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## **CITY COUNCIL PERSONNEL COMMITTEE MEETING**

August 29, 2023 at 4:45 PM  
Crete City Hall, 243 East 13<sup>th</sup> Street

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### **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: Arrived at 4:47 p.m.

#### **3. Items of Business**

##### **3.A. Termination Appeal**

City Administrator Tom Ourada explained that when all employees are hired, they go through a 6-month introductory training period. The City reserves the right to dismiss without cause if the employee's performance does not meet the minimum required standards. The City did give the option to Kevin Centamore to appeal the termination. After consultation with both of his supervisors, the feedback they provided was critical in making the termination decision. Centamore explained that he understood the issues that led to his termination and that safety was important for everyone around him and himself. The Personnel Committee members Tom

Crisman, Ashley Newmyer, and Kyle Frans all agreed that safety is critical and can't take any chances and the termination stands.

Denied Termination Appeal. 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**