

VILLAGE OF EAGLE
BOARD OF TRUSTEES AGENDA
FEBRUARY 16, 2021
EAGLE FIRE & RESCUE DEPARTMENT – 705 S 1st Street
7:00 P.M.

--A COPY OF THE OPEN MEETINGS ACT IS AVAILABLE FOR PUBLIC INSPECTION—

--THE BOARD OF TRUSTEES RESERVES THE RIGHT TO GO INTO EXECUTIVE SESSION PER NRS 84-1410—

1. Report from Fire & Rescue.
2. Open Forum.
3. Discuss/possible action: Approve Eagle Vision's request for an adult sand volleyball league at Eagle Municipal Park.
4. Discuss/possible action: Approve Eagle Vision's proposal for the purchase of an eagle statue on the welcome sign at Eagle Monument Park.
5. Discuss/possible action: Consider membership renewal with Keep Cass County Beautiful.
6. Discuss/possible action: Consider flow testing and color coding fire hydrants.
7. Report on Streets and Maintenance.
8. Report on Wells and Sewer.
9. Discuss/possible action: Approve or deny minutes as typed for the previous meetings.
10. Report from Committees and Boards.
11. Discuss/possible action: Hiring of a Seasonal Maintenance employee.
12. Discuss/possible action: Six-month employee evaluation for Curtis Klabenes.

The Agenda is readily available for inspection at the Village Clerk's Office located at 747 S. 2nd Street, Eagle, Nebraska during regular business hours.

Eagle Statue Proposal

Two types of Eagle Status to choose from:

1. Wings Up (\$1,600)
2. Perched (\$1,200)

Painted and/or stained to be accurate in color. Also can be burned.

Will use Australian Timber oil to preserve.

Price includes anchoring it

Eagle Vision has \$1,900 in the Monument Account





January 29, 2021

Nick Nystrom, City Clerk
Village of Eagle
P.O. Box 130; 727 South 1st St.
Eagle, NE 68347

Dear Village Council Members:

I would personally like to invite the Village of Eagle to renew its membership to Keep Cass County Beautiful. Our 501(c)(3) non-profit organization promotes beautification, litter prevention and waste reduction with a goal of improving and protecting the quality of life in Cass County.

All of our programs are available to Eagle residents. We appreciate the partnerships we have developed through litter cleanups and community recycling events.

There is no question that 2020 was a year for the record books. We've faced unparalleled challenges, but despite them, we've seen notable accomplishments, too. At Keep Cass County Beautiful, we work across the county every day to educate, enable and encourage our residents to reduce waste, protect the environment and beautify our communities. Here are a few of the beautiful things supporters like you have helped us accomplish:

- Develop 22 environmental videos & share them through Facebook & our website
- Recycle 26,193 pounds of electronics and metals at three KCCB collection events
- Sponsor 5 litter cleanups collecting approximately 1,155 lbs. of litter
- Provide recycling containers at Plattsmouth Schools to support a water bottle recycling initiative
- Distribute environmental education through KCCB newsletters & other media outlets
- Launch a July 4th anti-littering campaign at Cass County fireworks stands
- Support the county recycling program collection of nearly 40 tons of recyclables
- Offer virtual recycling education to local elementary schools and maintain flower gardens in parks

The program receives funding from the Nebraska Department of Environment and Energy (NDEE), memberships, donations and grants. You can make a difference by renewing your KCCB membership that will help support local educational programs and events. We'll include "Village of Eagle" as a sponsor in our newsletters and on our website.

Giving is easy through Pay Pal, debit or credit card or traditional check. A membership form is enclosed for your convenience or select **Membership** or **Donate** on our website at <http://www.keepcasscountybeautiful.com/>. We can also send an invoice if you prefer. Checks may be made payable to **Keep Cass County Beautiful**.

Thank you for your consideration and support to make Cass County a clean, green and beautiful place to live.

Sincerely yours,

Linda S. Behrns

Linda S. Behrns
Executive Director

We hope we'll be able to partner with an electronics recycling event again this year.

MEMBERSHIP FORM



Your investment in our organization helps support education, environmental stewardship, and community beautification efforts in Cass County. Thank you!

Name: _____ Organization/Company: _____

Mailing Address: _____ (Street or P.O. Box)

City: _____ State: _____ Zip: _____

Email: _____ Telephone: (____) _____

Categories of Membership (Please check one)

- ☐ Sustaining \$1,000 for one year
- ☐ Diamond \$500 for one year
- ☐ Platinum \$150 for one year
- ☐ Gold \$100 for one year
- ☐ Silver \$50 for one year
- ☐ Individual \$20 for one year
- ☐ Other Your choice (any amount is appreciated)

Your paid membership entitles you to receive some free benefits. KCCB will pay for one item with an environmental fee at our electronic recycling events. Please check other benefits you would like to receive. Items left blank will not be sent and that portion of your contribution will be used for educational programs.

Yes (Please send)

- ☐ Invitation to our Volunteer/Member Appreciation annual event
- ☐ KCCB quarterly newsletters (environmental information, projects and future collection events)
(Newsletters will be sent by email unless otherwise requested.)

For Gold, Platinum, Diamond & Sustaining Members Only:

- ☐ Membership plaque (or disc for renewals)
- ☐ Corporate logo on our website
- ☐ Listed as a sponsor in the KCCB quarterly newsletters

Please make checks payable and return this form to:

Keep Cass County Beautiful

513 Vine Street

Louisville, NE 68037

402-949-0874

Website: www.KeepCassCountyBeautiful.org

Email: Linda@KeepCassCountyBeautiful.com

From NE Rural Water Assn.

Flow Testing and Color Coding Fire Hydrants

By Russ Topp, Circuit Rider

Over the last couple of months I have had several requests from water systems to use our fire hydrant flow gauges. I thought it might be a good time for a refresher course on hydrant flushing and color-coding. Color-coding just might help prevent a collapsed water main or a piece of water main from being sucked into a \$200,000 fire truck. It seems the fire truck manufacturers just keep making those new trucks bigger and better every year. Some of these trucks can pump up to 1500 gallons per minute or more. The problem is that most of the water mains in our towns across the state are the same mains that used to supply trucks that were lucky to pump 100 gallons per minute.

Here are some suggested steps to take for fire flow testing. You will need a hydrant flow gauge and a hydrant pressure gauge. If you don't have a flow gauge, give us a call and we can loan you one. A pressure gauge can be made from an old hydrant cap that is tapped to accept a pressure gauge.

1. Flush the hydrant you want to test to get rid of the rust, sand, iron and manganese and any other foreign material. This will prevent the pressure gauges from becoming fouled.
2. If you want to record the residual pressure on a hydrant downstream you will need a helper. A set of two-way radios is very helpful.
3. Put the flow gauge on a hydrant to be flow tested.
4. Put the residual pressure gauge on a hydrant downstream.
5. Open the hydrant with the residual pressure gauge and record the static pressure.
6. Open the flow hydrant and record the flow.
7. While the flow hydrant is flowing have your partner record the remaining residual pressure on his pressure gauge.

8. Slowly close the flow hydrant. And remove flow recorder.
9. Close residual pressure hydrant and remove pressure gauge.
10. Record readings on the hydrant card.

Now that you have gone to all the trouble to fire flow your hydrants, it would be a great time to color-code them. Don't forget to educate your local fire department as to how to identify approximately how much water they could expect to get from each fire hydrant.

The American Water Works Association (AWWA) recommends to color-code them as follows.

Class	Flow	Color of Bonnets & Caps
AA	1,500 gpm or greater	Blue
A	1,000 gpm or greater	Green
B	500 – 1,000 gpm	Orange
C	Less than 500 gpm	Red

Firefighters can pick from available hydrants the one with the best flow, using a traffic light scheme for ease of memory. Green means go, the hydrant flow will be over 1,000 gpm; Red means stop, the flow is less than 500 gpm; Orange means caution, the flow is between 500 and 1,000 gpm. Blue means 1,500 gpm or greater.

If you need help flowing your hydrants or need a flow gauge please give us a call.

VILLAGE OF EAGLE

February 2, 2021

The Village Board of Trustees met in regular session at 7:00 p.m. on February 2, 2021 with Surman, Meier, Moore, Weyers and Caylor present. The Agenda items listed thereon were sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The Chairperson, at the beginning of the meeting, informed the public about the location of the posted current copy of the Open Meetings Act. Chairperson Surman named the three (3) areas where the agenda was posted as follows: Eagle Municipal Building, Eagle Fire & Rescue Department and Eagle Municipal Park.

Open Forum – Meier thanked the maintenance department for all the time they put in on snow removal.

Motion by Moore, second by Meier, to introduce Ordinance 2021-02. Voting: Ayes – 5. Motion carried.

Chairperson Surman read Ordinance 2021-02 entitled:

ORDINANCE NO. 2021-02

AN ORDINANCE OF THE VILLAGE OF EAGLE, CASS COUNTY, NEBRASKA, TO AUTHORIZE AND CONFIRM THE CONVEYANCE OF THE FOLLOWING REAL PROPERTY, TO WIT: LOTS 7, 8, 9, BLOCK 5, VILLAGE OF EAGLE, CASS COUNTY, NEBRASKA PURSUANT TO TERMS AND CONDITIONS AS SET FORTH WITHIN THIS ORDINANCE; TO PROVIDE THAT THE CHAIR AND THE CLERK, OF THE VILLAGE OF EAGLE, NEBRASKA, ARE AUTHORIZED AND DIRECTED TO IMPLEMENT THIS ORDINANCE; TO PROVIDE FOR THE SEVERABILITY OF ANY SECTION, CLAUSE, PROVISION OR PORTION FOUND UNCONSTITUTIONAL OR INVALID; TO REPEAL ALL ORDINANCES IN CONFLICT HERewith; TO PROVIDE THAT THIS ORDINANCE SHALL BE PUBLISHED WITHIN THE FIRST FIFTEEN DAYS AFTER ITS PASSAGE AND APPROVAL EITHER IN PAMPHLET FORM OR BY POSTING IN THREE PUBLIC PLACES IN THE VILLAGE OF EAGLE, NEBRASKA AND SHALL BE EFFECTIVE IMMEDIATELY FROM AND AFTER ITS PASSAGE AND APPROVAL, AS PROVIDED BY LAW, AND AS PROVIDED HEREIN; AND TO PROVIDE THAT THE PROVISIONS OF THIS ORDINANCE SHALL NOT BECOME AND BE MADE A PART OF THE EAGLE MUNICIPAL CODE OF THE VILLAGE OF EAGLE, NEBRASKA.

Motion by Meier, second by Caylor, to accept the first reading of Ordinance 2021-02. Voting: Ayes – 5. Motion carried.

Motion by Moore, second by Caylor, to suspend the rules of three consecutive readings of Ordinance 2021-02. Voting: Ayes – 5. Motion carried.

Motion by Weyers, second by Moore, to adopt Ordinance 2021-02. Voting: Ayes – 5. Motion carried.

Motion by Meier, second by Weyers, to introduce Ordinance 2021-03. Voting: Ayes – 5. Motion carried.

Chairperson Surman read Ordinance 2021-03 entitled:

ORDINANCE NO. 2021-03

AN ORDINANCE OF THE VILLAGE OF EAGLE, CASS COUNTY, NEBRASKA, TO AMEND CHAPTER 3, ARTICLE 3-1, SECTION 3-101, OF THE VILLAGE OF EAGLE, NEBRASKA PERSONNEL POLICY MANUAL AS THE SAME RELATES TO THE CLASSIFICATION OF EMPLOYEES; TO REPEAL ALL ORDINANCES IN CONFLICT HEREWITH; TO PROVIDE FOR THE SEVERABILITY OF ANY SECTION, CLAUSE, PROVISION OR PORTION FOUND UNCONSTITUTIONAL OR INVALID; TO PROVIDE THAT THIS ORDINANCE SHALL BE PUBLISHED AND SHALL BE IN FULL FORCE AND TAKE EFFECT FROM AND AFTER ITS PASSAGE AND APPROVAL, AS PROVIDED BY LAW AND AS PROVIDED HEREIN; AND TO PROVIDE THAT THE PROVISIONS OF THIS ORDINANCE SHALL NOT BECOME AND BE MADE A PART OF THE MUNICIPAL CODE OF THE VILLAGE OF EAGLE.

Motion by Moore, second by Meier, to accept the first reading of Ordinance 2021-03. Voting: Ayes – 5. Motion carried.

Motion by Meier, second by Caylor, to suspend the rules of three consecutive readings of Ordinance 2021-03. Voting: Ayes – 5. Motion carried.

Motion by Meier, second by Caylor, to adopt Ordinance 2021-03. Voting: Ayes – 5. Motion carried.

Motion by Moore, second by Caylor, to authorize the Human Resources Committee to work with Bromm, Lindahl, Freeman-Caddy & Lausterer to develop recommended changes to the Village of Eagle Employee Handbook at a cost not to exceed \$2,000. Voting: Ayes – 5. Motion carried.

Motion by Caylor, second by Surman, to approve the purchase of Telespar sign posts and bases from J & A Traffic Products in the amount of \$1,780.00. Voting: Ayes – 5. Motion carried.

Motion by Weyers, second by Caylor, to approve Nick Nystrom attending the virtual Nebraska Municipal Clerks Academy from March 17-19, 2021 at a cost of \$223.00. Voting: Ayes – 5. Motion carried.

Motion by Meier, second by Weyers, to approve minutes as typed for the previous meeting. Voting: Ayes – 5. Motion carried.

Motion by Meier, second by Caylor, to approve claims as presented. Voting: Ayes – 5. Motion carried.

Approved Claims: Wages 9,124.74, Board Wages 1,000.00, ABC Termite & Pest Control 55.00, All Road Barricades 1,235.74, Allied Benefit Systems 4,915.89, Amazon Marketplace 79.86, American Exchange Bank 750.00, Black Hills Energy 657.87, BOK Financial 1,028.75, Bromm Lindahl Freeman-Caddy & Lausterer 496.00, Buel Trucking 624.64, Casey's 452.39, Cass Co. NE Economic Dev. Council 2,000.00, Cass Co. Register of Deeds 44.00, Cass Co. Sheriff's Dept 3,145.21, Cass Co. Treasurer 1,040.00, CLIA Laboratory Program 180.00, Display Sales 354.00, Dollar General 54.40, Eagle Facilities & Grounds Assn 1,492.00, Eagle State Bank 15,304.84, EFTPS 2,284.70, Google LLC 120.00, Rick Hestermann 6,381.83, John Hancock Investments 247.20, Mary's Tax Svc 87.80, Matheson Tri-Gas 117.39, McKesson Medical 461.03, Menards-South 208.99, NE Dept of Rev 1,877.49, NE Medicine 267.81, NE Public Health Env Lab 44.00, Norland Pure 12.00, One Call Concepts 23.85, One Source Background Checks 103.00, OPPD 4,486.20, People Service 5,496.00, Power Tech 2,773.00, Quick Med Claims 185.63, Radiology Associates 52.00, Rock Creek Refuse 200.00, Tractor Supply 51.98, UNUM 242.88, US Postmaster 180.00, Verizon 68.85, Verizon Wireless 530.45, Windstream 391.35, Zoro 31.16. Total of bills: **\$70,961.92.**

Approved Park Claims: Black Hills Energy 34.29, OPPD 91.03. Total of bills: **\$125.32.**

Motion by Moore, second by Meier, to go into executive session at 7:48 p.m. to discuss hiring for the full-time Maintenance position and to protect the reputation of applicants. Voting: Ayes – 5. Motion carried.

Chairperson Surman said the board has come out of executive session at 8:45 p.m. after discussing hiring for the full-time Maintenance position.

Motion by Moore, second by Weyers, to extend a job offer to Chris Ayriss for the full-time Maintenance position at a rate of \$23.00 per hour. Voting: Ayes – Meier, Caylor, Weyers, Moore. Surman abstained. Motion carried.

Motion by Moore, second by Caylor, to go into executive session at 8:46 p.m. to discuss hiring for the Deputy Clerk Treasurer position and to protect the reputation of applicants. Voting: Ayes – 5. Motion carried.

Chairperson Surman said the board has come out of executive session at 9:16 p.m. after discussing hiring for the Deputy Clerk Treasurer position. Nystrom was directed to contact applicants selected for formal interviews. No further action taken.

The meeting was adjourned at 9:17 p.m.

Nick Nystrom
Village Clerk

John Surman
Chairperson

VILLAGE OF EAGLE

February 2, 2021

The Village Board of Trustees met in regular session at 7:00 p.m. on February 2, 2021 with Surman, Meier, Moore, Weyers and Caylor present. The Agenda items listed thereon were sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The Chairperson, at the beginning of the meeting, informed the public about the location of the posted current copy of the Open Meetings Act. Chairperson Surman named the three (3) areas where the agenda was posted as follows: Eagle Municipal Building, Eagle Fire & Rescue Department and Eagle Municipal Park.

Report from Law Enforcement – Law enforcement not present.

Report from Building & Zoning Administrator – Hestermann reported 9 new building permits, 1 certificate of occupancy and 10 inspections during the month of January. There are 30 total open permits to date. Hestermann said the zoning book updates are underway with the steering committee.

Open Forum – Meier thanked the maintenance department for all the time they put in on snow removal.

Motion by Moore, second by Meier, to introduce Ordinance 2021-02. Voting: Ayes – 5. Motion carried.

Chairperson Surman read Ordinance 2021-02 entitled:

ORDINANCE NO. 2021-02

AN ORDINANCE OF THE VILLAGE OF EAGLE, CASS COUNTY, NEBRASKA, TO AUTHORIZE AND CONFIRM THE CONVEYANCE OF THE FOLLOWING REAL PROPERTY, TO WIT: LOTS 7, 8, 9, BLOCK 5, VILLAGE OF EAGLE, CASS COUNTY, NEBRASKA PURSUANT TO TERMS AND CONDITIONS AS SET FORTH WITHIN THIS ORDINANCE; TO PROVIDE THAT THE CHAIR AND THE CLERK, OF THE VILLAGE OF EAGLE, NEBRASKA, ARE AUTHORIZED AND DIRECTED TO IMPLEMENT THIS ORDINANCE; TO PROVIDE FOR THE SEVERABILITY OF ANY SECTION, CLAUSE, PROVISION OR PORTION FOUND UNCONSTITUTIONAL OR INVALID; TO REPEAL ALL ORDINANCES IN CONFLICT HERewith; TO PROVIDE THAT THIS ORDINANCE SHALL BE PUBLISHED WITHIN THE FIRST FIFTEEN DAYS AFTER ITS PASSAGE AND APPROVAL EITHER IN PAMPHLET FORM OR BY POSTING IN THREE PUBLIC PLACES IN THE VILLAGE OF EAGLE, NEBRASKA AND SHALL BE EFFECTIVE IMMEDIATELY

FROM AND AFTER ITS PASSAGE AND APPROVAL, AS PROVIDED BY LAW, AND AS PROVIDED HEREIN; AND TO PROVIDE THAT THE PROVISIONS OF THIS ORDINANCE SHALL NOT BECOME AND BE MADE A PART OF THE EAGLE MUNICIPAL CODE OF THE VILLAGE OF EAGLE, NEBRASKA.

WHEREAS, the Village of Eagle, Nebraska, did pursuant to Resolution No. 2020-09 authorize the offer of sale of the following real property, to wit:

Lots 7 -9, Block 5, Village of Eagle Cass County, Nebraska , also known as 540 C Street, Eagle, Nebraska

WHEREAS, Notice of Conveyance of Real Property was published once a week for three (3) consecutive weeks in the Voice News, a legal newspaper of general circulation in the Village of Eagle, Nebraska, immediately after the passage of said Resolution, as evidenced by the Affidavit of Publication attached to this Ordinance, and

WHEREAS, no remonstrance was filed with the Clerk within thirty (30) days after the last publication of said Notice of Conveyance of Real Property, and

WHEREAS, at the public sale advertised for December 4, 2020, there were no bids placed, therefore, the Board of Trustees may dispose of the property as it deems appropriate, and

WHEREAS, subsequent to said sale, an offer was made on the same terms as was advertised by the Resolution and Notice, and

WHEREAS, the Board of Trustees of the Village of Eagle deems it in the best interests of the Village to agree to said sale on the terms and price set forth in the attached purchase agreement offer,

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF TRUSTEES OF THE VILLAGE OF EAGLE, NEBRASKA, AS FOLLOWS:

1. That the findings hereinabove made should be and are hereby made a part of this Ordinance as fully as if set out at length herein.

2. That the Village of Eagle, Nebraska, shall convey the following described real property, to wit:
Lots 7, 8, 9, Block 5, Village of Eagle Cass County, Nebraska, also known as 540 C Street , Eagle, Nebraska

to Roland L. Meyer under the terms and conditions as set forth in the purchase agreement attached hereto, and authorize the Chair of the Board of Trustees to sign said agreement upon passage of this Ordinance and the Clerk to notify the buyer on the next following business day to commence the payment of the bond and proceed under the agreement.

3. That the Chair and Clerk are hereby authorized and directed to take all actions and execute all documents effectuate the above transaction on behalf of the Village of Eagle, Nebraska.

4. That should any section, paragraph, sentence or word of this Ordinance hereby adopted be declared for any reason be invalid, it is the intent of the Board of Trustees of the Village of Eagle, Nebraska, that it would have passed all other portions of this Ordinance independent of the elimination herefrom of any such portion as may be declared invalid.

5. That all ordinances or parts of ordinances passed and approved prior to the passage, approval, and publication of this Ordinance and in conflict herewith, are hereby repealed.

6. That an emergency exists to proceed with this offer in order to accept the offer to purchase, order title insurance and proceed to closing on this transaction, thus this Ordinance shall be effective upon its passage.

7. That this Ordinance shall not be made a part of the Eagle Municipal Code of the Village of Eagle, Nebraska.

Motion by Meier, second by Caylor, to accept the first reading of Ordinance 2021-02. Voting: Ayes – 5. Motion carried.

Discussion: Moore said a purchase offer was received from Roland Meyer in the amount of \$500; additionally, a \$30,000 deposit will be held in escrow ensuring the demolition and debris removal is satisfactorily completed. Caylor asked how long the purchaser has to demolish the structures and remove the associated debris. Freeman-Caddy said 90 days.

Motion by Moore, second by Caylor, to suspend the rules of three consecutive readings of Ordinance 2021-02. Voting: Ayes – 5. Motion carried.

Motion by Weyers, second by Moore, to adopt Ordinance 2021-02. Voting: Ayes – 5. Motion carried.

Motion by Meier, second by Weyers, to introduce Ordinance 2021-03. Voting: Ayes – 5. Motion carried.

Chairperson Surman read Ordinance 2021-03 entitled:

ORDINANCE NO. 2021-03

AN ORDINANCE OF THE VILLAGE OF EAGLE, CASS COUNTY, NEBRASKA, TO AMEND CHAPTER 3, ARTICLE 3-1, SECTION 3-101, OF THE VILLAGE OF EAGLE, NEBRASKA PERSONNEL POLICY MANUAL AS THE SAME RELATES TO THE CLASSIFICATION OF EMPLOYEES; TO REPEAL ALL ORDINANCES IN CONFLICT HEREWITH; TO PROVIDE FOR THE SEVERABILITY OF ANY SECTION, CLAUSE, PROVISION OR PORTION FOUND UNCONSTITUTIONAL OR INVALID; TO PROVIDE THAT THIS ORDINANCE SHALL BE PUBLISHED AND SHALL BE IN FULL FORCE AND TAKE EFFECT FROM AND AFTER ITS PASSAGE AND APPROVAL, AS PROVIDED BY LAW AND AS PROVIDED HEREIN; AND TO PROVIDE THAT THE PROVISIONS OF THIS ORDINANCE SHALL NOT BECOME AND BE MADE A PART OF THE MUNICIPAL CODE OF THE VILLAGE OF EAGLE.

WHEREAS, the Village of Eagle has the authority to classify its employees for purposes of salary administration, overtime and benefits.

NOW, THEREFORE, BE IT ORDAINED BY THE CHAIRMAN AND BOARD OF TRUSTEES OF THE VILLAGE OF EAGLE, NEBRASKA, as follows:

Section 1. Chapter 3, Article 3-1, Section 3-101 of the Village of Eagle, Nebraska Personnel Policy is amended as indicated:

Article 3-1: Classification of Employees

SECTION 3-101: For purposes of salary administration, overtime, and benefits, the **Village** classifies its employees as follows:

- A. *Introductory Employee.* An introductory employee shall mean a new employee who has not yet completed the Village's introductory period. Introductory employees are not eligible for any village benefits.
- B. *Executive Department Head.* An executive department head shall mean an employee who heads one of the village departments and:
 - 1. Whose primary duty is managing the department of which he/she is in charge.
 - 2. Who customarily and regularly directs the work of at least two or more full-time employees.
 - 3. Has the authority to make suggestions and recommendations to the Village Board as to the hiring,

firing, advancement, promotion or any other change of status of other employees and such suggestions and recommendations are given particular weight by the Village Board.

- C. *Regular Full-Time Employee.* A regular full-time employee shall mean an employee who has completed the introductory period and is regularly scheduled to work 34 32 or more hours per week. If the average of an employee's hours drops below 34 32 for a full year, he/she will be reclassified as a part-time employee. Regular full-time employees are eligible for village benefits, as further explained in the Village's explanation of benefits found later in this policy manual.
- D. *Regular Part-Time Employee.* A regular part-time employee shall mean an employee who has completed the introductory period and is regularly scheduled to work less than 34 32 hours per week. If a part-time employee averages at least 34 32 hours per week for a full year, he/she will be reclassified as a full-time employee. Part-time employees are not eligible for village benefits, unless otherwise provided in the Village's explanation of benefits.
- E. *Temporary Employee.* A temporary employee shall mean an employee hired to work full-time or part-time, with the understanding that he/she will be employed for only a short period of time or until a specific project is completed. Temporary employees may, however, be terminated prior to completion of the project or designated time when the Village deems termination to be in its best interests. Temporary employees are not eligible for village benefits. Only benefits required by law will be offered to temporary employees.

Section 2. That the Chair and the appropriate Department, whether one or more, of the Village of Eagle, Nebraska, are hereby authorized and directed to implement this Ordinance.

Section 3. That all Ordinances and parts of Ordinances passed and approved prior to the passage, approval, and publication of this Ordinance, in conflict herewith, are hereby repealed.

Section 4. That should any section, paragraph, sentence of this Ordinance hereby adopted be declared for any reason invalid, it is the intent of the Chair and Governing Body of the Village of Eagle, Nebraska, that it would have passed all other portions of this Ordinance independent of the elimination here from of any such portion as may be declared invalid.

Section 5. That this Ordinance shall be published within the first 15 days after its passage and approval either in pamphlet form or by posting in three public places

in the Village of Eagle, Nebraska, and shall be in full force and take effect on the 15th day from and after its passage, approval, and publication, as provided herein.

Section 6. That it is the intention of the Chair and Governing Body of the Village of Eagle, Nebraska, and it is hereby ordained that the provisions of this Ordinance shall amend the Village of Eagle, Nebraska Personnel Policy Manual.

Discussion: Weyers said the only changes made in this ordinance is the number of hours required to work per week to be considered a regular full-time employee. Moore said the Village currently offers insurance benefits to any employee that works 34 or more hours per week; however, the current contract with the employee health insurance provider states benefits are offered to any individual working 30 or more hours per week. The Human Resources Committee recommends the handbook be changed to reflect benefit eligibility to any employee working 32 or more hours per week. Surman said it would be impossible for an employee to average 32 hours per week (if that is all they are scheduled for) for a full year if they miss any time from work. Freeman-Caddy said sick leave, vacation leave, compensatory time, etc. will count towards the 32 hours per week so she doesn't think this will be a problem.

Motion by Moore, second by Meier, to accept the first reading of Ordinance 2021-03. Voting: Ayes – 5. Motion carried.

Motion by Meier, second by Caylor, to suspend the rules of three consecutive readings of Ordinance 2021-03. Voting: Ayes – 5. Motion carried.

Motion by Meier, second by Caylor, to adopt Ordinance 2021-03. Voting: Ayes – 5. Motion carried.

Discuss/possible action: Authorize the Human Resources Committee to work with Bromm, Lindahl, Freeman-Caddy & Lausterer to develop recommended changes to the Village of Eagle Employee Handbook at a cost not to exceed \$2,000.00 – Moore said the Human Resources Committee had a telephone conference with Renae Feilmeier (Bromm, Lindahl, Freeman-Caddy & Lausterer) and determined \$2,000 would be the top estimated dollar amount to develop recommended changes to the employee handbook. Freeman-Caddy said Nystrom was asked to review the handbook for policies no longer applicable prior to submittal to Feilmeier.

Motion by Moore, second by Caylor, to authorize the Human Resources Committee to work with Bromm, Lindahl, Freeman-Caddy & Lausterer to develop recommended changes to the Village of Eagle Employee Handbook at a cost not to exceed \$2,000. Voting: Ayes – 5. Motion carried.

Discuss/possible action: Approve purchase of Telespar sign posts and bases from J & A Traffic Products in the amount of \$1,780.00 – Surman asked if the purchase of 50 posts and bases will last an extended period of time. Klabenes said he anticipates the posts to last at least one or two years. K & A Traffic Products has the State of

Nebraska bid on sign posts and the Village of Eagle has the ability to piggyback to obtain the discounted rates.

Motion by Caylor, second by Surman, to approve the purchase of Telespar sign posts and bases from J & A Traffic Products in the amount of \$1,780.00. Voting: Ayes – 5. Motion carried.

Motion by Weyers, second by Caylor, to approve Nick Nystrom attending the virtual Nebraska Municipal Clerks Academy from March 17-19, 2021 at a cost of \$223.00. Voting: Ayes – 5. Motion carried.

Motion by Meier, second by Weyers, to approve minutes as typed for the previous meeting. Voting: Ayes – 5. Motion carried.

Discuss/possible action: Approve claims – Weyers questioned Claim Item Addition No. 10 from Verizon in the amount of \$68.85 for the monthly fleet tracking subscription and asked why the Village Board elected to utilize this service. Nystrom said there were challenges in the past with locating former employees and equipment. Weyers said Cass County has had issues with the service which is why she is concerned. Nystrom said the subscription can be revisited in two years when the contract expires.

Motion by Meier, second by Caylor, to approve claims as presented. Voting: Ayes – 5. Motion carried.

Approved Claims: Wages 9,124.74, Board Wages 1,000.00, ABC Termite & Pest Control 55.00, All Road Barricades 1,235.74, Allied Benefit Systems 4,915.89, Amazon Marketplace 79.86, American Exchange Bank 750.00, Black Hills Energy 657.87, BOK Financial 1,028.75, Bromm Lindahl Freeman-Caddy & Lausterer 496.00, Buel Trucking 624.64, Casey's 452.39, Cass Co. NE Economic Dev. Council 2,000.00, Cass Co. Register of Deeds 44.00, Cass Co. Sheriff's Dept 3,145.21, Cass Co. Treasurer 1,040.00, CLIA Laboratory Program 180.00, Display Sales 354.00, Dollar General 54.40, Eagle Facilities & Grounds Assn 1,492.00, Eagle State Bank 15,304.84, EFTPS 2,284.70, Google LLC 120.00, Rick Hestermann 6,381.83, John Hancock Investments 247.20, Mary's Tax Svc 87.80, Matheson Tri-Gas 117.39, McKesson Medical 461.03, Menards-South 208.99, NE Dept of Rev 1,877.49, NE Medicine 267.81, NE Public Health Env Lab 44.00, Norland Pure 12.00, One Call Concepts 23.85, One Source Background Checks 103.00, OPPD 4,486.20, People Service 5,496.00, Power Tech 2,773.00, Quick Med Claims 185.63, Radiology Associates 52.00, Rock Creek Refuse 200.00, Tractor Supply 51.98, UNUM 242.88, US Postmaster 180.00, Verizon 68.85, Verizon Wireless 530.45, Windstream 391.35, Zoro 31.16. Total of bills: **\$70,961.92.**

Approved Park Claims: Black Hills Energy 34.29, OPPD 91.03. Total of bills: **\$125.32.**

Report from Attorney – Freeman-Caddy asked if unlicensed and inoperable vehicles have been charted around the Village recently. Nystrom said he plans to accomplish this in the next couple of months. Freeman-Caddy said final sidewalk assessments for the F Street project should be completed by March.

Report from Clerk/Treasurer – Nystrom said Mierau & Company is finishing up the annual audit that is due in March. There have recently been inquiries as to whether a street light should be installed at the 2nd & Highway 34 intersection for increased visibility. Nystrom said if the Village Board is interested in a new street light it will require an Application to Occupy Right of Way through the Nebraska Department of Transportation. The Street Committee was directed to look into location options for a new street light and report back to the office and Village Board. Nystrom briefly discussed LB781 which requires municipal treasurers to complete APA-approved continuing education each calendar year. The total income ending January 31, 2021 was \$114,207.85.

Discuss/possible action: 2021 swimming pool season and hiring of seasonal employees – Meier said he asked this item be placed on the agenda because he feels the Village Board needs to start looking for staff as soon as possible. Surman said many of the former employees will need to be recertified as lifeguards and pool operators. Caylor provided a current COVID update, vaccination status and pool recommendation document on behalf of the Eagle Board of Health. Caylor said the CDC and WHO is not looking at getting all of the immunizations out and herd immunity established until at least October for the general population; there have been problems getting immunizations produced at the rates in which they first imagined possible. Caylor said Eagle Fire & Rescue, in protection of the community, has postponed indefinitely all community events to avoid groups of people getting together and potentially causing an increased risk in the spread of COVID; there are four new variations of COVID in the United States and there is not enough tracing to determine how many people are infected. Caylor said the new variants are not as dangerous to people who have already been exposed but rather those who have not yet been exposed. With representatives of Eagle Fire & Rescue serving on the Village Board, Caylor said she feels the members should maintain a message of consistency and perhaps postpone or not even open the pool this year out of community safety; whereas the early variants of COVID did not much affect children the new variations do; Omaha's Children's Center has seen a 30% increase in intensive care admissions for complete organ failure related to COVID in children. Caylor said it is the recommendation of the Eagle Board of Health to forgo opening the pool for the 2021 season out of protection for our community. Weyers said she would hate to spend an exorbitant amount of money to get the pool ready and hire employees only to not be able to remain open for the season. Marcus Hochstein (625 S. 4th St.) said he thinks everyone needs to "get their tails out from between their legs" because the kids need something to do in town; this is a smaller community with less foot traffic than Lincoln and even they are planning to open some of their swimming pools. Hochstein said there will continue to be more and more different strains of COVID just like the flu. Caylor said COVID will become normal, just like the

flu, but there are currently no vaccinations available to the general public; from a bigger perspective, the community has a responsibility to try to keep the infected numbers down. Surman said if employees get hired and become infected with COVID the pool would be shut down regardless. Moore asked if any other communities in the area have decided whether or not they will be opening their swimming pools this year. Nystrom said he has not yet heard. Caylor said last year there was a peak in COVID cases after spring break and when school was dismissed for the summer. Freeman-Caddy said if the decision to open the pool is still up for debate she would encourage at least hiring a Pool Manager and Assistant Manager because they would need to get licensed in order to operate the pool. The Village Board could at least offer to pay for the necessary courses regardless of whether the pool ends up opening or not. Nystrom was directed to contact former pool employees and advertise for the Pool Manager and Assistant Manager positions. Nystrom will contact DHHS to determine the availability of lifeguard and pool operator courses. Agenda item tabled until a future board meeting.

Motion by Moore, second by Meier, to go into executive session at 7:48 p.m. to discuss hiring for the full-time Maintenance position and to protect the reputation of applicants. Voting: Ayes – 5. Motion carried.

Chairperson Surman said the board has come out of executive session at 8:45 p.m. after discussing hiring for the full-time Maintenance position.

Motion by Moore, second by Weyers, to extend a job offer to Chris Ayriss for the full-time Maintenance position at a rate of \$23.00 per hour. Voting: Ayes – Meier, Caylor, Weyers, Moore. Surman abstained. Motion carried.

Motion by Moore, second by Caylor, to go into executive session at 8:46 p.m. to discuss hiring for the Deputy Clerk Treasurer position and to protect the reputation of applicants. Voting: Ayes – 5. Motion carried.

Chairperson Surman said the board has come out of executive session at 9:16 p.m. after discussing hiring for the Deputy Clerk Treasurer position. Nystrom was directed to contact applicants selected for formal interviews. No further action taken.

The meeting was adjourned at 9:17 p.m.

I, the undersigned Village Clerk for the Village of Eagle, Nebraska, hereby certify that the foregoing is a true and correct copy of proceedings had and done by the Chair and Board of Trustees on February 2, 2021 at 7:00 p.m. and 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 Village Clerk; that such subjects were contained in said Agenda for at least twenty-four (24) 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 (10) working days and prior to the next convened meeting of said body; that all news media requesting notification concerning meeting 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

Nick Nystrom
Village Clerk

John Surman
Chairperson

VILLAGE OF EAGLE

February 9, 2021

The Village Board of Trustees met in special session at 7:30 p.m. on February 9, 2021 with Surman, Meier, Moore, Weyers and Caylor present. The Agenda items listed thereon were sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The Chairperson, at the beginning of the meeting, informed the public about the location of the posted current copy of the Open Meetings Act. Chairperson Surman named the three (3) areas where the agenda was posted as follows: Eagle Municipal Building, Eagle Fire & Rescue Department and Eagle Municipal Park.

Motion by Weyers, second by Caylor, to go into executive session at 7:31 p.m. to discuss hiring for the Deputy Clerk Treasurer position and to protect the reputation of applicants. Voting: Ayes – 5. Motion carried.

Chairperson Surman said the board has come out of executive session at 8:54 p.m. after discussing hiring for the Deputy Clerk Treasurer position.

Motion by Meier, second by Caylor, to extend a job offer to Polly Frye for the Deputy Clerk Treasurer position at a rate of \$15.00 per hour. Voting: Ayes – 5. Motion carried.

The meeting was adjourned at 8:56 p.m.

I, the undersigned Village Clerk for the Village of Eagle, Nebraska, hereby certify that the foregoing is a true and correct copy of proceedings had and done by the Chair and Board of Trustees on February 9, 2021 at 7:30 p.m. and 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 Village Clerk; that such subjects were contained in said Agenda for at least twenty-four (24) 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 (10) working days and prior to the next convened meeting of said body; that all news media requesting notification concerning meeting 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

Nick Nystrom
Village Clerk

John Surman
Chairperson