

VILLAGE OF EAGLE

August 3, 2021

The Village Board of Trustees met in regular session at 7:00 p.m. on August 3, 2021 with Surman, Meier, Moore and Caylor present. Weyers was absent. 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. The Pledge of Allegiance was recited.

Report from Law Enforcement – Tabled until Law Enforcement is present.

Report from Building & Zoning Administrator – Hestermann reported 2 new building permits, 1 certificate of occupancy and 16 inspections during the month of June. There are 32 total open permits to date. Surman said there are foundations set along Olivia Drive that have still not been built on that are allowing dirt and debris to flow onto the street and contain overgrown vegetation. Hestermann said he will contact the contractor to make him aware of these concerns.

Open Forum – No public comment.

Discuss/possible action: Consideration of recycling proposals – Moore said last year Linda Behrns (Keep Cass County Beautiful) provided the Village Board with information that Cass County was discontinuing its recycling trailer program. As an alternative option, Moore and Behrns reached out to several companies that offer recycling roll-offs along with hauling and disposal. The three bids before the Village Board tonight include Waste Connections of Nebraska (\$210 per haul, \$110 per ton); Hillside Solutions (\$285 per haul, \$485 monthly equipment rental); and Firstar Fiber (\$300 per haul, \$110 per ton). Moore said this evening he received a phone call from a fourth interested party, Ashland Disposal, who sent over some basic pricing information but was unable to send an official quote prior to the meeting. Surman asked if Ashland Disposal's pricing appears comparable to the other bids before the Village Board tonight. Moore said yes; Ashland Disposal would be the cheapest proposal. Surman said he would recommend not making a decision tonight and allowing Ashland Disposal the opportunity to submit a formal bid. Behrns discussed the two different proposals offered by Cass County. One, if a village or city wishes to keep a recycle trailer in the community, the county will relinquish ownership and said village or city would be responsible for the hauling and tipping fee along with all maintenance and upkeep. Two, the county has agreed to pay 50% of recycling hauling costs up to a frequency of every two weeks for all cities and villages if a community utilizes a roll-off container from a third party contracted hauler. Behrns said a roll-off container holds 25 cubic yards while the recycle trailer holds 10 cubic

yards which would create fewer trips to the recycling center, eliminate trailer maintenance and the need of volunteers or municipal employees to provide transportation.

Weyers arrived to the meeting at 7:06 p.m.

Surman asked how much room is available in the roll-off container for corrugated cardboard as this product takes up the most real estate and fills up much more quickly than other items. Behrns said the types of roll-off containers vary; the Village Board may also wish to take advantage of cardboard pricing at \$200 per ton right now where a second container could be used for solely that purpose and it could be sold for additional income. Agenda item tabled until the August 16, 2021 meeting.

Discuss/possible action: First reading of Ordinance 2021-11 – Permitting the use of All-Terrain, Utility-Type and Golf Car vehicles within the corporate limits of the Village of Eagle – Moore said a revised draft of Ordinance 2021-11 was received yesterday afternoon after he reached out to the Village Attorney with concerns of how the original ordinance was drafted; due to the substantive changes from the current policy and the amount of statutory references he doesn't feel the Village Board is ready to thoughtfully discuss it. Meier asked what the concerns are. Moore said there is a lot of definitions and some possible discrepancies between what is defined in State Statute and the definitions found in the ordinance; he would just like more time to be able to read through the statutory references and do a side-by-side comparison. Moore said the section relating to provisions of crossing a highway on an off-road vehicle is of particular importance to ensure the ordinance reads verbatim to that of State Statute; also, Section 5-506 does not place specific provisions on golf car vehicles. Freeman-Caddy said the reason behind not having specific provisions on golf car vehicles is because State Statute does not require the same provisions as with ATV's or UTV's. Moore agreed and said the provisions for golf cars can be expanded after further research.

Motion by Moore, second by Surman, to postpone the first reading of Ordinance 2021-11 until the August 16, 2021 meeting. Voting: Ayes – Weyers, Moore, Surman. Nays – Meier, Caylor. Motion carried.

Discuss/possible action: Set date to close the swimming pool for the 2021 season – Surman said the swimming pool was closed for the season as of August 1, 2021. Meier said the main pump failed and it is unable to be fixed prior to the typical annual closing date.

Discuss/possible action: Approve Eagle Fire & Rescue Pool Party – Swimming pool closed for the season as of August 1, 2021. No action taken.

Report from Law Enforcement – Sergeant Sommer said 9 citations and 18 warnings were issued during the month of July. Surman inquired about the theft call on July 26th and the fraud call on July 29th. Sommer said he is unsure but can follow up on

this inquiry with his Captain. Surman said he was told by the Sheriff that mechanical inspections of off-road vehicles cannot be conducted by law enforcement and asked if this is known to be true. Sommer said he would have to say that law enforcement may not be qualified to make such a determination. Freeman-Caddy asked if Sommer is aware of anyone being ticketed for operating off-road vehicles on the streets of Eagle. Sommer said no, not to his knowledge. Freeman-Caddy said off-road vehicles are illegal to operate on Eagle's streets currently but it happens every day; she is just curious as to why no one is ever ticketed. Sommer said a lot of the reasoning is out of courtesy and typically these sorts of things aren't addressed unless someone calls in a complaint; municipal ordinance violations need to be hand written and forwarded to the Village Attorney. Freeman-Caddy said actually the operation of off-road vehicles is always illegal on public streets unless a municipality authorizes their use; her concern is if off-road vehicles are authorized under a permit system in the future, but they are not ticketed for being illegal to operate now, she does not see how the Sheriff will ever be able to enforce the law. Sommer said these would be good questions to ask the Sheriff. Moore said it would be a good idea to have Sheriff Brueggemann or another member of law enforcement present at the next meeting when the operation of off-road vehicles is next discussed. Terry Caddy (21319 Holdrege St.) asked if a young person (8 or 9 years old) would be pulled over today if they were operating a mini-bike down Main Street. Sommer said if the individual was not wearing a helmet or not following other safety measures they would likely be pulled over. Freeman-Caddy said a child operating a mini-bike is illegal regardless of the helmet or other safety measures. Sommer said the situation would be checked on but there are so many rules governing what constitutes a mini-bike, moped, motorcycle, etc. that it becomes challenging. Freeman-Caddy asked if it would make a difference if they were operating a golf cart or ATV. Sommer said the individual may be spoken to but it doesn't mean a citation will be issued; the Sheriff is big on educating the public and making them aware of the law before further action is taken. Moore said the Village of Eagle contracts with the Cass County Sheriff's Department to uphold the municipal ordinances but it sounds like the only way any action will possibly be taken is if someone calls in a complaint. Weyers said when she worked as an officer and municipal citations were issued there was always a problem with getting people prosecuted. Freeman-Caddy said she has never even gotten a referral. Sommer said since the department was required to switch to a digital citation system, they no longer have hand-written municipal ordinance citations available; he would recommend the Village Attorney discuss with the Sheriff how these citations are issued and processed in the future. Weyers asked if law enforcement will effectively deter speeding if an ordinance is passed allowing off-road vehicles to operate on the streets. Sommer said yes, if the vehicle speed can be obtained on radar for confirmation of speeding. Weyers said her point is any and all rules can be put in the ordinance but if there isn't proper enforcement then there's no reason to put it on paper. Terri Todd (940 Applewood Dr.) said she is in favor of passing an ordinance so the residents that will operate off-road vehicles appropriately have an opportunity to do so; the people that do not follow the law will continue to do so whether there is a law on the books or not. Surman said the point is you can drive an off-road vehicle right now and nothing will happen unless you are doing something

else illegal. Todd said she sees law enforcement's point that they are not here to "bust everyone's chops" and asked if the board really wants that type of community. Randy Todd (940 Applewood Dr.) said it sounds to him like Moore would like to write tickets to kids on golf carts. Moore said he would rather not see kids die on golf carts because someone is driving too fast or doesn't see them; he knows too many people that have been killed in off-road vehicle accidents and it's a safety issue. Terri Todd said all law enforcement can do is try educating the parents. Moore said law enforcement doesn't do that; they rarely get out of their cruisers and spend a lot of time sitting at the church, fire station and school. Surman cited a specific individual that continues to operate various mini-bikes and motorized bicycles regardless of the number of complaints referred to law enforcement. Sommer said this individual has been arrested on numerous occasions and unfortunately some of the vehicles he operates don't qualify as a specific motorized vehicle under State Statute. Moore asked why these motorized vehicles cannot be impounded if they are not street legal. Sommer said one of the vehicles was impounded but law enforcement ran into an issue with the Cass County Attorney's office when the vehicle didn't meet the expectations of State Statute. Freeman-Caddy said she conferred with Colin Palm (Cass County Attorney) about violations of State Statute regarding ATV's and he confirmed that he will enforce the law if he receives a ticket from law enforcement; if it is a local law violation it would be up to the Village of Eagle to enforce. Randy Todd asked Sommer what kind of issues he sees across the county with off-road vehicles. Sommer said most communities that allow off-road vehicles are smaller communities or subdivisions; there is a major highway running through Eagle and more traffic than most of these places. His opinion is if an ordinance is enacted law enforcement will do its best to enforce it but ultimately it is up to the Village Board to decide what's best for the community. Sommer said for the most part people are reasonable and respect each other when operating these vehicles. Surman said he has spoken to Sheriff Brueggemann and as a member of law enforcement he is opposed to off-road vehicles being operated on the streets; as a private citizen he is unopposed. Caylor asked how many accidents Sommer has been involved in over the course of the last 3-5 years involving off-road vehicles. Sommer said maybe 10, with the majority being in gated communities; none specifically in Eagle. Moore said there has been at least one ATV accident in Eagle since he's been on the Village Board that involved alcohol with no citation issued.

Motion by Moore, second by Caylor, to approve a corporate manager name change on the liquor license for Casey's Retail Company, DBA Casey's General Store 2968, to Krystal M. Carter. Voting: Ayes – 5. Motion carried.

Motion by Moore, second by Meier, to introduce Ordinance 2021-12. Voting: Ayes – 5. Motion carried.

Chairperson Surman read Ordinance 2021-12 entitled:

ORDINANCE NO. 2021-12

AN ORDINANCE OF THE VILLAGE OF EAGLE, CASS COUNTY, NEBRASKA, TO AMEND CHAPTER 2, ARTICLE 1, OF THE EAGLE MUNICIPAL CODE BY ADDING SECTION 2-102 RELATING TO THE AUTHORITY OF THE HUMAN RESOURCES AND PERSONNEL COMMITTEE; TO PROVIDE THAT THE BOARD OF TRUSTEES AND THE APPROPRIATE DEPARTMENT, WHETHER ONE OR MORE, 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 FOR THE PUBLICATION OF THIS ORDINANCE IN PAMPHLET FORM AND THE EFFECTIVE DATE THEREOF; AND TO PROVIDE THAT THIS ORDINANCE SHALL BE MADE A PART OF THE MUNICIPAL CODE OF THE VILLAGE OF EAGLE, NEBRASKA.

WHEREAS, the Village has set forth, as one of the standing committees of the governing body, the Human Resources and Personnel Committee, and

WHEREAS, the governing body deems it in order to set forth certain delegated duties to said committee for the purpose of dealing with day-to-day personnel matters which arise within the Municipality and which require some time-sensitive decision making, but which do not extend to hiring or termination decisions, which are within the province of the governing body, and

WHEREAS, the governing body additionally wishes to set forth the description of duties of the members of said committee, in the interest of efficiency and establishing a point of contact for employees to address concerns, rather than to the entire Board of Trustees,

BE IT ORDAINED BY THE BOARD OF TRUSTEES OF THE VILLAGE OF EAGLE, NEBRASKA, as follows:

SECTION 1. That Chapter 2, Article 1, of the Eagle Municipal Code be amended by adding a new section numbered 2-102 to read as follows:

§2-102 HUMAN RESOURCES AND PERSONNEL COMMITTEE; DESCRIPTION OF DUTIES AND AUTHORITY.

This committee shall:

- (1) Formulate and recommend to the governing body policy, rules, regulations and ordinances for the orderly management of all municipal employees.

- (2) Formulate and recommend to the governing body employee performance evaluation methods, which may include forms and process.
- (3) Formulate and recommend to the governing body a comprehensive set of job descriptions for all employment positions, which may include amendments and modifications as well as set forth descriptions for new positions.
- (4) Assist the governing body in the screening and interview process related to the hiring of personnel, including the facilitation of initial interviews and recommendations to the governing body in making hiring decisions.
- (5) Assist the governing body in preparing employee performance evaluations for the governing body's review, comments and approval.
- (6) Attend to employee concerns and complaints directly with employees and others, conduct investigations as to concerns and complaints, maintain disciplinary records and oversee personnel file reports.
- (7) Review and approve requests for paid time off and leave time and report the same to the governing body if requested.
- (8) Have the authority to issue orders of discipline up to, but not including, discharge, suspension or termination decisions, which are reserved to the governing body.

SECTION 2. That should any section, paragraph, sentence or word of this Ordinance hereby adopted be declared for any reason to be invalid, it is the intent of the governing body 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.

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 this Ordinance shall be published in pamphlet form and shall be in full force and take effect from and after its passage and approval as provided by law.

SECTION 5. That this Ordinance shall be made a part of the Municipal Code of the Village of Eagle, Nebraska.

Motion by Meier, second by Caylor, to accept the first reading of Ordinance 2021-12.
Voting: Ayes – 5. Motion carried.

Discussion: Surman said he would like to recommend Section 3 include suggesting wage scales to the Village Board; Section 5 include compiling employee performance reviews after the Village Board's individual submittals; and Section 6 include language that allows an alternate Village Board member to attend to employee concerns and complaints if a conflict arises with a member of the Human Resources Committee. The Village Board agreed with Surman's recommendations and to modify Section 6 to allow for the Chair or the Chair's designee to serve in the position of a Human Resources Committee member in the event a conflict arises with a committee member.

Motion by Moore, second by Meier, to suspend the rules of three consecutive readings of Ordinance 2021-12. Voting: Ayes – 5. Motion carried.

Motion by Weyers, second by Caylor, to adopt Ordinance 2021-12 as amended. Voting: Ayes – 5. Motion carried.

Motion by Moore, second by Meier, to introduce Resolution 2021-06. Voting: Ayes – 5. Motion carried.

Chairperson Surman read Resolution 2021-06 entitled:

RESOLUTION NO. 2021-06

A RESOLUTION BY THE CHAIRPERSON AND VILLAGE OF EAGLE BOARD OF TRUSTEES COMMEMORATING 130 YEARS OF INCORPORATION

WHEREAS, the town of Eagle officially became an incorporated village on August 11, 1891 and the following individuals served on the first Village Board: S.S. English, Chairman; S. Benton; J.J. Hudson; William Sharp; and Richard Wilkinson. W.J. McAllister was appointed Clerk and G.M. Beach was appointed Treasurer.

WHEREAS, Eagle is proud to celebrate 130 years of being an incorporated village; and

WHEREAS, the Eagle Board of Trustees recognizes the importance of paying tribute to our town's history.

NOW, THEREFORE, BE IT RESOLVED, by the Village Board of Trustees of the Village of Eagle, Nebraska, as follows:

1. Recognize August 11, 1891 as Eagle's official day of incorporation.
2. That a copy of this resolution be filed in the Village Clerk's Office and be made a part of the official Village record.

Motion by Weyers, second by Moore, to adopt Resolution 2021-06. Voting: Ayes – 5. Motion carried.

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

Discuss/possible action: Approve claims – Surman questioned Park Claim Item No. 104 from The Electronic Repair Shop in the amount of \$1,150.00 and asked if the security cameras are in proper working order. Meier said the last he knew a wireless booster was needed to reach a couple of the cameras so they would work correctly.

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

Approved Claims: Wages 12,766.21, Board Wages 900.00, ABC Termite & Pest Control 55.00, Al's Johns 143.78, All Road Barricades 599.12, Allied Benefit Systems 3,277.26, Amazon Marketplace 14.63, American Exchange Bank 750.00, Aramark 677.23, Jaydon Ballman 500.00, Black Hills Energy 51.60, Blue Valley Public Safety 12,209.00, Terry Caddy 33.90, Casey's 399.12, Cass Co. Sheriff's Dept 3,145.21, Cass Co. Treasurer 16.00, Constellation Energy 4.24, Dollar General 23.40, DR Ortlieb Trucking 2,349.63, Eagle Automotive 486.95, Eagle Facilities & Grounds Assn 1,492.00, EFTPS 6,674.44, Google LLC 120.00, Hein Construction 15,000.00, Rick Hestermann 309.23, Int'l Institute of Municipal Clerks 200.00, John Deere Financial 53.00, John Hancock Investments 331.50, League of NE Municipalities 2,677.00, League of NE Municipalities-Utilities Section 545.00, Lincoln Mobility 195.00, Matheson Tri-Gas 149.63, Menards-South 578.32, NE Dept of Rev 2,301.21, NE Medicine 267.81, NE Municipal Clerks Assn 35.00, NE Public Health Env Lab 30.00, Norland Pure 30.00, Taira Nystrom 400.00, One Call Concepts 18.06, OPPD 4,557.34, People Service 5,496.00, Power Tech 2,308.05, Quick Med Claims 544.27, Rock Creek Refuse 100.00, Rose Equipment 1,099.31, Schemmer 2,550.00, Small Engine Specialists 568.16, Tractor Supply 327.67, UNUM 654.27, US Postmaster 180.00, Verizon Wireless 530.51, Voice News 39.56, Windstream 474.96. Total of bills: **\$89,239.58.**

Approved Park Claims: Wages 17,493.59, ABC Termite & Pest Control 500.00, American Fence 228.55, Aqua Chem 216.00, Black Hills Energy 56.45, Laura Bornemeier 35.00, Cornhusker Winnelson 1,933.05, Amy Fitzpatrick 75.00, Lynae Frerichs 75.00, Julie Kreikemeier 165.00, OPPD 651.96, Kyann Sheets 75.00, The Electronic Repair Shop 1,185.00, Rebecca Tinant 75.00. Total of bills: **\$22,764.60.**

Discuss/possible action: Municipal reclassification – Freeman-Caddy said assuming the population count will exceed 800 inhabitants as of the most recent census, the way to the ballot box is either by a resolution adopted by the governing body or by a petition signed by ¼ of the registered voters of the village. Upon the occurrence of either action, the Village Board is obligated to submit the question to the voters at a special election or at the same time as a local or statewide primary or general

election held in the village. Freeman-Caddy said if the question is submitted at a special election, the resolution must be certified by the Village Clerk to the Election Commissioner/County Clerk at least 50 days prior to the election. This type of election may be held by mail as determined by the Election Commissioner/County Clerk. Freeman-Caddy said the next primary election will be May 10, 2022 (question must be certified by the Village Clerk to the county by March 1, 2022) and the next general election will be November 8, 2022 (question must be certified by the Village Clerk to the county by September 1, 2022). If more than 50% of votes are for reorganization, the Village Board certifies the fact to the Secretary of State at which point the Secretary declares the village to have become a city of the second class. Freeman-Caddy said all ordinances, by-laws, rules and regulations existing or in force shall remain until repealed or modified by the city within one year after the filing of the certificate of election. Essentially, after the new mayor and city council are in place, the new government would need to adopt all of the codes, rules and regulations to confirm that they are in place for the city of the second class. Freeman-Caddy said the Board of Trustees will then call for a special election to elect a mayor and city council members within 8 months after the Secretary of State proclamation. The members of the Village Board hold office only until the newly elected mayor and city council members assume office; after this special election, then the next primary/general election will set those whose offices expire for a 4-year term. Freeman-Caddy said unless a city elects council members at large as provided under NRS 32-554, the city of the second class shall be divided into not less than 2 nor more than 6 wards by ordinance of the city council. Each ward shall contain, as nearly as practicable, an equal portion of the population. Moore said he feels a ward system would be better in a growing community as it ensures representation from different parts of town. Meier asked what is gained by becoming a city of the second class. Freeman-Caddy said one benefit is having an executive (Mayor) that oversees most of the operations of the community, including personnel, which has been a struggle in the village form of government. Moore said he will provide Meier with a packet of information regarding the differences between cities of the second class and villages since he was not present at the meeting it was last discussed. Caylor said she thinks a lot of people are drawn to the Village of Eagle, rather than the City of Eagle, because people are trying to escape the large communities and it's attractive to be in a small town. Moore said he agrees people are drawn to the community due to the size but doesn't feel that it matters to most what form of government they have; he feels it is more because of the geographical location of Eagle from Lincoln and Omaha and the school district. Moore said the perception of a village is a very small town with not a lot of potential where if you look at Waverly or Hickman these are growing cities that are thriving. Freeman-Caddy said as the community continues to grow it is more difficult for a group of five board members to be the executive and legislative party at the same time. Weyers asked if the mayor is a paid position. Freeman-Caddy said the pay would be set by ordinance although they are typically paid a small amount; for example, the Mayor of the City of Wahoo makes a \$4,000 salary. The Village Board generally agreed to direct Freeman-Caddy to submit follow up questions to the Secretary of State and draft a resolution for consideration at the September 7, 2021 meeting.

Report from Attorney – Freeman-Caddy said she is still awaiting a response from Schemmer before moving forward with comments regarding the proposed wastewater agreement with Eagle Lake and Midwest Environmental Service. The off-road vehicle ordinance that was before the Village Board tonight can be edited upon request. Freeman-Caddy said the ordinance is drafted to be very strict with impoundment requirements which may create a problem if there is not a location to impound said vehicles. Much of the language in the existing ordinance is above and beyond State Statute requirements. Freeman-Caddy said she has started to receive the zoning regulation proposal drafts from Hestermann and her goal is to begin reading through these documents in the next couple of weeks. Meier asked if there is an update on the commercial property located at 509 S. 4th Street that is believed to be being used as a residential dwelling. Freeman-Caddy said no; she will need to draft an affidavit to present to the judge to request an inspection warrant.

Report from Clerk/Treasurer – Nystrom said the first disbursement of the American Rescue Plan Act (ARPA) funds was received on July 16, 2021 in the amount of \$96,989.00. The second disbursement is projected to arrive in July of 2022. Moore asked if any better guidance has been received regarding the use of these funds. Nystrom and Weyers said a Compliance and Reporting Guidance document was recently received from United States Department of the Treasury. Nystrom said Legislative Bill 26 was recently signed into law that provides for a sales tax exemption for residential water service beginning in October of 2022. There are two pre-application development meetings this month on August 11 and August 16, 2021. Nystrom said there are still a few remaining unlicensed and inoperable vehicles present on private property after the notice to abate said nuisances was sent to property owners and asked if the Village Board supports having these towed. The Village Board agreed to have the vehicles in non-compliance towed at the property owner's expense. Nystrom said he is still awaiting a date from the accountant but anticipates scheduling the Budget Workshop sometime during the week of August 23, 2021. The total monthly income ending July 31, 2021 was \$184,092.49.

Motion by Moore, second by Weyers, to go into executive session at 8:51 p.m. to discuss an annual employee evaluation for Curtis Klabenes and to protect the reputation of the employee. Voting: Ayes – 5. Motion carried.

Surman said the board has come out of executive session at 9:04 p.m. after discussing an annual employee evaluation for Curtis Klabenes. No action taken.

Discuss/possible action: Hiring for a Full-time Maintenance employee – Moore said the Human Resources Committee conducted an interview with Cody Flint for the Full-time Maintenance position and it is there recommendation to offer him the position at a rate of \$25.00 per hour. Surman asked if the applicant is aware that \$25.00 per hour is the maximum rate of pay for Maintenance Personnel with a single license for water or sewer. Moore said yes, this was discussed with the applicant. Surman asked if it was discussed that a Grade IV Water Operator's License is required at the Village

of Eagle. Moore said yes. Surman asked if any discussion took place regarding the amount of time the applicant is going to be given to obtain the proper water and sewer licenses. Moore said the position advertisement allows for 12 months to obtain each license and he has no doubt the candidate will be able to successfully obtain both; if for some reason both licenses cannot be obtained within 12 months the board will need to come together and decide on the next direction. Weyers said she would recommend the process for registering for classes just be started sooner rather than later. Flint said he is not motivated by just pay or advancement, but rather to be the most effective employee he can be. Moore said during the interview process it was discussed that it may be possible that Flint can test out to obtain his Grade IV Water License since he already holds a Grade VI. Caylor asked if Flint has a fairly flexible schedule and is able to work later hours and on weekends when needed for emergencies or snow removal. Flint said he has 30 years of experience in the maintenance field and will work any hours it takes to get the job done. Meier asked if Flint has experience with skid steers, backhoes and snowplows. Flint said yes.

Motion by Moore, second by Weyers, to approve a conditional offer of employment to Cody Flint for the Full-time Maintenance position at a rate of \$25.00 per hour. Voting: Ayes – 5. Motion carried.

The meeting was adjourned at 9:13 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 August 3, 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