

**CITY OF YUTAN
P.O. BOX 215 - 112 VINE
YUTAN, NE 68073
(402) 625-2112**

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 3RD 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.

Due to quick nature of items #2 and #3, it was decided that they would be dealt with first before moving on to agenda item #1.

2) A motion was made by Peterson and seconded by Long to accept the Mayor's appointment of Don Dooley as Hearing Officer. Upon roll call vote was as follows: YEA: Beck, Long, McLaughlin and Peterson. No: None. Motion carried.

3) Discussion was held regarding the Fire Department's request to construct a training site on City property. Possible locations were proposed and evaluated. Councilmember McLaughlin inquired as to what vehicles the fire department would take to this training site, as the fire trucks may be unable to safely reach certain proposed locations. It was mentioned that the City's insurance company had concerns about the liability related, and the need for a contractual agreement with the Fire Department regarding issues of liability and maintenance was discussed. It was ultimately decided that more information was needed before a decision could be made. The Mayor and certain councilmembers will speak with the Fire Chief regarding some of their questions, and this item would be discussed at the regular council meeting on April 17th.

1) Councilmember Long began the discussion by stating that he feels that the Mayor and Council should attempt to retain the current employees by adding a more comprehensive benefits package for full-time employees. Councilmember Long explained some of the research that he has conducted on this subject, including looking into what other similarly-sized local municipalities offer to their employees; he also noted that the City previously offered different benefits, namely health coverage, but that it was eventually removed. Councilmember Beck mentioned that certain employees have health insurance through their spouses and that other benefits may be more valuable to the employees. Councilmember McLaughlin added that health insurance was removed when employees didn't seem to need it and that salaries were increased as a result. Paul Rupp, a resident of

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Yutan, spoke in favor of offering more benefits to full-time employees, stating that it is needed to attract and retain good employees. Mr. Rupp also suggested that a monthly stipend, in lieu of health insurance, may be more beneficial to the current employees. Councilmember Peterson agreed that a stipend would likely be the easiest, most effective method, as different employees would have vastly different needs from a health insurance plan; she also mentioned that it would be beneficial to speak with the City's accountant regarding these matters, as he would know which options would be the most cost-effective for the City and employees and if there are potential tax breaks that could be explored. Other potential benefits, such as health savings accounts and flex spending accounts, were discussed. Councilmember Long expressed his belief that offering full-time employees a monthly stipend, life insurance, and long-term disability would encourage current employees to withdraw their intent to resign; he also provided the Mayor and other councilmembers with some basic figures he received for the cost of providing short- and long-term disability, life insurance, AD&D (Accidental Death and Dismemberment), and other benefits. The recent removal of certain paid holidays was also discussed, as was adding more flexibility to the employees' use and carryover of sick and vacation leave, especially given that the City doesn't currently offer maternity leave. Councilmember Long emphasized to the Mayor and Council that the current employees did not intend to engage in negotiations when they gave notice of their resignation but that he personally feels that keeping the currently employees is in the City's best interests; he spoke highly of the Utility Superintendent and gave examples of the Utility Superintendent's superb work ethic and dedication to saving the City's time and resources. Mayor Egr added that the City puts a lot of responsibility unto the current employees, due to the low number of individuals working for the City; he pointed out that, while similarly-sized municipalities in the local area operate with no less than seven full-time employees, the City of Yutan only employs three full-time employees. Councilmember Long posed the question of whether the other members of the Council wanted to attempt to keep the current employees or take the chance of hiring someone new in the positions of Utility Superintendent and City Clerk-Treasurer, and the general consensus of the Mayor and Council was that, if possible, they would like to offer a better benefits package to current employees to attempt to retain them. The need for quick action was emphasized, and they decided to hold another meeting, with the Utility Superintendent in attendance, on Monday, April 9th, at 6:00 p.m.

4) No council discussions were held.

Meeting was adjourned at 7:25 p.m.

Darin Egr, Mayor

Katy Mattheis, Clerk/Treasurer