

CITY OF MILFORD
SPECIAL MEETING
APRIL 16, 2010

A special meeting of the Mayor and Council of the City of Milford, Nebraska was held at the City Offices in said City on the 16th day of April 2010 at 5:00 pm. Present were: Mayor Dean Bruha; Council members: Jeff Baker, Rick Fortune, Jeff Heckman, Dan Kral; Chief of Police Forrest Siebken; City Clerk Jeanne Hoggins.

Notice of the meeting was given in advance thereof by posting in three public places; a designated method for giving notice, as shown by the Certification of Posting attached to these minutes. Notice of this meeting was given to the Mayor and all members of the Council and a copy of their acknowledgement of receipt of notice and the agenda is attached to the minutes. Availability of the agenda was communicated in the advance notice and in the notice to the Mayor and Council of this meeting. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

CALL TO ORDER: Mayor Bruha called the meeting to order at 5:06 p.m. Mayor Bruha publicly stated to all in attendance that a current copy of the Nebraska Open Meetings Act is available for review and is posted on the south wall of the meeting room at the City Hall Office.

Hire Police Officer: Chief Siebken presented as his first candidate Nathan Gortemaker who is a well trained and skilled officer. He will need to take in lieu of training to get his Nebraska certification. Chief Siebken's second candidate is Dan Johnson who is currently the Chief of Police for Tecumseh. Recommended starting salary for the position is \$15.00 an hour with a .50 increase at 6 months and .50 after the 1 year probation period. Neither candidate is a rookie cop, they are both well trained. Heckman asked Chief Siebken which shift the new officer would be working. Chief Siebken noted that he would spend 4-6 weeks rotating shifts with the other officers and then he would probably get the left over shift that the other officers are not interested in. Anticipated start date is 2 weeks from notification and neither candidate had a problem moving to Milford. Baker made a proposal to the Council to review and look at the need of a 5th officer rather than hiring someone at this point. He would like to review options of running the Police Dept. with 4 officers, hold public hearings for community input and research crime data. Kral suggested reviewing the data over the last 6 months and discuss the situation tonight as we have 2 very qualified officers available for hire. Baker reported that the average number of calls on Sunday is 1.4. He suggested just having an officer on call Sunday and paying them an on call rate. Kral emphasized how hiring a qualified officer is much better than

paying for any attorney fees if something was handled incorrectly or if an officer was unable to respond immediately. The community's safety is at stake. Baker has no intention of involving the County Sheriff's Dept. to assist while Milford would be without coverage. He indicated that there would be an officer on call to take calls. If the "on call" officer would get called out then he would receive overtime pay. Fortune commented that this situation was reviewed years ago and people wanted the 5th Officer. Baker noted that he has had people ask him, "Do we need 5 officers?" Chief Siebken explained the difficulty of covering vacation and sick leave with a 4 officer dept. If someone wants to take some vacation then we only have 3 officers to rotate thru a schedule. If someone gets sick at this time we are down to 2. With a 4 officer dept. it has been documented that crime rate increases and the stress of the dept. increases. Baker would still like to evaluate the dept., research the situation and budget. Baker commented that there are different areas of the budget that he would like to review. Kral commented that he had been approached by one person regarding the need for the 5th officer and he would rather take phone calls regarding providing protection rather than why we are risking protection. A motion was made by Kral and seconded by Fortune to move forward with hiring the Police Officer. Further discussion: Fortune wondered if the public would question why we didn't try to operate with 4 officers and research the options since it was brought up by a council member. He sees the need for the 5th officer. Mayor Bruha mentioned that it would have been nice to start this discussion prior to interviews and advertising. We have 2 excellent candidates that are well trained and will probably stay in the community a long time. Hiring an officer is in the best interest of the community. Roll call vote: Kral yes, Fortune yes, Baker no, Heckman no, Bruha yes. Motion carried.

Hire Pool Manager and Assistant Manager: Council member Heckman reported that the Pool Board interviewed Britney Schweitzer and Jessica Young for the Manager position. Britney didn't have any of her classes taken. Jessica has been part of the Crete Pool staff since she was 17 years old and has managed the Crete pool for 2 years. She comes with good recommendations. Austin Heckman was also interviewed as he was in Washington with Close Up during the first set of interviews. He is interested in the Asst. Manager position and already has his Lifeguard, CPR and Water Operator Certification. He also interviewed very well. Council member Heckman said he was not involved at all in the interview process with Austin. A motion was made by Heckman and seconded by Fortune to hire Jessica Young as the Pool Manager at \$10.50 per hour and Austin Heckman as the Asst. Pool Manager at \$9.50 per hour. Roll call vote: Heckman abstain, Fortune yes, Baker yes, Kral yes. Motion carried.

ADJOURNMENT: A motion was made by Fortune and seconded by Kral to adjourn the meeting. Roll call vote: Fortune yes, Kral yes, Baker yes, Heckman yes. Motion carried and meeting adjourned at 5:54 pm.

Jeanne Hoggins, City Clerk

Dean A. Bruha, Mayor

CERTIFICATION

I, the undersigned, City Clerk of the City of Milford, Nebraska, hereby certify that the foregoing is a true and correct copy of proceedings had and done by the Mayor and Council of April 16, 2010 that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and readily available for public inspection at the office of the City Clerk; that such subjects were contained in said agenda for at least twenty-four hours prior to said meeting; that at least one copy of all reproducible material discussed at the meeting was available at the meeting for examination and copying by members of the public; that the said minutes from which the foregoing proceedings have been extracted were in written form and available for public inspection within ten working days and prior to the next convened meeting of said body; that all news media requesting notification concerning meetings of said body were provided advance notification of the time and place of said meeting and the subjects to be discussed at said meeting.

(SEAL)

Jeanne Hoggins, City Clerk