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## **CITY COUNCIL PERSONNEL COMMITTEE MEETING**

September 19<sup>th</sup>, 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**

Ashley Newmyer: Absent  
Tom Crisman: Present  
Kyle Frans: Present

Present: 2, Absent: 1.

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

##### **3.A. Discussion about drug and alcohol testing**

City Administrator Tom Ourada stated that since November 2017 the City of Crete has been working on a plan to implement drug and alcohol testing. Currently, the department of transportation requires testing. It is not prudent to not test all employees. Everything is almost ready to go and most likely will go into effect in early 2024. The testing would be done with pre-employment and while you are employed, if there is suspicion from a supervisor or any other person. There will be safe guards with the plan. If there is suspicion from a supervisor, Ourada would then meet and evaluate the employee. If Ourada is not available, then City Attorney Anna Burge would then evaluate. There will not be random testing. Ourada mentioned that they are not

seeing any drug and alcohol issues at all. There will be a program in plan with process and procedures.

**3.B. Consider a recommendation to the City Council on Ordinance 2177: An Ordinance setting the wages and salaries of city officers and non-bargaining unit employees.**

City Administrator Tom Ourada mentioned that this is all based on the salary study completed by Paul Essman and Shelia Schukei. This was on the last Personnel Committee Meeting and it's here for this meeting and also on the City Council meeting.

Recommend to the City Council on Ordinance 2177: An Ordinance setting the wages and salaries of city officers and non-bargaining unit employees. Carried with a motion by Kyle Frans and a second by Tom Crisman.

Tom Crisman: Aye, Kyle Frans: Aye

Aye: 2, No: 0

**4. Officers' Reports**

**5. Adjournment**