

VILLAGE BOARD OF TRUSTEES
 SPECIAL MEETING/EMPLOYEE EVALUATIONS
 DECEMBER 3, 2025

Custer opened with prayer.

Peterson called the Special Meeting scheduled for 5:30 to order at 5:47 PM when a quorum was in attendance. 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, Burklund, and Custer. Ruble entered at 6:20 PM. Absent: Johnson. Also present: Brian Roland, Jody Anderson, Dustin Gushard, and Joan Lindgren.

The Pledge of Allegiance was recited.

Peterson moved to enter executive session at 5:47 PM for the purpose of employee evaluations. Burklund seconded. Peterson restated the Board will go into executive session for the purpose of employee evaluations. Voting Yeas: Peterson, Burklund, and Custer. Nays: none. Motion carried.

Peterson stated the Board is entering executive session at 5:47 PM for the purpose of employee evaluations.

All employee evaluations were held in executive session in the following order: Joan Lindgren, Brian Roland, Jody Anderson, and Dustin Gushard.

Peterson reconvened to Regular session at 6:59 PM from the executive session held for the purpose of employee evaluations.

Ordinance 2025-8 was 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 January 1, 2026 as listed below:

<u>POSITION</u>	<u>WAGES OR SALARY</u>
Maintenance Supervisor/Water-Sewer Operator	\$ <u>28.50</u> Per Hour
Clerk/Treasurer	\$ <u>28.00</u> Per Hour
Maintenance Supervisor/Streets and Parks	\$ <u>24.25</u> Per Hour
Police Officers/Assistant Chief/Chief *patrolling hours only between 3:00 pm Friday and 2:00 am Sunday, up to 8 hour shifts, with the exception of necessary extended duties and/or an emergency and/or approved special events	\$ <u>40.00</u> Per Hour
Police Officers: Administrative and all *non-patrolling hours	\$ <u>23.18</u> Per Hour
Assistant Chief: Administrative and all *non-patrolling hours	\$ <u>24.36</u> Per Hour
Chief: Administrative and all *non-patrolling hours	\$ <u>26.02</u> Per Hour
Office Assistant	\$ <u>19.50</u> Per Hour

Building Inspector	\$ 15.00 Per Inspection \$141.00 Monthly Salary
Assistant Building Inspector	\$ 15.00 Per Inspection
Zoning Administrator	\$ 0.00 Per Month
Library Director	\$ 18.00 Per Hour
Assistant Librarian	\$ 14.00 Per Hour
Library Assistant less than 20 years of employment	\$ 15.00 Per Hour
Library Assistant more than 20 years of employment	\$ 15.00 Per Hour
Part-Time Mission Critical Pay (example: snow removal)	\$ 20.55 Per Hour
Part-Time Skilled Labor Pay (example: water main/sewer line break)	\$ 20.55 Per Hour
Maintenance Worker II less than 1 year of employment	\$ 15.00 Per Hour
Maintenance Worker II more than 1 year of employment	\$ 15.50 Per Hour

Section 2. Full-time qualifying personnel shall be offered Group Health insurance, Life and AD & D, Dental insurance 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 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. That this Ordinance shall be published within the first fifteen days after its passage and approval, either in pamphlet form or by posting in three public places in the Village of Ceresco, Nebraska, and shall be in full force and take effect on the fifteenth day from and after its passage, approval, and publication as provided herein.

PASSED AND APPROVED THIS _____ DAY OF _____, 2025.

Scott Peterson, Chair

ATTEST:

Joan Lindgren, Clerk

(Seal)

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WHEREUPON, Board Member Ruble moved that said Ordinance 2025-8 be approved on its first reading and its title agreed to. Board Member Burklund seconded this motion.

The Chair instructed Custer to call the roll for the vote thereon. Custer called the roll and the following was the vote on this motion. Yeas: Ruble, Burklund, Peterson, and Custer. Nays: none.

WHEREUPON, the Chair declared said Ordinance 2025-8 approved on its first reading and its title agreed to and that the second reading of Ordinance 2025-8 be on the next Agenda of a meeting of the Board of Trustees.

Burklund moved to adjourn at 7:03 PM. Ruble seconded. Voting Yeas: Burklund, Ruble, Peterson, and Custer. Nays: none. Motion carried.

Scott Peterson, Chair
Joan Lindgren, Clerk

