



CITY COUNCIL PERSONNEL COMMITTEE MEETING

October 17th, 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 Ordinance 2182 Amending Ordinance 2177 Non-Bargaining Unit Officer and Employees Salaries & Wages Salaried Positions.

City Administrator Tom Ourada explained that this change adds the Library Aide position, which is not an additional staff position, but would take place of a librarian who is not working that day. The pay is a little less than the position they would be filling. The other change is with the Parks Seasonal Laborer, Transfer Station Attendant, and Public Works Seasonal Laborers, so that they are consistent with each other.

Recommend to the City Council on Ordinance 2182 Amending Ordinance 2177 Non-Bargaining Unit Officer and Employees Salaries & Wages Salaried Positions. 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

3.B. Consider a recommendation to the City Council on the City of Crete Drug/Alcohol Testing Program Policy with the requirements of Department of Transportation (DOT).

City Administrator Tom Ourada explained that the City of Crete has been working on the policy with the requirements of the Department of Transportation since November 2017. There have been many changes in personnel since then but now the policy is ready for council action.

Recommend to the City Council on the City of Crete Drug/Alcohol Testing Program Policy with the requirements of Department of Transportation (DOT). 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

3.C. Consider a recommendation to the City Council on the City of Crete Non-DOT Anti-Drug Plan & Non-DOT Alcohol Misuse Plan.

City Administrator Tom Ourada explained that this is not being done in timing with the schools. This policy has been in the works since December 2017. The City of Crete's Non-DOT Anti-Drug Plan & Non-DOT Alcohol Misuse Plan will do pre-employment screening, test for cause, and testing for suspicion, which requires two people to validate reporting. That will help so that a person can't target another person based on personal issues. This also doesn't mean a person is automatically terminated.

Recommend to the City Council on the City of Crete Non-DOT Anti-Drug Plan & Non-DOT Alcohol Misuse Plan. 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