

**CITY OF YUTAN
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EXTRACT FROM MINUTES OF A SPECIAL MEETING OF THE MAYOR AND CITY COUNCIL OF THE CITY OF YUTAN, IN THE COUNTY OF SAUNDERS, STATE OF NEBRASKA HELD AT YUTAN CITY HALL, YUTAN, NEBRASKA ON THE 9TH DAY OF APRIL 2018, AT 6:00 p.m.

Notice of the meeting was given in advance thereof by posting notice, a designated method for giving notice, as shown by the (Affidavit of Publication) (Certificate of Posting Notice) attached to these minutes. Notice of this meeting was given to the Mayor and all members of the City Council and a copy of their acknowledgment of receipt of notice and the agenda is attached to these minutes. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

Meeting was called to order at 6:00 p.m. by Mayor Egr. Mayor Egr opened the meeting with the Pledge of Allegiance. Council Members: Beck, Long, McLaughlin and Peterson were present. Mayor Egr informed all of the individuals present of the location of the poster regarding the Open Meetings Act.

It was decided that item #2 would be discussed first to accommodate the time of the JEO Consulting Group representatives.

2) Representatives from JEO were present to provide the Mayor and City Council with information from the meeting held earlier in the week with Prairie Wolf Place developer and his engineer. JEO representatives recommend providing water and sewer infrastructure to the property rather than approving the developer's proposal for personal well and septic on each individual lot. They explained that there are different ways for that project to be financed and explained that a cost-share basis may be appropriate; for a cost-share, the percentage of use for the developer's purposes versus the percentage for other City use would be determined, and the involved parties would each be responsible for paying their share. The estimated cost to bring utilities to the developer's property line would be \$350,000. The Mayor and Council reviewed the proposed street plans for Prairie Wolf Place. It was noted that the property is located within the City's wellhead protection area but that City ordinance does not specifically, expressly prohibit the use of personal wells being drilled in the wellhead protection area. JEO indicated that the Council could still deny the current well/septic plan but should have a plan ready to offer the developer to provide water and sewer service. Utility Superintendent Wilke mentioned that the process of getting a plat plan approved is required to be completed before the developer would be able to put the lots on the market for sale. Councilmember Peterson inquired about methods for the City to recoup some of the cost associated with extending the utilities, and JEO confirmed that there are different ways for that to be accomplished. Fire Chief Dooley expressed his concerns for the current proposal, citing a need for a through street as fire trucks would likely be unable to turn around in the cul-de-sacs in the current design. This matter will be discussed further at the April 17th regular City Council meeting. Prior to that meeting, JEO will submit a letter to the developer of Prairie Wolf Place to give their opinions and recommendations on this matter. A Planning Commission meeting will be held on May 9th regarding the plat proposal as well.

1) The Mayor and City Council received quotes immediately prior to the meeting from the City's insurance agent, and the City Clerk briefly explained the different quotes while the Mayor and Council reviewed them. They began discussing the differences between the life insurance policy quotes for \$25,000 versus \$50,000, and Councilmember Peterson stated that she would prefer to offer the \$50,000 policy, as it would only cost the City an additional \$18.00 per month. They discussed the total monthly cost of the quotes for life insurance, short-term disability, and long-term disability. Councilmember Peterson expressed her desire to find a plan that creates tax breaks for both the City and the employees. She suggested the use of a Health Reimbursement Arrangement, or HRA, that would allow the City to allocate pre-tax dollars to the employee for the reimbursement of eligible medical expenses for which the employee has submitted receipts. The annual cap for employer contributions for an individual is \$4,950. Councilmember Peterson emphasized that this amount wouldn't be taxed whereas a medical stipend would be taxable to both the City and the employee as a payroll item. Utility Superintendent Wilke mentioned that, while a stipend is taxed, the stipend would be funds in the employee's pocket that could be used for medical expenses with much less oversight and regulation. The City Clerk-Treasurer questioned who would be responsible for the administration of the HRA and for reimbursing the medical expenses; she pointed out that, with the City only employing three full-time staff members who often work very closely with one another, employees may be uncomfortable submitting detailed health information to a coworker in order to receive these reimbursements. It was suggested that the City's accountant could administrate the plan, but it was also pointed out that the cost to have the accountant do so would probably outweigh the amount saved in taxes by using an HRA rather than a stipend. Utility Superintendent Wilke told the Mayor and Council that he sincerely appreciates the work and consideration they have given on this matter and that he was not aiming to engage in any negotiations when he informed the Mayor and Council of his plan to resign. In response, they reiterated their intention to match the job offer that Utility Superintendent received from another company in order to retain his employment with the City. The Mayor and City Council ran figures for different potential scenarios to find the most mutually beneficial benefits package offer. A motion to revise the employee handbook to include a \$50,000 life insurance policy, short-term disability, long-term disability, and a \$3,000 HRA for full-time employees was made by Peterson and seconded by McLaughlin. Upon roll call vote was as follows: YEA: Beck, Long, McLaughlin and Peterson. No: None. Motion carried. It was also decided that the Mayor and City Council would revisit the full-time employees' salaries at the Yutan City Council meeting on April 17th.

3) No council discussions were held.

Meeting was adjourned at 8:00 p.m.

Darin Egr, Mayor

Katy Mattheis, Clerk/Treasurer