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## **CITY COUNCIL PERSONNEL COMMITTEE MEETING**

September 5, 2023 at 5:00 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**

Kyle Frans: Absent  
Tom Crisman: Present  
Ashley Newmyer: Present  
Present: 2, Absent: 1.

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

##### **3.A. Consider a recommendation to the City Council on amending the Employee Rules and Regulations regarding Sec. 3.07 Timekeeping.**

City Administrator Tom Ourada stated that there have been a number of small changes with Human Resources who does the time keeping and there will be times when they won't get all the timecards in a timely manner. The time keeping goes through a batch and exports those the software does all the checks for each time card and if someone turns a card in late then they all have to be pulled backed back and done manually for each. That could take many hours, 5-6 hours or even more. In past years, in the policy manual, it mentioned getting paid until the next

pay period, but that was removed when the manual was updated. This would help with the issues of people not turning in their time cards on time and explain the consequences and delays it creates with human resources.

Recommend to the City Council on amending the Employee Rules and Regulations regarding Sec. 3.07 Timekeeping. Carried with a motion by Ashley Newmyer and a second by Tom Crisman.

Tom Crisman: Aye, Ashley Newmyer: Aye

Aye: 2, No: 0

### **3.B. Consider a recommendation to the City Council on a wage ordinance for the September 19, 2023 meeting.**

City Administrator Tom Ourada stated the Human Resource Director Wendy Thomas put this together based on the wage survey and market compatibility and a 3 1/2 % cost of living increase.

Recommend to the City Council on a wage ordinance for the September 19, 2023 meeting. Carried with a motion by Ashley Newmyer and a second by Tom Crisman.

Tom Crisman: Aye, Ashley Newmyer: Aye

Aye: 2, No: 0

### **3.C. Consider a recommendation to the City Council on the FOP Agreement for Fiscal year 23-24.**

City Administrator Tom Ourada stated that Cline Williams attorney, Henry Wiedrich helped the negotiations. Wiedrich explained they had sessions with the Fraternal Order of Police to go over compensation and other parts of the agreement. Wiedrich explained that over the past years there have been major shifts in compensation and major increases in the last couple years due to positions being harder to fill. The comparability with other municipalities, and market rates were all reviewed. They were expecting high wage increase requests from the union. This will be a one-year contract even though the city wanted a multi-year deal. With the new pay plan the officer starting wage for step 1 will have a 17% increase and step 8 will have a 14% increase. Sergeants will have a 13% increase and 11% increases at step 1 and step 8. Wiedrich mentioned that this puts us in a good spot for next year.

Recommend to the City Council on the FOP Agreement for Fiscal year 23-24. Carried with a motion by Ashley Newmyer and a second by Tom Crisman.

Tom Crisman: Aye, Ashley Newmyer: Aye

Aye: 2, No: 0

## **4. Officers' Reports**

## **5. Adjournment**