



CITY COUNCIL PERSONNEL COMMITTEE MEETING

October 3rd, 2023 at 5:00 PM
Crete City Hall, 243 East 13th Street

MINUTES

Notice of the meeting was given by posting, the appointed method for giving notice as shown by the attached notice, at the following locations:

City Hall, 243 East 13th Street
Post Office, 1242 Linden Avenue
City Bank and Trust, 1135 Main Avenue

Advance notice of the meeting was also given to committee members. Pursuant to Section 84-1412(8) of the Nebraska Open Meetings Act, the City has posted a current copy of the Open meetings Act, Laws of the State of Nebraska, in the back of the council chambers. All proceedings shown were taken while the meeting was open to the attendance of the public.

1. Open Meeting

2. Roll Call

Tom Crisman: Present
Kyle Frans: Present
Ashley Newmyer: Present
Present: 3.

3. Items of Business

3.A. Consider a recommendation to the City Council on amending Section 4.05 of the Personnel Rules and Regulations to clarify the use of time banks when using FMLA and/or Disability Benefit Plans.

City Administrator Tom Ourada explained that this is to clarify some confusion caused from time to time. The policy says that you can use sick leave, then comp time and then vacation when requesting FMLA. However, our insurance plan provider requires to use vacation time first and not sick leave when on short-term disability. Employees read the FMLA portion of the policy and when HR talks to them about having to use vacation rather than sick time for short-term disability so they can be reimbursed fully, they get upset. We have talked to our plan provider about changing the requirements and they will not. They are relatively inexpensive, so we don't want to search for someone else simply based on that. Ourada stated that the intent here

is to add the section to provide clarification on short- and long-term disability and they will use whatever the plan providers specifications require and that will overwrite our FMLA requirements and this is not a change, it is just clarifying.

Recommend to the City Council on amending Section 4.05 of the Personnel Rules and Regulations to clarify the use of time banks when using FMLA and/or Disability Benefit Plans. Carried with a motion by Kyle Frans and a second by Ashley Newmyer.

Tom Crisman: Aye, Kyle Frans: Aye, Ashley Newmyer: Aye

Aye: 3, No: 0

4. Officers' Reports

5. Adjournment