

The Personnel Committee of the City of Fairbury met Wednesday, January 29, 2025, at 5:45 p.m. in the City Offices located at 612 D Street, Fairbury, Nebraska.

Kuzelka called the meeting to order at 5:45 p.m. and stated a current copy of the Open Meetings Act was posted near the entry of the meeting room. Roll call found the following committee members present: Brian Schmidt, Tim Polson, Brad Kuzelka, and Jaime McDaniel. Absent- None. Also present, Wastewater Superintendent- Curtis Arnold, Mayor Davis, Water Superintendent- Gregg DeFrain, Electric Superintendent- Nate Francis, Library Director- Debbie Aden, Public Works Superintendent- Tony Biehl, and City Clerk- Erin Reimer.

Polson motioned to convene. Motion seconded by Schmidt. Schmidt, Polson, McDaniel, and Kuzelka voted "yes." Motion carried.

Motion by Polson to approve the minutes of the January 15, 2025, meeting. Motion seconded by McDaniel. Polson, Schmidt, Kuzelka, and McDaniel voted "yes." Motion carried.

The Personnel Committee considered business item, "Organization Structure 2(a) Review of water service employee performance:

- Mike Garner has completed his Grade IV water licensure as required by the city upon employment. With that, before the committee there is a decision to elevate Mr. Garner to step 2 of the IBEW water service employee pay scale. With no further questions, Schmidt motioned moving Mr. Garner from Step 2 of the IBEW pay scale, \$29.58/hr. to Step 3 of the water service employee wage scale of \$30.40. Motion was seconded by Polson. Roll call vote- McDaniel, Kuzelka, B. Schmidt, Polson voting "yes". Motion carried.

The Personnel Committee considered business item, "Organization Structure 2(b) Review of non-union staff wages:

- With the review and modification to the IBEW wage scale, consideration for non-union staff was discussed by the City of Fairbury personnel committee. With the recent adjustment to union staff, department head wages were no longer aligned in their pay scales as members of their direct teams were receiving a higher hourly pay. With that, a review of each non-union staff was performed with discussion with each individual of what tasks make up their workload, daily duties, and other roles they have taken on without the city administrator role being filled. The department heads are now taking the lead on their respective projects, the clerk has absorbed many of the administrator duties, and discussion of a public relations staff member was discussed.
- Non-Union staff include Public Works Superintendent- Tony Biehl, Electric Distribution Superintendent- Nate Francis, Water Superintendent- Gregg DeFrain, Wastewater Superintendent-Curtis Arnold, City Clerk/Treasurer- Erin Reimer, and Library Director- Debbie Aden.
- A review of each job description was held along with a review of the pay survey that is conducted by the Nebraska League of Municipalities to provide a baseline comparison for the committee to review, while taking into consideration the current IBEW scale.
- Pay increases would be effective upon cancel consideration and approval.

1. With no further discussion, Schmidt motioned to approve a new wage for the Electric Superintendent position of \$49.96/hr. Motion was seconded by Polson. Roll call vote- McDaniel, Kuzelka, B. Schmidt, Polson voting "yes". Motion carried.
2. With no further discussion, Schmidt motioned to approve a new wage for the Water and Wastewater Superintendent position of \$43.71/hr. Motion was seconded by Polson. Roll call vote- McDaniel, Kuzelka, B. Schmidt, Polson voting "yes". Motion carried.
3. With no further discussion, Schmidt motioned to approve a new wage for the City Clerk position of \$112,507.20/yr. Motion was seconded by Polson. Roll call vote- McDaniel, Kuzelka, B. Schmidt, Polson voting "yes". Motion carried.
4. With no further discussion, Schmidt motioned to approve a new wage for the Public Works Superintendent position of \$47.40/hr. Motion was seconded by McDaniel. Roll call vote- McDaniel, Kuzelka, B. Schmidt, Polson voting "yes". Motion carried.
5. With no further discussion, Schmidt motioned to approve a new wage for the Library Director position of \$37.82/hr. Motion was seconded by Polson. Roll call vote- McDaniel, Kuzelka, B. Schmidt, Polson voting "yes". Motion carried.

Motion to adjourn made by B. Schmidt. The motion was seconded by Polson. McDaniel, Kuzelka, B. Schmidt, Polson voting "yes". Motion carried. The meeting adjourned at 7:30p.m.

Respectfully Submitted,  
Erin Reimer, City Clerk