

***Corrective**
January 9th, 2024.

A regular meeting of the Minatare City Council was held in the Council Rooms in open and public session at 6:00 p.m.

Present were Mayor Cheryl Spencer, Council Members: Jon Grumbles, Frank Costa, Celeste Sanchez, Barbara Ross, City Clerk: Angie Hernandez.

Also present were Lindsey Schroeder – BC/BS Rep, Wayne Kilmer

Notice of the meeting was given in advance by posting in three designated places, the method of giving notice as shown by Certificate of Posting Notice attached to these minutes. Availability of the agenda was communicated to the Mayor and Council of this meeting, and a copy of their acknowledgment of receipt of the minutes and the agenda is attached to these minutes. All proceedings hereafter shown while the meeting was open the attendance of the public.

Mayor opened the meeting with the Pledge of Allegiance, she also pointed out the open meetings poster to the public.

Motion to accept the agenda and the minutes, Ross Motion seconded by Grumbles Roll call Grumbles, Ross, Costa, Sanchez.

The following claims were read and audited:

ActionCommunications:20.47,Alfac:\$403.86,AngieHernandez:\$30.00,AxonEnterprise, BC/BS:\$5,556.73,BlkHillsEnergy :\$1,847.05,Blue360Media:\$93.75,CityofScottsbluff:\$5,567.13,DanaCole\$7,880.00,Eakes:\$346.65,Ellison,Kovarik:\$3,050.34,Enviro:\$25.00, ETPS:\$6,202.45,FirstNet:\$308.08,FranklinTempton:\$627.94Hawkins:\$306.11,Idealscleaner :\$308.40,Hawkins:\$306.11,HometownLeasing:\$75.62,JudyHoatson:\$600.00,League AssociationofRickManagement:\$18.91MCSchaff:\$6986.96,Menards:\$61.42, Midtownanimalclinic:\$26.00MobuisComm:\$62.10,Nebr.Printworks:\$141.61, Nebr. Keno:\$75.00NPPD:\$3,068.14,OneCallConcepts:\$27.96,PanhandleCoop:\$496.49,Prestox:\$2 89.21,PlatteValleyBank:\$850.42,Region22Emergency:\$422.63,Spectrum:\$382.94,StoreyKen worthy:\$1091.55,Usablelife:\$40.50WasteConnections:\$6413.37,Payroll\$ 19,614.10

Old Business: None

New Business:

Library Report: Caryle presented the library report to council for Fiscal Year 10/1/21 to 09/30/22 asked the Council if they have any concerns on this report. The council stated no concerns.

Fiber Optic: Caryle has been looking at a grant for Library for resources or for the whole town. How much it was cost? And what are they doing. Is it faster and more reliable for sources that they will use. Is there any down time or better or worse? Caryle didn't want to start on the Grant if its not going to benefit the library or if it's too much work and not worth it. The council told her that might be a great thing if Caryle is willing to do the grant work for the library. Caryle decided that she would do some more research on it and go from there.

Jerry & Kathy Gibbons Property on CR P: Barb is in the City limits if they are and a lot the high weeds and the needs the property cleaned up. Jim the Atty states he didn't know if you can enforce nuisance outside of your city limits. Jim is going to look into to this and see but thought maybe called Bill Mabian and see where the city limits are.

Jared Shephard Employment Issues-Jim Moving this to closed session

Ideal Cleaners: Cheryl Shop towels and Windshield towels are being dropped. Jim didn't understand how he is billing works. Cheryl is going to make a order and that is what we are going to pay. Chris and Tom will be getting 9 pairs of pants, and all the rugs are being counting for. Dispensers 3 of them were dropped off at the City office on Monday for the bathrooms, Insurance they will keep this and don't argue with this because our building is covered under our insurance policy. Cheryl bought some shop towels. Cheryl said she will not sign anything until after the council meeting if there is a contract only the mayor will sign. If they drop anything off here at the office Angie will need to check everything off will sign. Cheryl will meet Ideal in the morning and go from there. Jim stated that maybe we need to have just what we want and that what we get charged....

Minimum Wages Increase- Angie brought to the table that the minimum wage increase effective as of January 1, 2024 is now \$12.00 and this time the only one that is not making minimum wage is Caryle Covalt she is at \$10.90 . Few of the council members (Cheryl & Celeste) question about this didn't know if they needed to raise Caryle to minimum wage or not they didn't know if they could. Jim the Atty and Johnny spoke up and said yes, it's a state law that minimum wage went up and we have to raise her up to \$12.00 Celeste motion, Costa- 2nd, Roll call Grumbles, Ross, Costa, Sanchez

Health Insurance- Angie Kevin came in and went over some options and I present it to the council that the best option was BC/BC Light with the monthly payment of \$4,548.48 for Tom, Chris, Melissa, Angie & Rudy which Angie stated that was not bad because we have been paying \$8,034.00 a month with RX, deductibles the city was paying out way to much in medical and we can see that was costing the city. The other option was All State which that was \$4,929.35 but we have to sign a waiver and go through underwriting with health issues. Angie looked into them last summer and had everyone fill out a form except for Jared and they came back and said NO without 1 of your employees not filling out the form that tells us they have health issues, and the premium would be out of this world. Angie reaches out to the Clerk Group across the state of Nebraska asking what they do for their employees. The ones with a small entity pay for the employees and spouses/family because it's so hard to find help so that it one of the benefits to keep good help. There were a few like the villages they pay for the employee but do 80/20 for spouses/family no RX or Deductibles. The bigger cities they help pay for some and the employee would have to pay for family/spouses. Celeste mention about dental and vision coverage. Kevin got us a quote on the Beam for employee \$28.10, vision \$7.07, employee and spouse dental \$56.20, Vision \$14.15 with more than a \$1,000 max out of pockets, Principal Employee Dental: \$35.18, Vision \$8.12, Employee/spouse \$66.78, Vision \$16.74 with a maximum of \$1000 a onetime max. as for covers the Light is very comparable to BC/BS now the co-pays will be the same, Dr office, emergency room everything pretty much the same what we have now we would go to a

\$3000/\$6000 deductibles that is the only thing that will change. Cheryl was brought up doing 80/20 with no RX or Deductibles to be paid. Johnny made the comment that he wants to keep that the city pays for the employees/spouses we would only have 5 to pay for and saving just on monthly premium over \$3,500.00 since that was voted and passed by the council at one time. Angie, could you please get that information for me. Johnny stated that if we want to keep the employees that we have we need to take care of them or we won't have anyone to work. We have been doing this for years and never has been an issue until now. Cheryl and Celeste were not happy that there was no representative here from BC/BS Kevin should be here. Angie will get with Kevin in the morning to setup a meeting within in next week.

Jared Shephard: Going into close session. Cheryl read the language "I move that the City Council enter into closed session under Nebraska's Open meeting law section 84-1710 for the purpose of strategy, negotiation, claim or threat of litigation, protection of the public interest protection of needless injury to the reputation of an individual and contract negotiations related to Jared Shephard's contract of employment and sick time related issued, The Closed session is also for the purpose of seeking guidance from the City's legal Counsel with regard to the closed session matter. Cheryl motion to move to closes session at 6:35 pm Frank Motion, Grumbles 2nd, Roll Call, all yeas. Cheryl stated 7:08pm we are out of closed session. Then Cheryl motion to pay Jared 2 weeks of wages, Sanchez Motion, Costa 2nd, Roll Call Grumbles: No, Ross, costa, Sanchez all yeas's.

ADJORN: 7:28 p.m. Motion by Grumbles, Costa 2nd, Roll call: Grumbles, Ross, Costa, Sanchez

/s/ _____
Cheryl Spencer/ Mayor

ATTEST:

/s/ _____
Angie Hernandez/City Clerk