BD Down Pmt Match	35,000.00
Total Other Current Liabilities	35,000.00
Total Current Liabilities	54,914.68
Long Term Liabilities	
Crew Subdivision Loan	129,907.07
Total Long Term Liabilities	129,907.07
Total Liabilities	184,821.75
Equity	
Unrestricted Net Assets	2,340,149.03
Net Income	182,862.40
Total Equity	2,523,011.43
TOTAL LIABILITIES & EQUITY	2,707,833.18



LB840 Financial Variance Report

As of June 30, 2022

ACCOUNT	NOTE
RETENTION/EXPANSION/RECRUITMENT	
Iron Horse B&I Park Taxes & Ins	Property taxes were paid. This is not a variance, but percentages make it appear out of alignment.
Property Expenses	Mowing at Crew Subdivision was not included in the budget (\$1,200 for initial mowing, \$300 per subsequent mowing as needed).
INFRASTRUCTURE/HOUSING/PLANNING	
Committee Support	Lots of projects in the queue resulted in more committee meetings than typical.
COMMUNITY GROWTH & PREPAREDNESS	
GO! DREAM FIG / Ext Rem	Two of the three projects that have been paid out were approved in 2021. These two projects totaled \$11,250.

NOTES:

ACCOUNT	NOTE
OTHER INCOME/EXPENSE	
Transfer from General	PCCF Scholarship Match
Transfer to General	Administrative Support per 2022 Budget Numbers were transposed when the budget was entered into QuickBooks.

Phelps County Development Corporation LB840
Statement of Revenues & Expenses Compared to Budget
 January through June 2022

	Jan - Jun 22	Budget	% of Budget
Ordinary Income/Expense			
Income			
City Sales Tax Receipts	321,257.00	625,000.00	51.4%
Iron Horse Lease Income	15,247.50	22,080.00	69.06%
Builders Bureau Membership	850.00	600.00	141.67%
Sale of Certified Water Rights	0.00	0.00	0.0%
Property Sales	0.00	0.00	0.0%
Investments			
Interest-Savings, Short-term CD	667.47	9,000.00	7.42%
Interest on Loans Extended	3,484.86	5,885.00	59.22%
Total Investments	4,152.33	14,885.00	27.9%
Miscellaneous Revenue	2,000.00	0.00	100.0%
Total Income	343,506.83	662,565.00	51.85%
Expense			
Retention/Expansion/Recruitment			
GO! BUSINESS Flex Fund	3,447.76	25,000.00	13.79%
<i>Grants to Businesses</i>	<i>3,300.00</i>		
<i>GROW Nebraska Dues</i>	<i>100.00</i>		
<i>Meetings with Existing Businesses</i>	<i>47.76</i>		
GO! Scholarships & Training	600.00	35,000.00	1.71%
Job Creation Incentives	0.00	0.00	0.0%
Career Ed - Workforce Rec / Dev	2,312.23	15,000.00	15.42%
Permitting Asst & Proj Advocacy	890.57	25,000.00	3.56%
Tradeshows, Consultants, etc.	6,567.33	15,000.00	43.78%
Mktg, Comm, Website, Research	13,492.45	70,000.00	19.28%
<i>CoStar Suite</i>	<i>2,450.32</i>	<i>Property information software</i>	
<i>PCBJ Publication & Distribution</i>	<i>9,816.10</i>	<i>Jan & Apr 2022 editions</i>	
<i>Legislative Calls in Lincoln</i>	<i>186.03</i>		
<i>Blueprint NE Sponsorship</i>	<i>1,000.00</i>		
<i>Water Conference Sponsorship</i>	<i>40.00</i>		
Iron Horse B&I Park Taxes & Ins	13,173.30	20,000.00	65.87%
Property Expenses	8,811.38	12,000.00	73.43%
<i>Farm Lease Renewal</i>	<i>400.00</i>	<i>Legal Fees</i>	
<i>Crew Subdivision: Loan Interest</i>	<i>7,211.38</i>		
<i>Crew Subdivision: Mowing</i>	<i>1,200.00</i>		
Professional Fees	0.00	0.00	0.0%
Total Retention/Expansion/Recruitment	49,295.02	217,000.00	22.72%
Infrastructure/Housing/Planning			
GO! Newcomers Down Pmt Match	10,000.00	50,000.00	20.0%
GO! Newcomers Renter Relocation	500.00	5,000.00	10.0%
GO! HOME Contractor Incentives	0.00	50,000.00	0.0%
GO! HOME Homeowner Incentives	1,000.00	15,000.00	6.67%
GO! Home Loan Forgiveness	0.00	16,000.00	0.0%
GO! DREAM Code Compliance Grant	0.00	25,000.00	0.0%
Committee Support	490.32	500.00	98.06%

NOTE: LB840 Budget is Annual. Benchmark Percentages for your comparison are as follows:

Jan 8% - Feb 17% - Mar 25% - Apr 33% - May 42% - June 50% - July 58% - Aug 67% - Sept 75% - Oct 83% - Nov 92% - Dec 100%

Phelps County Development Corporation LB840
Statement of Revenues & Expenses Compared to Budget
 January through June 2022

	<u>Jan - Jun 22</u>	<u>Budget</u>	<u>% of Budget</u>
Engineer, Planning, Const, Dev	4,614.40	30,000.00	15.38%
<i>Crew Subdivision: Property Taxes</i>	<i>3,608.92</i>		
<i>Crew Subdivision: Engineering</i>	<i>425.52</i>		
<i>Legal Fees</i>	<i>382.50</i>	<i>TIF Notice Preparation</i>	
<i>Housing Meetings</i>	<i>197.46</i>		
Total Infrastructure/Housing/Planning	16,604.72	191,500.00	8.67%
Community Growth & Preparedness			
GO!DREAM Target Bldg Loan/Grant	0.00	30,000.00	0.0%
GO! BIZ First Impression Grants	0.00	5,000.00	0.0%
GO! DREAM FIG / Ext Rem	30,813.69	30,000.00	102.71%
Ballfield Complex	0.00	75,000.00	0.0%
COVID-19 Recovery Stimulus Prog	0.00	0.00	0.0%
Total Community Growth & Preparedness	30,813.69	140,000.00	22.01%
Option to Purchase expired	0.00	0.00	0.0%
Depreciation Expense	0.00	200.00	0.0%
Gain / Loss on Sale of Assets	0.00	0.00	0.0%
Other Costs	200.00	6,250.00	3.2%
Total Expense	96,913.43	554,950.00	17.46%
Net Ordinary Income	246,593.40	107,615.00	229.14%
Other Income/Expense			
Other Income			
Transfer from General	10,000.00	10,000.00	100.0%
Total Other Income	10,000.00	10,000.00	100.0%
Other Expense			
Transfer to General	73,731.00	73,371.00	100.49%
Total Other Expense	73,731.00	73,371.00	100.49%
Net Other Income	-63,731.00	-63,371.00	100.57%
Net Income	182,862.40	44,244.00	413.3%

NOTE: LB840 Budget is Annual. Benchmark Percentages for your comparison are as follows:
 Jan 8% - Feb 17% - Mar 25% - Apr 33% - May 42% - June 50% - July 58% - Aug 67% - Sept 75% - Oct 83% - Nov 92% - Dec 100%

CITIZENS' REVIEW REPORT

The Citizens' Advisory Review Committee has reviewed the information presented by the Phelps County Development Corporation as required in the Economic Development Plan. The committee was provided with the following:

- Written report: "Semi-Annual Public Review for Local Option Municipal Sales Tax (LB840)"
- 2022 LB840 Financial Statements for the period January 1 – June 30, 2022:
 - Statement of Assets, Liabilities and Net Assets
 - Financial Variance Report
 - Statement of Revenues & Expenses Compared to Budget
- Verbal presentation by a representative of PCDC

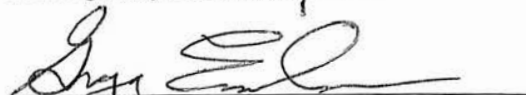
This program review certifies the application process was conducted properly and any funds expended or projects approved meet with the LB840 eligibility guidelines as written in our community's plan and approved by the citizens on November 10, 2015.

- No discrepancies were noted in the program review
- No discrepancies were noted in the program review, but the Citizens Review Advisory Committee makes a recommendation (see Notes below)
- Discrepancies have been identified (see Notes below)

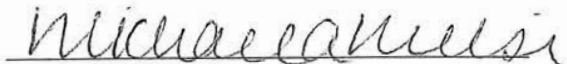
Notes:


By signing below, members of the Citizens Advisory Review Committee acknowledge attendance at the meeting on August 10, 2022 and agree with the committee's findings above.


Luke Thorell will be making the presentation to the City of Holdrege at a regularly scheduled meeting of the Council.



Gregg Erickson


Carol Rapstine


Michaela Nielsen


Dane Jensen (ex-officio)


Meredith Pierce


Karen Stute


Luke Thorell

Diana Watson