

VILLAGE BOARD OF TRUSTEES
SPECIAL MEETING/EMPLOYEE EVALUATIONS
OCTOBER 23, 2023

Opening prayer by Sophia Custer.

Rupe called the Special Meeting to order at 5:00 PM. Board members had been given the agenda and supporting documents. Notices were posted at the Village Office, Ceresco Post Office, and CerescoBank. Rupe pointed out the Open Meeting Law Act posted on the wall of the Community Room. Answering roll call: Rupe, Peterson, Custer, and Eggleston. Ruble entered the meeting during executive session. Also present: Dustin Gushard, Joan Lindgren, Tony Hernandez, Jody Anderson, Brian Roland, and Lynn Maxson.

The Pledge of Allegiance was recited.

Rupe asked Gushard if he would like to go into executive session for his employee evaluation. Gushard chose to have his evaluation in executive session.

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

Rupe stated the Board is entering executive session at 5:01 PM for the purpose of employee evaluations.

Individual employee evaluations were held in executive session in the following order: Dustin Gushard, Joan Lindgren, Tony Hernandez, Jody Anderson, Brian Roland, and Lynn Maxson.

Rupe reconvened to Regular session at 8:07 PM from the executive session held for the purpose of employee evaluations.

Custer took the remaining minutes for Lindgren.

Ordinance 2023-6 was introduced by Chair Rupe, 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, 2024:

<u>POSITION</u>	<u>WAGES OR SALARY</u>
	<u>Current</u>
Maintenance Supervisor/Water-Sewer Operator	\$ <u>27.04</u> Per Hour
Clerk/Treasurer	\$ <u>26.50</u> Per Hour
Maintenance Supervisor/Streets and Parks	\$ <u>22.71</u> Per Hour
Police Chief	\$ <u>24.52</u> Per Hour
Assistant Police Chief	\$ <u>22.96</u> Per Hour
Police Officer	\$ <u>21.84</u> Per Hour
Office Assistant	\$ <u>16.48</u> Per Hour

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Building Inspector	\$ <u>15.00</u> Per Inspection \$ <u>136.50</u> Monthly Salary
Assistant Building Inspector	\$ <u>15.00</u> Per Inspection
Zoning Administrator	\$ <u>0.00</u> Per Month
Head Librarian	\$ <u>16.48</u> Per Hour
Assistant Librarian	\$ <u>12.60</u> Per Hour
Library Assistant	\$ <u>12.00</u> Per Hour
Emergency Part-Time Backup Water/Wastewater Operator	\$ <u>15.00</u> Per Hour
Part-Time Mission Critical Pay (example: snow removal)	\$ <u>19.95</u> Per Hour
Part-Time Skilled Labor Pay (example: water main/sewer line break)	\$ <u>19.95</u> Per Hour
Maintenance Worker II less than 1 year of employment	\$ <u>12.86</u> Per Hour
Maintenance Worker II more than 1 year of employment	\$ <u>15.05</u> 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. This Ordinance shall be in full force and effect from and after its passage, adoption, and publication as provided by law.

WHEREUPON, Chair Rupe moved that said Ordinance 2023-6 be approved on its first reading and its title agreed to. Board Member Ruble seconded this motion.

The roll was called and the following was the vote on this motion. Yeas: Rupe, Ruble, Peterson, Custer and Eggleston. Nays: none.

WHEREUPON, the Chair declared said Ordinance 2023-6 be approved on its first reading and its title agreed to and that the second reading of Ordinance 2023-6 be on the next Agenda of a meeting of the Board of Trustees.

The Board discussed storage units and the Archie Street right-of-way to be placed on the next meeting agenda.

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Rupe moved to adjourn the meeting at 8:16 PM. Peterson seconded. Voting Yeas: Rupe, Peterson, Custer, Ruble, and Eggleston. Nays: none. Motion carried.

Antonia Rupe, Chair
Joan Lindgren, Clerk
Sophia Custer, Acting Clerk

