

MINUTES OF THE REGULAR MEETING OF THE MAYOR AND CITY COUNCIL OF THE CITY OF PAWNEE CITY, HELD ON MONDAY, FEBRUARY 9, 2026, AT 7:00 P.M. AT THE CORNERSTONE BUILDING, 601 G STREET, ALL IN PAWNEE CITY, PAWNEE COUNTY, NEBRASKA.

Notice of this meeting was given in advance thereof by advertising in the Pawnee Republican, a designated method for giving notice as shown by the Affidavit of Publishing on file in the office of the City Clerk. Notice of this meeting was given to the Mayor and City Council and a copy of their acknowledgment of receipt of the notice and the Agenda are on file in the office of the City Clerk. The availability of the agenda was communicated in advance 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.

Present: Mayor Charlie Hatfield, Council Members Pat Hatfield, Donnie Fisher, Susan Eisenhower (present by phone) and Vickie Zelenka; Deputy City Clerk Kellie Wiers, City Clerk/Treasurer Tamela Curtis and Foreman Spencer Cumley. Absent: None.

Mayor Charlie Hatfield called the meeting to order at 7:00 p.m. informing all those present of the Poster stating the Open Meeting Law Changes on the West meeting room wall, next to the storage closet, accessible to the public. At this time, all those present stood to recite the Pledge of Allegiance.

Council Member Zelenka moved to accept the January 26, 2026, regular meeting minutes. Council Member Fisher seconded the motion. Roll Call vote indicated all present voting in favor of the motion, whereupon motion carried.

The Treasurer submitted the following claims for consideration: **2/10/26 Payroll:** \$11,547.43; **Union Bank & Trust**, FWH 3,363.37; **NE Dept. of Rev**, SWH 412.71, Jan. Sales & Use tax 1997.27; **John Hancock**, retirement 1,681.54; **Windstream**, phone & internet @ library 132.59; **Amazon Capital Services**, repair supplies 13.98; **Joe Norman**, Febr. 2026 zoning services 800.00; **H&H Auto Parts**, repair supplies 698.89; **One Call Concepts**, digger hotline locates 15.03; **Pawnee City Thriftway**, office supplies 3.83; **Stehlik Law**, Febr. 2026 atty fees 1050.00; **Binder Bros.**, sand 525.00; **Midwest Labs**, sewer sample tests 238.57; **Pawnee City Fire Dept.** 3rd qtr. reimb 18,657.00; **PC Little Learners**, donation 1,000.00; **Amazon**, library materials/supplies 54.11; **Ty's Outdoor Power & Service**, snow plow repair parts 861.00; **Wilson Electric**, library repair 140.00; **OPPD**, electric at wells 54.11; **Shania Schraad/Nolan White**, deposit refund 175.00; **JEO Consulting Group**, STR project draw 3604.68; **Southeast NE Development Dist**, STR project draw 1598.33; **JEO Consulting Group**, STR project match 1082.82; Council Member Zelenka moved to approve the claims as submitted. Council Member Fisher seconded the motion. Roll Call vote indicated all present voting in favor of the motion, whereupon motion carried.

Review January 12, 2026 Treasurer's Report: Council reviewed the Treasurer's Report. Clerk Curtis explained The General account will receive a \$50,000 reimbursement from the RCRP grant expenditures from InLine Construction and SENDD.

Cindy Johnson: plan a date for group clean-up of 1038 7th Street: Cindy explained the house hasn't been cleaned out yet because one brother lives in Texas; her brother, Jeff, is busy with seven children; her daughter Sam, lives in New York and her mother fell. Virginia broke her leg when she fell and Cindy has been dealing with this and has not been home very much. Family members haven't been able to make a trip back to look at the items inside the house so she hasn't been able to set a clean-up date. Tasha has gone inside the house, which has electricity but no heat, to try and organize items. There are some antiques inside the house which she would like to have a "salvage yard" look at and not just throw these items in a dumpster. Council Member Eisenhower suggested completing a "video scan" of the items and sharing those with family members to check which items they want to keep. Ms. Johnson said that might work with some family members and suggested setting a clean-up date in a few months. Council Member Hatfield explained the Council has been dealing with this property for quite some time and it needs to be taken care of so he suggested setting a date in the next 30-45 days. Ms. Johnson suggested setting a date in April. Discussion was had and a date was set for the weekend of April 18th and 19th for cleaning up the contents at 1038 7th Street.

Lola Seitz, Library Director: *Present the Library's 2024-2025 Annual Statistical Report:* Ms. Seitz presented the statistical report in pamphlet form to the Council. There is an open position for a library assistant and it will remain open until someone is hired. An ad has been run in the Pawnee Republican for this position again this week. Council Member Zelenka explained the library offers free wi-fi and she has seen many people parked or sitting in the parking lot to take advantage of this service. Council Member Hatfield asked where the funds for the library come from? Clerk Curtis explained their money comes from the General Fund and they have their own budget. Ms. Seitz explained they also collect money from fines, registrations and photocopies which is deposited into the library's reserve account. The Library has started a new program called Timeless Tales where they visit the residents at PCAL and read to them from books that would bring back memories from when they were younger. Recently, they had a doctor from Bryan LGH come to the library and give a free presentation on heart health. ***Inquire if the City Crew would water Chamber Flowers this year:*** Ms. Seitz explained the City has watered the flowers in the baskets on the decorative lampposts in the past but the Chamber is looking at alternatives to make sure the flowers are watered from early May until September. Seitz asked if the City would sponsor a flower basket? Most businesses have been willing to sponsor a flower basket located close to their business. Angie and Jamie Kramer were present. Angie explained she has talked to several businesses to sponsor a flower basket and there are two baskets left. One is located in front of the previous FSA office and the other basket is located by Corey Hatfield's building SOUTH of the Little Brown Jug. The basket near the City Office is being sponsored by Jeremy and Trey Marteney. Angie is talking with people at the Courthouse to see if they will sponsor the baskets around the courthouse square. Council Member Hatfield offered to also talk with someone at the courthouse about watering flowers. Council Member Eisenhower suggested the City take care of what is left of the flowers, Monday through Friday. Angie explained someone would still need to water the flowers on the weekend and when it is very hot, they might need watered twice a day. Jamie Kramer asked if the City still owned a trailer with a big water tank on it? (It was explained that the Chamber owns that trailer and water tank.) So, would that trailer be accessible so the City could water the flowers? It was asked what happens if the business that adopts a flower basket doesn't keep it watered? Angie stated the Chamber is hoping that people cooperate to keep the baskets looking nice and keep their commitment. So,

some people have said they can only water the basket Monday through Friday and the Chamber is looking at alternatives to water those baskets on the weekend. Hopefully, people will take pride in their community. The Little Brown Jug has committed to watering the flowers in the median everyday, seven days each week. Council Member Eisenhower suggested Angie line up whatever she can and the City will take care of the leftover flower baskets not covered by a business Monday through Friday. She suggested the part-time city crew member could water those baskets when he is working. Foreman Cumley said that should work. Council Member Hatfield expressed concern that he didn't want this chore to become more than two or three baskets five days a week when the City Crew has other things to do. Jamie Kramer stated he feels the City should water the flowers since the lampposts and baskets are city property so there is no reason why the City isn't taking care of it. Clerk Curtis explained this isn't City property. The flower baskets started as a project by a group of people that got together years ago, collected money and started the lamp posts. The people in that group got older and some don't live here anymore so now someone else has to take care of it. Jamie stated further that when people come to town they don't say "the State Bank of Table Rock has nice flowers." They say Pawnee City has a beautiful downtown area. Clerk Curtis explained this is the same type of situation when people feel the Fire Dept. should take care of everything. There is only so much the City can do when other people start things and then the City always has to take them over. The Welcome to Pawnee City" signs were started by the Chamber and now the city is stuck mowing around them and has to pay for the electricity. It always falls back on the City and all that costs money. If the City is paying a guy to water the flowers every morning then he is not doing what he should be doing for the City and then people complain their water bill is too high or the parks need work or the pool isn't right or the potholes aren't fixed. Council Member Hatfield explained the flower baskets do look nice but the City doesn't have the manpower to take care of the flowers for months on end. Clerk Curtis gave an example of the flags that are displayed on the Courthouse lawn during Memorial Day weekend. The county employees aren't responsible for those flags but they are installed on the courthouse lawn. They look beautiful, but it's the same type of deal. Angie Kramer commented that it's too bad that all of the organizations in the community can't be cohesive and work together. Council Member Zelenka explained at one time there was an organization called the "Jaycees" that did a lot of community work but that organization is no longer active and nothing came in to replace it but this is something Pawnee City needs to work on as a community. Council was in agreement to take care of two flower baskets. Council Member Eisenhower stated she would help water flowers when she is home. Mayor Hatfield said he "had a guy" who would help water flowers. Amanda Mackey was in the audience and offered to help water flowers. Clerk Curtis said she would help and her husband Lynn, would be willing to help with flowers. Amanda Mackey suggested posting something in the newspaper or Facebook to let the public know so more people can volunteer to help with the flowers. Angie said she will be the contact person regarding the flowers.

Sheriff Braden Lang: Council Member Hatfield explained there is an anhydrous tank sitting in the ditch along the road across from the Table Rock cemetery and it's been there for at least a month. Sheriff Lang stated the tank fell off a trailer and rolled off into the ditch. He thought someone would have come along and picked it up by now. He will check into it. Sheriff Lang stated the truck in front of 826 4th Street has been moved off of the street and the yard has been cleaned up. Mayor Hatfield stated there is a pink tank left in the yard but he is not sure what is in the tank. Mayor Hatfield said Justin has kept in contact with him about the property and he will

ask about the pink tank. Sheriff Lang continued there is a broken window in the attic of the abandoned house at 738 3rd Street. He had been told that Kara Lee had an “investor” who was going to repair the house but he hasn’t seen anyone yet. Discussion was had that the electrical would need to be replaced due to the fire and the sewer leak would also have to be repaired before the house would be livable. Mayor Hatfield asked Sheriff Lang if he has had any contact with Frank Burcham lately? It appears the cars and auto parts have not been moved in quite awhile. Sheriff Lang said Frank and his brother both have health issues so he will check on Mr. Burcham and his brother. Cindy Johnson explained that a person came into her office recently and wanted to license a moped but the State of Nebraska doesn’t license them but the owner is formally from Iowa and had to license their moped in that state. The owner wants to be able to legally drive their moped around town. Discussion was had that the owner could possibly register the moped with the City Office like owners register UTVs and she will need proof of insurance. Sheriff Lang said he would research the statute and get back to Ms. Johnson and the Council.

City Atty Stehlik-Ladman: Discuss additional paperwork requested by title company on E. Hines property next to the pharmacy: Jennifer explained she received a letter from the title company that this piece of property cannot be covered by the title insurance until some conditions are met. The property was signed over by quitclaim deed and the title insurance wants a warranty deed plus a signed commercial affidavit. Jennifer has a warranty deed prepared and she will contact Eileen but she is not hopeful that Eileen will sign the paperwork. The options are to negotiate with her to get her to sign the paperwork or not have that strip of property included under the title insurance. Council Member Hatfield asked if it would just be easier to fence off that piece of property and not include it in the park? Jennifer explained title insurance is not liability insurance but it protects the owner in the future in case there is a defect in the title. Jennifer said there could be a problem if there is grant money involved and someone would contest title to this piece of land then the City may have to pay that money back so that is why Jennifer recommended title insurance. Mayor Hatfield recommended planting flowers or bushes on that strip of land so that if something would be filed against it, then the City wouldn’t be losing something that was built (hardscape). Mayor Hatfield said he would rather see this property cleaned up than to leave it looking the same as it was. Jennifer explained it doesn’t mean you don’t have good title. Mayor Hatfield stated that if Eileen and Jerry would divorce, she could come back and say she wants the property back. Jennifer explained it is worth contacting Eileen to see if she will sign the paperwork and if she doesn’t then don’t include that property under the title insurance. Jennifer updated the Council on the Parker property. Parkers are open to taking offers on their properties and Jennifer would help facilitate this transaction. She did speak with Daniel Palmer once but has not heard back from him. Jennifer talked with both people and now Dan said he would take both properties but someone else is also interested in the 5th street property. Jennifer is willing to work with potential buyers and send offers to the Parkers to see what they have to say. If /when the Parkers accept offers, purchase agreements will have to be drawn up and signatures obtained. Clerk Curtis and DC Wiers had previously told Jennifer they would be willing to drive paperwork to Lincoln for signatures and the City would not have to wait on the paperwork to be returned and take the chance it would get lost. Mayor Hatfield stated he thought Dan Palmer had not made an offer yet because it would be too low and not accepted. Cindy Johnson commented that Ed Parker had told her last year he would let someone

have the 5th street property for the back taxes. The 5th street property is valued at \$47,000 but all of the windows are boarded up.

Report and update from Council Member Hatfield: *Discuss/Approve City Employees being paid for responding to an Emergency (was not actually voted on at the last meeting)*: Council Member Hatfield explained there was a discussion at the January 12th council meeting about this issue but we were waiting for Jennifer to get back to us about the liability. So, it is a voluntary fire department and I think we are all in agreement to approving the emergency pay. At the last meeting, overtime was talked about. So, if he had 35 hours on Thursday, and he had to work Friday, then gets called out at noon. Do we pay him overtime from noon to 3:30? Jennifer stated if those are regular working hours it's included in overtime calculations. You can't exclude the fire call from those hours. He will be over the 40 hours whether he was on a fire call or working. Jennifer stated the reason this is being brought up again is because after looking at the minutes for the last meeting, it was on the agenda but never voted on. Discussion was had about crediting back hours but that was not on the agenda and it really isn't back pay. We are making sure you are in compliance with the open meeting law and that is why this is being discussed again. Jamie Kramer stated something to think about is that you are borderline losing a city employee over something pretty miniscule. If you think about it the times he may run into overtime plus respond to a fire call are pretty rare. Council Member Zelenka stated she understands that but every place she has ever worked at she didn't get paid when she got pulled off to do something else. This is not a freebie but it is great a city employee is a fireman but it is a choice to become a fireman. Mayor Hatfield stated, Vickie, what if your house is on fire and there is a fireman in town that is a city worker but he can't go because you don't want him there. Council Member Zelenka said "No, no, no." Council Member Hatfield said when this was brought up before, everyone was in agreement and that was specifically said that he would want them there if his house was on fire or if a family member was in an accident. Everyone was in favor of the emergency pay even though it is voluntary. When the employee signed up for that it was voluntary. There is nothing stated in the handbook about getting paid if you are a member of the fire department. Jamie Kramer said that is not his fault. Council Member Hatfield said why isn't it? He was given a handbook, he should have read it. Jamie said there were previous employees who were firemen. Clerk Curtis stated but those employees were never paid while responding to a fire call. Jamie asked, "Did Lucas bring this up?" Council Member Hatfield stated you are a member of the fire department, when you go out on calls, you are a farmer or a local business owner. It doesn't matter, right? Jamie said it absolutely matters because he is giving up something that does make him a living to put his life on the line to respond to a fire call as a volunteer. In this situation, as a council, you have the opportunity to set precedence for future employees and this may be a determining factor for them to want to be a city employee. Council Member Hatfield stated this is a city not a corporation so how is the city expected to come up with this money sometimes? There was no debate on whether he was going to get emergency pay or not. At this time, there were several people talking and this clerk was unable to type what everyone said. Council Member Hatfield: It was a done deal but never was voted on at the last meeting. Council Member Hatfield said it is necessary to ask all of these questions. Council Member Hatfield moved to approve city employees being paid for emergency pay for volunteer fire department and CASA (court appointed special advocate). Council Member Fisher seconded the motion. Roll Call vote indicated all present voting in favor of the motion, whereupon motion carried.

Discuss/Approve Reimbursement in Sick/Vacation Leave for Prior Emergency Fire Calls within the 1st year (this item was not on the 1/26 agenda to be voted upon, so needs to be addressed and voted on again.): Council Member Hatfield said he is a big advocate for the employees but he is not for that at all. Number one, it wasn't a policy until just now. Number two, it's voluntary which is great because we need more firefighters. Until the policy was in place, he feels the Council should not award "back pay." Again, Jamie and Russ are firemen because they want to help people not because they want to get back pay. Council Member Hatfield stated he is a fair person and he advocated for these guys to get seven days on call pay and for this emergency pay when it was brought to his attention but feels he got slapped in the face when two days later someone showed up with this back pay request. Angie stated she is not sure where this all came about and Lucas has not even been a fireman for a full year but Lucas said there were four past calls that he responded to. Clerk Curtis explained Lucas would have written vacation or sick leave for the past calls he responded to so this is not "back pay." It is to reimburse leave. Lucas has not yet turned in the fire call logs. Jamie said this back pay would just be a few dollars. There were no calls where Lucas would have been out all day. Mayor Hatfield stated there were extra hours on a call when the firemen were called out to find the missing person and the fire call for the house that burned down by Smith Auto. They were called out a couple times. Council Member Hatfield stated he was called out to shut the power off around 8:00 a.m. and Lucas was there. Pat went back in the afternoon around 1:30, Russ Smith and Lucas were the only ones there. Was it necessary for Lucas to be there? Council Member Hatfield made reference to a quote from the previous meeting when Mayor Hatfield commented he had contacted the League of Municipalities "Lash stated it was his opinion that the firemen should receive any back pay that was not paid to them because the fireman did not know it wasn't covered in the employee handbook." Maybe the employee should have read the employee handbook. Angie stated a precedent had been set with previous employees. Clerk Curtis explained that no previous employees have ever been paid for responding to fire calls. They used leave time. Council Member Hatfield stated he has tried to be tight with money for the taxpayers of this town. We have gone above and beyond for the employees for the on call pay and emergency pay but he is not comfortable with awarding back pay. Jamie said he recommends talking with Foreman Cumley and see how valuable this employee is and see if it would be something he would step away from. He feels Lucas is not this kind of guy. Jamie recommended making a motion to not do this and see who agrees with you. Council Member Hatfield stated that Jamie had mentioned twice that Lucas may want to quit over this and if that is what he wants to do because he doesn't get back pay, then "bye." Jamie said when we have good employees, then we should keep those employees but the City shouldn't have to bend over and take it. Jamie continued: It should be up to Spencer, the supervisor, to say if (he) is a good employee and voice his opinion if this is a good idea. Council Member Hatfield said he would like everyone's feedback. Council Member Zelenka said she would like to know how much time we are talking about in regard to "back pay?" Clerk Curtis said when Lucas brings the fire logs in, she will help him find his timecards and then they can determine exactly how many hours are involved. Clerk Curtis stated this way everyone will be able to know exactly what we are looking at. Mayor Hatfield asked Council Member Hatfield if that was okay with him? Council Member Hatfield said okay but he still will not vote for back pay but we can table this matter. Therefore, this issue is tabled until the next meeting or when Lucas submits the necessary documentation. ***Discuss***

Time Clock: Council Member Hatfield stated he felt the employees should have a time clock where they would have to punch in and out. Council Member Eisenhauer said it has been talked

about before many times and she had researched the issue but was shot down because she was told it wasn't necessary. One time clock would cost around \$250. Has something changed that it is now necessary? Mayor Hatfield stated that if it is for one area then we will have to do it at the pool, also. Council Member Fisher said we would need one at the shop, pool, library and city office at \$250 each. Council Member Hatfield stated he felt one employee was getting away with too much time to do other things. Time clocks will not solve that problem because it still comes down to an integrity problem but maybe this is a start. Foreman Cumley stated if a person isn't punching out when they leave then it's still a problem. Discussion was had that in the current system, employees write their time on an Excel spreadsheet timecard which is then signed by the supervisor and turned into Clerk Curtis for processing payroll. The supervisors include Lola, Spencer and Tammy. Foreman Cumley suggested if you don't punch the time clock then the first time you get a warning, second time get written up but this is no different than writing it down. Foreman Cumley explained it would be difficult for him to verify if all crew members are punching out when they leave because he is hardly in his office since he is out working. Also, each crew member is also out at different locations working but you need to have accountability. Clerk Curtis stated she feels the City is very generous with our time and she has been here 24 years which includes sick time, vacation, holidays and comp time. Discussion was had that it comes down to integrity and trusting your employees. Jamie Kramer suggested talking with Trey Marteney to write a computer program to track time. Clerk Curtis explained the clerks have already researched companies with programs and they are all basically the same and they are expensive. Clerk Curtis had already contacted Trey Marteney. Council Member Hatfield stated these programs are expensive and require a monthly subscription. Also, if employees have to use their personal phone to check in to work, then will that come back to haunt us somewhere? Then there were several people talking at one time and it was difficult to transcribe the information. Jamie kept suggesting having a morning safety meeting and talk about what needs to be done for the day. Angie talked about using the current system and make sure each employee gets on Spencer's computer and punch their time in and address the integrity issue. At this time Foreman Cumley said there are little things here and there that are nitpicking and there is no way to track it and it adds up over time because he is not in the office all the time. He didn't want to get angry because he isn't an angry person but when an employee takes an extra 25 minutes every morning that should take 10 minutes, it starts to wear on you and for a longtime you don't care but when you get an employee who does care and shows up to work on time and is a really good worker, he gets upset because he is working an extra 25 minutes each day but someone else isn't but getting paid for it. It's frustrating. Council Member Hatfield said then that employee gets to the point where they don't even want to come to work anymore. Cumley continued, "everybody likes everybody and nobody wants anyone to get fired, quit their job or leave but at the same time you have talked to them until you are blue in the face and it never goes anywhere." Betty Hatfield asked what if that person is out driving on city time and gets in an accident, who pays for that? Council Member Hatfield stated if that employee wasn't clocked out then, yes, it's the City's liability. Several people were talking at the same time and this clerk was unable to type what everyone said. Jennifer said if that person was in their personal vehicle running an errand during their hours they obviously weren't doing something for the City then you may be able to fight it. Council Member Hatfield stated then we could just state no more taking your kids to school. You report to work at 7:00 a.m., you get two 15 min breaks but you have to punch out for your lunch. Council Member Fisher offered this might be the best way to start out before we take disciplinary measures. If the employee is doing something wrong on their timecard then they are

probably going to fudge on a time clock. Council Member Hatfield stated if an employee takes his kids to school, even Spencer, and gone 25 minutes when they should only be gone 5 or 10, you are robbing the City of 15 minutes because you are not putting it down on your time sheet. That person could say well, that is their 15 minute break which leads to the next item. Jamie Kramer said the cheapest way would be to use the old-fashioned time clock. Council Member Hatfield said even if you have a time clock and the person takes his kids to school but doesn't punch out, then you have the same issue. Angie asked if there are employees leaving to take kids to school? Foreman Cumley stated there are 2 crew members who have kids in school who like to take their kids to school, especially when it's really cold but you pick your kids up and drop them off. If Foreman Cumley has to take his kids to school, he takes an hour off. He will report to work at 8:00 instead of 7:00 and use leave time. It's not the City's problem. Sometimes an employee will spend 25 minutes taking their kid to school but it isn't always 25 minutes. Angie Kramer stated that is a great perk for a City employee to be able to take their kids to school and then report back to work. She then asked if there was a way to write that on their timecard or use that as their 15 minute break? Council Member Hatfield explained if it hadn't been abused for so long even after being talked to, it wouldn't be an issue now. Clerk Curtis said it needs to be marked on the timecard. The City Crew had decided to make their workday as 7:00 to 3:30 then they were able to pick their kids up after school. Clerk Curtis had suggested if that employee left to go take kids to school couldn't they stay later in the day but then the employee still has to pick up their child from school at the end of the day so they can't stay later to make up time. Amanda Mackey asked if it was stated in the Employee Handbook about the times of the workday and clocking out for breaks? If the employee doesn't mark down time for breaks, what action is taken? Foreman Cumley explained he isn't always in the shop so he doesn't always know when an employee punches out and that employee could say they were working during that time. Amanda suggested the city crew members could punch in with Tammy at the City office but Tammy doesn't come to work at 7:00 a.m. Amanda was trying to suggest a way to prove that an employee was away from work without marking it on their timecard. Council Member Eisenhower stated she knows it is an issue with some employees including the pool but she is not sure how to deal with it. When she worked at the FSA office there was a policy handed down from Washington D.C. that the employees could not leave the premises during the 15-minute break since they were still on paid time. If the employee left the premises, then the employer was liable for any accidents. Clerk Curtis explained the information she found when she researched different programs and an employee could scan their fingerprint, ID badge, face, GPS, etc. but it is expensive. Jamie Kramer suggested Trey Marteney could write a program cheaper than the other companies that were contacted but were very expensive. Council Member Zelenka stated it all boils down to integrity. We can change our policies but they could still be abused but be fair for everyone. Jamie Kramer suggested getting a timecard and doing a "hard reset" and nobody gets time off to take their kids to school. Maybe adjust it later. More discussion was had about the same issues and several people gave input. Council Member Hatfield suggested making a motion but Jennifer stated it's not on the agenda so you better wait. Item tabled until the next meeting. ***Discuss Employee Handbook Change, #3 on page 21 re: 15-minute breaks:*** Council Member Hatfield read the current policy from the handbook: "Rest period or coffee breaks are granted for 15 minutes in the first four hours and 15 minutes in the last four hours of work." He feels it needs to be changed so that a break cannot be taken in the first two hours maybe three. Council Member Eisenhower suggested the afternoon break can't be used less than two hours of the end of the day and you can't use a 15 minute break and add it to your lunch break. At this

time Lola Seitz quoted the Fair Labor Standards Act that an employer is not required to give 15-minute breaks but if they do, it has to be paid. Much discussion was had about the wording regarding 15-minute breaks. Also, there were many conversations happening at the same time. Council Member Eisenhauer recommended you may have a morning break between 2 to 3 hours after the start of your day and you may have an afternoon break between 2 to 3 hours before the end of your day. The office staff should not leave the premises but that is hard to require the crew members to take their 15-minute break at the shop. Foreman Cumley stated he doesn't normally take a break. When crew members take a break, he doesn't know where they go on break or if they use a city vehicle but he has stressed to crew members not to take a city vehicle because it looks bad. Council Member Hatfield suggested moving on to the next item since a lot of time has already been spent on this. Jennifer will take the information about breaks and write up a suggested policy and present it to the Council at the next meeting.

Report and update from Council Member Zelenka: Customers' request to continue water service without trash services: Council Member Zelenka explained that two customers (Rogge & Wilcox) at 1247 7th Street and 1125 7th Street have requested to maintain water service on these properties but no trash service which costs \$21.50/month. They are no longer living at these residences. Council Member Eisenhauer explained she is not currently living in her house but is staying in Arizona but she continues to leave the water service on and is paying for trash service that she is not using. Council Member Zelenka said she noticed the house at 743 G Street is empty and asked if the water service is on (which would have to be verified at the City Office)? She noticed there appears to be pieces of cabinets and boards sitting next to the curb by the trash can on the north side of this property and it has been there for quite some time. Do they have trash service? Clerks Curtis and Wiers explained Seneca Sanitation will not pick up furniture unless you call and make prior arrangements. It was asked: where do you draw the line? Council was in agreement to continue to charge for sanitation if there is an active water account.

Report and Update from City Foreman Cumley: Discuss new flow meter at Sewer Plant not working: Cumley explained the flow meter still is not working. The "card" has been replaced and now GPM wants to replace the sensor unit. They will send it down to Pawnee City and Foreman Cumley will replace it. It seems to not be a power issue. The flow numbers were not right so the flow meter had to be replaced. Council Member Hatfield asked if the bill had been paid on the flow meter? Foreman Cumley explained it will not be paid until the flow meter is working. **General discussion on things going on in the City:** Cumley explained the City Crew read water meters last week, cleaned up the tree dump and are now hauling rubble from 1145 G Street to the landfill in Beatrice. The water froze at the pond restrooms so the City Crew "un-winterized" the restrooms, turned the water back on, installed electric heaters and installed door sweeps. Council Member Hatfield asked if the water meters have been ordered for the water meter replacement project? Cumley explained he was waiting for Clerk Curtis to return from surgery to talk to her about the situation. The City only received two bids for the project. Clerk Curtis explained the City could move forward with the project with the two bids. Mayor Hatfield explained there are tire tracks on the northwest corner of North Park and asked who made them? Foreman Cumley explained it wasn't the City Crew. Council Member Hatfield stated NPPD had made them during a repair but they will fix the ruts made. Council Member Eisenhauer stated the camera at the truck parking lot is still pointing downward and needs realigned.

Review/Approve: CDBG Street Improvement Project 24-PW-013 Expenses: \$2,450.00 to JEO Consulting for Bidding & Negotiation Services split between CDBG Public Works Grant & City Match and \$875.00 to SENDD for Admin & Const Mgmt. all paid from the CDBG Public Works Grant only: Council Member Eisenhauer moved to approve CDBG Street Improvement Project 24-PW-013 Expenses: \$2,450.00 to JEO Consulting for Bidding & Negotiation Services split between CDBG Public Works Grant & City Match and \$875.00 to SENDD for Admin & Const Mgmt. all paid from the CDBG Public Works Grant only. Council Member Zelenka seconded the motion. Roll Call vote indicated all present voting in favor of the motion, whereupon motion carried.

Review Choices Treatment Center, Inc. email/letter; Pass Proclamation for Gambling Awareness Month: Council Member Zelenka moved to pass the Proclamation for Gambling Awareness Month. Council Member Eisenhauer seconded the motion. Roll Call vote indicated all present voting in favor of the motion, whereupon motion carried.

Review/Discuss updates on Real Estate Tax Statements all marked to \$0: Clerk Curtis explained that the City Office recently received corrected valuation notices that the PCAL properties, the dog park and the lots on the west side of Pawnee City, all owned by the City, now have \$0 valuation and therefore, \$0 property tax. Council Member Eisenhauer had started the request to update the value on these properties before she left for Arizona and DC Wiers continued working with the county assessor to complete this process.

Review January PCAL meeting agenda and December PCAL meeting minutes: Council reviewed the current PCAL meeting agenda and the December meeting minutes. Angie Kramer, PCAL Director of Nursing, stated the assisted living is currently full. Council Member Hatfield asked why there aren't any financials to review. Clerk Curtis explained that PCAL has requested that information not be shared in the agenda packet but it is available for review in the City Office.

Review Chamber's 2025 Carolyn VanHorne Civic Award Nomination Form: Council reviewed the civic award nomination form. Nominations are due back to the Chamber by March 1, 2026.

Council Member Zelenka moved to adjourn the meeting. Council Member Hatfield seconded the motion. Roll Call vote indicated all in favor of the motion and meeting adjourned at 8:57 pm.

ATTEST: Kellie A. Wiers, Deputy City Clerk

Charlie Hatfield, Mayor