

VILLAGE BOARD OF TRUSTEES
SPECIAL MEETING/EMPLOYEE EVALUATIONS
SEPTEMBER 2, 2020

Peterson called the Special Meeting/Employee Evaluations to order at 4:00 PM. Board members had been given the agenda and supporting documents. Notices were posted at the Village Office, Ceresco Post Office, and CerescoBank. Peterson pointed out the Open Meeting Law Act posted on the wall of the Community Room. Answering roll call: Peterson, Custer, Rupe and Hartshorn. Also present: Dustin Gushard, Ed Vitek, Lynn Maxson, Brian Roland and Joan Lindgren.

Hartshorn moved to go into executive session for the purpose of employee evaluations. Rupe seconded. Peterson restated that the Board will go into executive session for the purpose of employee evaluations. Voting Yes: Hartshorn, Rupe, Custer and Peterson. No: none. Motion carried.

Peterson stated the Board is entering executive session at 4:02 PM for the purpose of employee evaluations.

Individual employee evaluations were held in executive session in the following order: Dustin Gushard, Ed Vitek, Lynn Maxson, Joan Lindgren and Brian Roland. Due to quarantine, Steve Anderson's was held by phone.

Peterson entered Regular session at 7:27 PM from the executive session held for the purpose of employee evaluations.

Ordinance 2020-8 was reviewed and introduced by Chairman Peterson and is set forth in full as follows, to wit:

AN ORDINANCE TO AMEND THE WAGES AND SALARIES OF CERTAIN OFFICERS, APPOINTEES, AND EMPLOYEES OF THE VILLAGE OF CERESCO, NEBRASKA: TO PROVIDE FOR THE EFFECTIVE DATE HEREOF AND TO PROVIDE FOR THE REPEAL OF ALL ORDINANCES IN CONFLICT HEREWITH:

BE IT ORDAINED BY THE CHAIRMAN AND BOARD OF TRUSTEES OF THE VILLAGE OF CERESCO, NEBRASKA:

Section 1. Pursuant to Ceresco Municipal Code Section 1-105 the following wages and salaries are hereby established to take effect October 1, 2020:

| <u>POSITION</u> | <u>WAGES OR SALARY</u> |
|---|---|
| Clerk/Treasurer | \$ <u>24.28</u> Per Hour |
| Maintenance Supervisor/Water-Sewer Operator | \$ <u>24.07</u> Per Hour |
| Streets and Parks Maintenance Worker | \$ <u>19.00</u> Per Hour |
| Police Chief | \$ <u>22.24</u> Per Hour |
| Assistant Police Chief | \$ <u>20.81</u> Per Hour |
| Police Officer less than 6 months of employment | \$ <u>19.28</u> Per Hour |
| Police Officer more than 6 months of employment | \$ <u>19.79</u> Per Hour |
| Building Inspector | \$ <u>15.00</u> Per Inspection \$ <u>130.00</u> Monthly Salary |
| Assistant Building Inspector | \$ <u>15.00</u> Per Inspection |
| Zoning Administrator | \$ <u>0.00</u> Per Month |
| Head Librarian | \$ <u>16.67</u> Per Hour |

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|---|---------------------------------|
| Assistant Librarian | \$ <u>11.32</u> Per Hour |
| Library Assistant | \$ <u>10.20</u> Per Hour |
| Office Assistant | \$ <u>14.13</u> Per Hour |
| Maintenance Worker II less than 1 year of employment | \$ <u>12.25</u> Per Hour |
| Maintenance Worker II more than 1 year of employment | \$ <u>13.50</u> Per Hour |

Section 2. Full-time personnel shall be offered Dental and Vision insurance with the Village paying 100% of the employee's premium and 50% of the premium for eligible spouses and dependents. Full-time qualifying personnel shall be eligible for reimbursement for a privately-sourced health insurance plan equal to the actual monthly premium paid by the employee, grossed up for tax withholdings, up to a maximum of \$460.00 per month. Reimbursement by the Village for health insurance premiums is subject to tax withholdings. Full-time employees shall be granted the following holiday leave: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving, day after Thanksgiving, four (4) hours for Christmas Eve, Christmas Day, and four (4) hours for New Year's Eve. Full-time qualifying personnel shall be granted retirement benefits as follows: If qualified employees choose to defer a minimum of 3% of their earnings into a Simple IRA account, the Village shall contribute a maximum of 3% of the employee's earnings into that account as well.

Section 3. The Board of Trustees has the authority to award a merit pay increase to employees as they determine.

Section 4. That all Ordinances or parts of Ordinances passed and approved prior to the passage, approval, and publication of this Ordinance, and in conflict herewith, are hereby repealed.

Section 5. This Ordinance shall be in full force and effect from and after its passage, adoption, and publication as provided by law.

WHEREUPON, Board Member Custer moved that said Ordinance 2020-8 be approved on its first reading and its title agreed to. Board Member Rupe seconded this motion. Yeas: Custer, Rupe, Peterson and Hartshorn. Nays: none.

WHEREUPON, the Chair declared said Ordinance 2020-8 approved on its first reading and its title agreed to and that the second reading of Ordinance 2020-8 be on the next Agenda of a meeting of the Board of Trustees.

The splash pad fund raiser by Nerveria Arcoiris was reviewed. Rupe moved to approve the splash pad fund raiser by Nerveria Arcoiris at the park and waive the \$10.00 peddler's permit fee. Peterson seconded. Voting Yes: Rupe, Peterson, Hartshorn and Custer. No: none. Motion carried.

A special meeting was scheduled for Wednesday, September 9 at 4:00 PM. Jody Anderson will be contacted for her evaluation.

Resolution 2020-7 was reviewed and tabled to the September 9th special meeting.

Purchase of a golf cart, utv and spreader/sprayer will be reviewed at the September 9th meeting.

Rupe moved to adjourn the meeting at 7:54 PM. Hartshorn seconded. Voting Yes: Rupe, Hartshorn, Peterson and Custer. No: none. Motion carried.

Scott Peterson, Chairman
Joan Lindgren, Clerk