

CITY OF MILFORD
SPECIAL MEETING
JANUARY 21, 2016

A special meeting of the Mayor and City Council of the City of Milford, Nebraska was held at the Webermeier Library Building, 617 2nd Street in said City on the 21st day of January 2016 at 5:00 pm. Present were: Mayor Dean Bruha; Council members: Jeff Baker, Rick Fortune, Jeff Heckman, Dan Kral; Maintenance Supt. Gary TeSelle and City Clerk Jeanne Hoggins. Also present; Kathy Evert and Emily Hemphill with the press.

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 5:00 pm. 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 east wall of the meeting room at the Webermeier Library.

Discuss/Action – Seward County Vision Group (Committee Update, Vision Statement & Guiding Principles): Baker introduced Interim Executive Director for the Seward Area Chamber of Commerce Kathy Evert. She gave a background of what her duty has been in the Vision Group and what the purpose of the Vision Group was. The purpose of the Vision group is to generate ideas from the committee as to what it is they are working towards, what is their direction, what do they want in their community in the next 5-10 years. Once a clear vision statement is created it's was up to the committee to figure out how they can come together to make it work. Kathy is asking that the Milford City Council come together to adopt the Vision Statement and guiding principles in our community to make Milford what we want it to be. The 2035 Vision Statement is attached to these minutes. We have gotten good positive feedback about the Vision Statement. The group talked about who will be the caretaker and take accountability. The proposal on the table is to start something brand new and dissolve some of the other groups. The Seward Chamber has unanimously voted to dissolve and keep going forward with this program, as have some others as well. They have put a proposal together for a new 501c6 under the name Seward County Chamber and Development

Partnership. They have an attorney working on the rules of incorporation and finishing the drafting of by-laws. Within the organization there will be a 15 member board. Seven of which are designated from the public sector and eight from the private sector, which are elected from the membership. Kral asked about funding this organization. Kathy explained that they will start by combining the budgets from the Seward County Economic Development and Seward Chamber. This will give them about \$310,000.00. Kathy recommended to the group that they start with a \$400,000.00 budget so they can properly staff 4 -5 positions. Kral asked if some of the money will be coming from the Economic Development funds paid by the government entities. Kathy noted that it will come from what we are currently contributing to Seward County Economic Development and is included in the \$310,000.00. The intent of the group is to not ask for any more funding from the government entities but to raise another \$100,000.00 from the private sector. It is the intent of the group to stay at the Civic Center in Seward. Heckman questioned if the staff would have any grant writing experience. Kathy noted yes, for business incentives, programs and resources. The Council questioned how does SENDD play into all of this. Kathy noted they are still a partner and have different resources and programs available. SENDD would assist with streets, water or infrastructure grant writing. Kathy explained that she learned a long time ago that the group needs to take ownership in the idea, we need to own it. She feels real good about where this group is right now with ownership. Baker is confident that at this time this partnership is in the best interest of the City of Milford and Milford Chamber of Commerce. We will be looking at amending or transferring any funding agreements that we may have in place. A motion was made by Baker and seconded by Kral to adopt the Seward County Vision Statement and guiding principles and support the direction this new organization is going. Heckman amended the motion to include the nomination of Jeff Baker as the City of Milford representative seconded by Fortune. Roll call vote: Heckman yes, Fortune yes, Baker yes, Kral yes. Motion carried.

Discuss/Action – Renew Main Street Membership Program for 2016:

Baker noted that part of the new Vision Group was to hopefully work with the Main Street Program. This is a possibility but due to the time frame of paying the Main Street membership renewal for 2016 Baker made a motion to pay the \$250.00 this year so they can continue to work on the Main Street Program. The other half is being paid by the Chamber. Heckman seconded the motion. Roll call vote: Baker yes, Heckman yes, Fortune yes, Kral yes. Motion carried.

Discuss/Action – Salary Adjustments: Heckman mentioned last meeting we talked about the minimum wage for part time and summer help. He

mentioned that we failed to address a part time employee at the Library that makes a little above minimum wage. This discussion will also fall into the Head Lifeguard and Pool Managers for this next season. They have time service of .15 a year when they return. Heckman wanted to know if everyone was on the same page as he was. Part timers should have their wage increased accordingly, Ex. (If they are making \$9.00 now they should be bumped up to \$10.00, if someone is making \$10.25 should be making \$11.25 to match the minimum wage increase.) Kral asked if he considered increasing the time worked pay to reflect the employees returning. Trade off would be to get somebody back that's qualified opposed to hiring somebody new. Kral based the question on, do you want to spend the money on someone trained or hiring their replacement. Discussion was held regarding increasing the wage for seasonal staff returning and at what amount. The fulltime part-time employees do not get benefits. Hoggins questioned the evaluations that were recently approved and whether this increase would affect evaluation or merit increases. Heckman stated the merit increases should still be considered based on performance. Council discussed handling the full time part-time employees differently at budget time while considering a \$1.00 increase now. Heckman would like to include the Managers and Head guards in this \$1.00 increase as well. The lifeguards will get a \$1.00 increase but the time service pay will be considered with next year's budget and salary ordinance. A motion was made by Heckman and seconded by Fortune that all part-time help, summer, Office, Library, new employees, everybody should be bumped up a dollar. Roll call vote: Heckman yes, Fortune yes, Baker yes, Kral yes. Motion carried.

Introduction and Adoption of Resolution – Establish a Governmental 457(b) Deferred Compensation Plan for the City of Milford: Mayor Bruha read the proposed resolution regarding establishing a 457(b) plan. A motion was made by Fortune and seconded by Heckman to adopt Resolution No. (to be determined). Kral asked how many employees are interested in taking advantage of this as he has seen Pension Plans set up before and administrative charges increase faster than the account balance. It's much harder to do away with a pension plan than to start one. Discussion was held regarding the increase in administrative cost over the years to have both plans in place. Hoggins explained that Mr. Ruhnke mentioned folding both plans together in our current administrative cost and the forfeitures could be used toward the admin cost as long as they are available. The employee would still need to pay the annual \$20.00 if they chose to participate in the 457(b) plan. The Council would like it in writing from Ameritas stating no increase in administrative cost for adding the 457(b) plan. They would also like the Attorney to review the plan prior to approving. The motion on the table failed. A motion was made by Heckman and seconded by Kral to table

the item for attorney review until the February meeting. Roll call vote: Heckman yes, Kral yes, Baker yes, Fortune yes. Motion carried.

Discuss/Action – Hire Maintenance Employee and set wage: TeSelle informed the Council that 3 interviews were held. He would like to recommend Travis Fougeron as the new maintenance employee with a starting wage of \$14.50 per hour and a .50 increase after 6 months. A motion was made by Kral and seconded by Heckman to approve the hiring of Travis Fougeron at an hourly rate of \$14.50 with an increase of .50 upon satisfactory completion of 6 months of service. Heckman questioned water and sewer certifications. There are new regulations regarding certifications and we can address those at that time. Roll call vote: Kral yes, Heckman yes, Baker yes, Fortune yes. Motion carried.

ADJOURNMENT: A motion was made by Heckman and seconded by Kral to adjourn the meeting. Roll call vote: Heckman yes, Kral yes, Baker yes, Fortune yes. Motion carried and meeting adjourned at 6:07 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 January 21, 2016 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