

## Personnel Committee Meeting

The Personnel Committee of the City of Fairbury met Thursday, April 24, 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, Electric Superintendent- Nate Francis, Mayor- Kelly Davis and City Clerk- Erin Reimer.

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

Motion by Schmidt to approve the minutes of the January 29, 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) Interview candidates for Electric Department (lineman position)”

- Wes Eaton was interviewed. Wes is currently employed in the city of Wymore. He was employed with the city of Fairbury in November for a week, when he was flagged in the Federal Motor Carrier Safety portal and was terminated. Wes has since taken care of the tasks assigned by his counselor and is cleared to perform safety sensitive aspects of the job moving forward. Wes has many years of experience in line work and has been doing contract work for the past 15 years. With no further questions, McDaniel motioned to offer the lineman position to Wes Eaton upon passing of the pre-employment screenings required by the city, and to start him at Step 5 of the IBEW scale at \$37.83/hour. 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) Consideration to publish open positions- Water and Street Department.”

- Tony Biehl, public works superintendent, is not seeking to hire at this time.
- With the passing of Mike Garner, a position is open in the water department. With no further questions, McDaniel motioned to approve the publishing of the water service employee. Motion was seconded by Schmidt. Roll call vote- McDaniel, Kuzelka, B. Schmidt, Polson voting “yes”. Motion carried.

The Personnel Committee considered business item, “Organization Structure 2(c) Consideration of part-time wages.”

- The Library Director had met prior with the mayor and personnel chair to discuss library part-time staff wages. With the increases in seasonal pay for the 2025 season, she had a concern of retaining her staff. Discussion was had related to the job descriptions and number of hours worked. Many of the hours worked by part-time staff are on the weekends, holidays, or after normal work hours to ensure the library is able to be open to residents. With no further questions, Schmidt motioned to recommend to council and increase in part-time library staff from \$13.50/hour to \$15.00. Motion was seconded by

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Polson. Roll call vote- McDaniel, Kuzelka, B. Schmidt, Polson voting “yes”. Motion carried.

Motion to adjourn made by Polson. The motion was seconded by McDaniel. McDaniel, Kuzelka, B. Schmidt, Polson voting “yes”. Motion carried. The meeting adjourned at 6:57p.m.

Respectfully Submitted,  
Erin Reimer, City Clerk