

MINUTES OF THE REGULAR MEETING OF THE MAYOR AND CITY COUNCIL OF THE CITY OF PAWNEE CITY, HELD ON MONDAY, NOVEMBER 10, 2025, 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 and Susan Eisenhower; Deputy City Clerk Kellie Wiers and Foreman Spencer Cumley. **Absent:** Vickie Zelenka and City Clerk/Treasurer Tamela Curtis.

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 Eisenhower moved to accept the October 27, 2025, 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: **11/04/25 Payroll:** \$11 613.95; **Union Bank & Trust**, FWH 3,391.63; **NE Dept. of Rev**, SWH 468.65, Oct. Sales & Use tax 2119.87; Southeast NE Development District, GEN /Housing membership dues 1835.00; **John Hancock**, retirement 1,698.51; **Windstream**, internet @ city office 110.03; **Amazon Capital Services**, office supplies 157.35; **Binder Bros., Inc.**, concrete 2250.50; **NPPD**, electric service at wells & swr plant 2542.07; **Coral's Cleaning Service**, Oct. clean & Cornerstone 560.00; **Eakes Office Solutions**, computer updates 3673.62; **Environmental Inspection Services**, asbestos removal at 1145 G St 1080.00; **HealthFirst Pharmacy**, pool concessions 34.73; **Joe Norman**, Oct & Nov 2025 zoning services 1600.00; **Lincoln Winwater**, driveway tube & water parts 879.46; **NMC Consulting**, clerk/treas manual 415.00; **Nebr. Municipal Clerks Assoc.**, 2025-26 membership dues 100.00; **NMC-CAT**, equip grease 35.75; **Armor Equipment**, city main swr camera 12,985.00; **Cornhusker Press**, dog tags & hooks 129.30; **E.T.'s Lawn & Leisure**, repair Polaris Ranger 2549.50; **H&H Auto Parts**, repair supplies 391.97; **Hometown Leasing**, library copier lease 100.79; **Midwest Lab**, swr sample testing 82.50; **Nebr. Rural Water Assn.**, exercise wtr valves 1330.00; **One Call Concepts**, digger Oct 2025 hotline locates 41.31; **Pawnee City Thriftway**, trash bags, dish soap 22.28; **Pawnee Co. Rural Water District**, pond wtr hydrants 90.00; **Stehlik Law**, Nov 2025 atty fees. Council Member Eisenhower 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.

Approve Paying Council/Mayor in December (Payroll Date 12/2/2025): Council Member Eisenhauer moved to approve paying the Council Members and Mayor in December. Council Member Fisher seconded the motion. Roll Call vote indicated all present voting in favor of the motion, whereupon motion carried.

Review Treasurer's Report on all City Funds as of 10/31/2025: Council reviewed the Treasurer's Report and questioned whether the \$1000.00 balance in the ARPA funds could be used and the deadline for that use. DC Wiers stated she will check and get back to the Council.

Jess Colo, Your Insurance Coach re: Medica Health Ins. Renewal Options for 2026: Ms. Colo explained the health insurance rates are going up for an overall increase of 4.3% from a total cost of \$8,606.55 to \$8,975.29 per month. It is possible to decrease the premium by reducing the provider network. Also, the deductible from United Healthcare transferred over. DC Wiers explained she recently had a medical appointment and the doctor said his surgical center didn't accept Medica insurance so the employees would not want to reduce the current provider network. DC Wiers and Foreman Cumley stated they are not happy with the increase since the premium would increase 5.9% for her and 4.5% for him but would rather keep the current plan. Also, preventive medications have no copay. Ms. Colo explained the Council would need to make a decision soon, preferably within the next two council meetings so that changes can be ready by January 1st. Council Member Eisenhauer moved to approve the presented 2026 renewal options for the Medica employee health insurance. Council Member Hatfield seconded the motion. Roll Call vote indicated all present voting in favor of the motion, whereupon motion carried.

Sheriff Braden Lang: Deputy Justyce Stankoski resigned as of 10/31/2025: Updates on K-9 Unit: Sheriff Lang explained Justyce Stankoski resigned on Oct. 31st with no notice and he took a job with the Beatrice Police Dept. The dog with the K-9 Unit was returned to the company they got him from because the contract states the company has first rights to take the dog back. The vehicle that was outfitted for the K-9 Unit has 9000 miles on it and they no longer need a K-9 unit but they can use the vehicle. The Pawnee County Sheriff's Dept. has tried having a K-9 unit twice now and it hasn't worked out so Sheriff Lang would rather not have one. Sheriff Lang just hired a fully certified deputy from Johnson County to work one or two shifts/week in Pawnee County on top of his full-time job with Johnson County. Hopefully, this will not interfere with the 50-employee limit due to federal laws pertaining to tax/insurance reasons. "Ashton," who is 21 yrs. old has also been hired and will start training at the police academy on Jan. 4, 2026. He can't do anything on his own but is picking up information really well and can do things in the office to help. The County Commissioners will meet on Wednesday to discuss hiring another deputy. Hans and Nancy will attend this meeting. Justyce is also listed on the agenda to discuss his resignation. Justyce is now working for the Beatrice Police Dept. and is a member of the SWAT team. Council Member Eisenhauer asked if the Sheriff's Dept. is able to cover the required hours listed in the contract with the City of Pawnee City. Sheriff Lang said the department is trying to fulfill those hours. Sheriff Lang said he doesn't know why Justice quit as they haven't talked much in the past few months when they used to talk at least once a day. Council Member Eisenhauer asked if Sheriff Lang had talked to Justyce, as his supervisor, to find out why he wasn't talking? It was also asked if Justyce had received a hiring bonus Pawnee County Sheriff's Dept. Lang stated Justyce received two payments from the "sign on" bonus.

Review/Approve Resolution #3 Adoption of the Premium Only Plan (POP) Section 125

Cafeteria Plan Agreement: Council Member Eisenhower moved to approve (POP) Section 125 Cafeteria Plan Agreement with First Concord Benefits Group. Council Member Hatfield seconded the motion. Roll Call vote indicated all present voting in favor of the motion, whereupon motion carried.

Review statement from Zoning Administrator Joe Norman re: rezoning application approved at public hearing held with Planning Commission on 11/4/2025; Set Public Hearing on 11/24/25 @ 7:05 p.m. for Council to approve/deny Rezoning request:

Discussion was had that Mark Sunneberg, Jr. wants the lot north of Dollar Store to be re-zoned so that he can turn the vacant lot into a 24 hr. fueling station that will have gas and diesel pumps that will be able to support tractor trailers as well as school buses. Council Member Eisenhower moved to set a public hearing on November 24, 2025 at 7:05 p.m. for the Council to approve/deny Mark Sunneberg Jr.'s rezoning request. Council Member Fisher seconded the motion. Roll Call vote indicated all present voting in favor of the motion, whereupon motion carried.

Discuss updates to Nuisance Properties: *E. Hines property located next to HealthFirst*

Pharmacy: The quitclaim deed was filed and the purchase agreement has been signed. Both items were mailed to Ms. Hines on Friday along with a cashier's check for \$3000.00 from the City and a check from PCDC in the amount of \$1500.00. Ms. Hines emailed the City Office late today, verifying receipt of these items. **522/526 Building Debris Removal:** Mayor Hatfield explained he talked with Steve from In-Line Construction and Steve is running two weeks behind on a current job so he hopes to start work in Pawnee City around Nov. 20th. Discussion was had that Mr. Raper needs to move his equipment off the property and out of the alley so clean up can begin. Council agreed to give Mr. Raper until Nov. 15th to finish removing items from the debris and to move his equipment and vehicles off the property. Mayor Hatfield will call Mr. Raper with this information. **1145 G Street:** Council Member Hatfield explained that he had contacted the fire marshal about the controlled burn at 1145 G Street. He had also texted Janice Lewis about the controlled burn but she didn't return his text or call him. The fire marshal said the City didn't need Ms. Lewis's signature as long as the abatement documents are attached to the permit. Ron Bruck had completed Form 5 and gave it to Nolan Rine. Mr. Rine explained the City needs to complete a NSHAP form for the permit. Council Member Hatfield received an email from Jeff Edwards from NDEE who had been contacted about the controlled burn. Mr. Edwards said if the structures were going to be pushed into a pile before they are burned, then all of the furniture, water heater, toilets, bathtubs, furnace, etc., have to be removed before the burning takes place. If the buildings were left standing, then these items do not have to be removed before burning. Council Member Hatfield is not sure why this is a requirement but these directives will have to be followed and the fire dept. wants to burn the buildings in a pile for their training. The solid waste left after the burning will have to be disposed of at a landfill. It was suggested to take pictures of the inside of the house after these items are removed to verify the protocol was followed, especially if someone complains about the smoke from the burn. Council Member Hatfield suggested asking volunteers to help the City Crew clean out the house before it is burned. It was also suggested having volunteers sign a waiver before helping with the project. Council Member Hatfield suggested tracking all of the costs related to this controlled burn to compare those costs to the costs incurred for a demolition to see if the controlled burn actually saves any money for the City. Foreman Cumley verified there is enough dirt at the sewer

plant to back fill the space left from the foundation of the house. The Pawnee City Fire Dept. would like to complete this burn yet this month. **1129 G Street:** Mayor Hatfield stated he drove by this property and the debris from the shed west of the house is gone. DC Wiers explained she had called Ramon as directed by the Council to explain he could haul the debris to 1145 G Street and have it burned during the controlled burn of this property. **1120 5th Street & 728 9th Street:** City Atty Stehlik-Ladman had emailed the City Office on Nov. 7th to let the City know she was going to give the information to the newspaper yet that morning so the public notices of abatement could be run in the newspaper the following week. **200 11th Street:** Council Member Fisher made contact with Mr. Burcham and hauled mattresses, fans, and plastic to the curb for the city-wide clean-up completed on Nov. 3rd. Fisher offered to help Mr. Burcham with more clean-up around the property.

TABLED FROM LAST TWO MEETINGS: *Updates to Employee Handbook under Attendance & Tardiness plus On-Call Pay:* DC Wiers explained that City Atty Stehlik-Ladman had emailed the city office late morning with an update on several issues which included the Employee Handbook and the email was included in the packet. Council Member Hatfield read the city attorney's recommendations from the email. Therefore, when an employee calls in they have to give a specific reason for being absent along with whether they are using vacation or sick leave. If the employee doesn't show up for work without calling, then there would be disciplinary action as stated in paragraph 2 in the Discipline Policy. Under SICK Leave, currently, if an employee is gone for three days or more, they have to have a doctor's note. Suggested wording is "when unable to report to work due to illness or injury, employees must notify their immediate supervisor in accordance with the call-in requirements of the Absenteeism and Tardiness Policy, except in an emergency. Employees are required to provide a doctor's note or other reasonable documentation if the employee has used paid sick time for three (3) or more consecutive workdays. Jennifer suggested adding the word (the) between hand and emergency on the On-Call policy. According to the Dept. of Labor website, it is okay requiring documentation if an employee is absent 3 or more consecutive days. Under disciplinary action, currently, the employee handbook states the first step is a verbal warning but Council Member Hatfield feels the disciplinary action should go straight to a written warning. Council Member Hatfield moved to update the employee handbook under On-Call policy to add the word "the" between hand and emergency and under the ATTENDANCE AND TARDINESS section "When reporting your absence, you must: (1) Give the specific reason for your absence, (2) State whether you are using vacation or sick leave hours for the paid time off, and (3) Give the date when you expect to return to work. A notification consisting of "I'm not coming in today" will not be considered an approved absence. An employee who 'No Call, No Shows' for work shall receive a written warning pursuant to the Discipline Policy, Paragraph 2." Council Member Eisenhower seconded the motion. Roll Call vote indicated all present voting in favor of the motion, whereupon motion carried. Council was in agreement that all employees sign off on the employee handbook updates.

Report and update from Council Member Eisenhower: Items for discussion are: *Establish Policy/Late Fees for nonpayment of Camping Fees:* Council Member Eisenhower explained there have been issues with people pulling into the campground and not paying plus people pulling into the campground for an extended period of time and not paying because "we are trying to help them." There are two others who have not paid their past due bill so we need to

establish a policy for dealing with camping fees that are not paid, timely. Technically, a camping fee should be paid before a camper is there or within two hours of arrival. Council Member Fisher asked what is stated on the sign at the Pawnderosa? Council Member Eisenhower said it states what the camping fees are. Council Member Fisher suggested having a sign that lists the camping policy and to contact the “on-call” phone or the city office. The camping fees are listed on a sign by campsite #7 but the on-call phone number is listed on a different sign. It was suggested to have a separate sign listing the policy and the fees when you first enter the campsite. Council Member Eisenhower stated there has been some discussion about installing a mail slot in the middle door of the restrooms for payments along with a holder with envelopes to put payments in. DC Wiers contacted Arbor Ink in Beatrice to print up the payment envelopes with a tear off slip to display on the vehicle. Council Member Eisenhower visited with City Atty Stehlik-Ladman about writing an ordinance and policy concerning nonpayment of fees. If people have not paid, they will be given a deadline for payment and if not paid, then the camper will be towed. Eisenhower said she talked with Sheriff Lang and he told her that a plan was in place to tow a specific camper and when he called the City Office that morning, the plan had changed. He was ready to have the camper towed and had a tow truck lined up for the task. Eisenhower said she found out things had changed and “it was not pretty.” Council Member Hatfield said the clerk was there by herself. Eisenhower said yes, she was there by herself and she is a sweetheart but we were done with it. This situation was similar to the camper parked over by the Van Horne park. Jennifer suggested setting a policy for late fees along with a camping ordinance. Council Member Eisenhower recommends “campers must register and pay their applicable fees within two hours of arrival. Failure to do so will result in a \$10.00 late fee. If not paid in full within seven days of arrival, there will be another \$10.00 late fee and if the outstanding balance is not paid within 14 days, an additional \$25.00 late fee will be assessed and you will be barred from camping until the outstanding balance and applicable late fees are paid in full. Failure to pay the outstanding balance within 21 days will result in your debt going to a collection agency.” Council Member Hatfield asked how many issues have there been with people being late and not paying. Council Member Eisenhower said lately, there have been quite a few. Right now there is a person with \$440.00 balance because we were generous because “she, the camper, had issues.” Council Member Hatfield asked how much it would cost to send a debt to collections? Council Member Eisenhower stated Jennifer recommended sending this to collections because it would be cheaper than paying her to take someone to court with no guarantee of getting the money but a person would get at least part of their money through collections. Discussion was had whether to display this information on a separate sign or include with the main camping sign and what information should be included on the sign. Council Member Hatfield suggested putting the city office phone number on the sign along with the amount for camping, stating it has to be paid within 2 hours, and if it is on a Saturday or Sunday, then list the on-call phone number. Discussion was had to return to displaying reserved signs with magnetic strips on the back on camping spots plus lock up the electrical and water until the person has paid. The signs would just state “reserved” and not the person’s name. This would prevent a camper from coming in there and not paying. Eisenhower stated it is a nice park and she would like to prevent the recent activity from happening again in order to keep the park nice. Also, when someone calls in to make a reservation, they should only reserve a spot for themselves which will cut down on past confusion concerning reservations. The solar panel for the Pawnderosa camera has not been received yet. Council Member Eisenhower moved to approve the policy concerning new late camping fees: “Campers must register and pay their applicable fees withing two hours of arrival.

Failure to do so will result in a \$10.00 late fee. If not paid in full within seven days of arrival, there will be another \$10.00 late fee and if the outstanding balance is not paid within 14 days, an additional \$25.00 late fee will be assessed and you will be barred from camping until the outstanding balance and applicable late fees are paid in full. Failure to pay the outstanding balance within 21 days will result in your debt going to a collection agency. Also, the electrical boxes and water hydrants will be kept locked until camping has been paid.” Council Member Hatfield seconded the motion. Roll Call vote indicated all present voting in favor of the motion, whereupon motion carried.

Report and Update from City Foreman Cumley: *Report on how City-Wide Fall Clean-Up Day went:*

Foreman Cumley explained city-wide clean up was successful and the city crew hauled away 21,000 lbs. of trash to the dump. Cumley stated the city crew also cleaned up the metal dump because people had discarded furniture and wooden pallets there. The City Office has not yet received a bill for this from Seneca Sanitation. There was a total of 6 dump trailer and 6 dump truck loads hauled away. There was quite a lot of metal this year, too. Foreman Cumley added they will no longer haul away glass. Several addresses had glass including windows set out on tarps to haul away. The tarps tore when they were being picked up and the glass broke. Also, the broken glass flew out of the back of the trucks and created another mess. So next year, NO GLASS. Council Member Hatfield suggested setting up 3 or 4 roll off dumpsters for people to put their own stuff in (that are able to take it themselves). Discussion was had that there may not be 3 or 4 roll off dumpsters available at one time and what if people threw unauthorized items in the dumpsters? ***Discuss any updates to Sewer Plant Issues:*** Cumley stated everything is working but still waiting for a quote on a new flow meter plus install. The effluent numbers are better than they were. He is still waiting on a new jet pump so Foreman Cumley called again. Cumley was able to reset the jet pump that kept tripping so now the sewer plant is running on 3 of the 4 jet pumps. The cleaning on Well #1 has been scheduled, hopefully, in January. Sewer slip lining is scheduled for next week and they will be over to run their camera through the lines to inspect them before the slip lining actually takes place. ***Discuss various City Crew Projects:*** The new decorative lampposts were delivered but did not have the GFCI outlets installed on them. DC Wiers explained she found the order form for the lamp posts and the GFCI outlets were listed on the form. She emailed it back to Tuscumbia last week but has not yet received a reply. So, she plans to call them this week. Council Member Hatfield suggested not installing the new lamp posts until we hear back from Tuscumbia. He feels the City should return the lamp posts; Tuscumbia should pay for the shipping which was around \$500; then send the City the correct lamp posts. DC Wiers explained she wanted to discuss this item with the Council to get their guidance on what they want to do about the situation. Council agreed with this direction. DC Wiers explained it took many months to receive the three lamp posts with many reminders. Council Member Eisenhower suggested DC Wiers be more assertive when she calls Tuscumbia back. The pond and park restrooms have been winterized and heaters installed in the pond restrooms. The water level at the Wells is holding steady. The cleaning on Well #1 has been scheduled, possibly, in January. Hopefully, the screens are just dirty and the water production will increase after the screens are cleaned. There is a chance that when it is cleaned they might find other problems like the hole that was found in Well #2 which had to be re-lined. Council Member Hatfield stated he hopes the wells can be maintained for 10 more years before needing replaced. Cumley stated the south end of G Street may not be repaired before winter. Mayor Hatfield suggested repairing it in the spring before Binders start planting.

Discuss ANY Clean-up Progress made at Klepper & Sons Bait Shop Property from last meeting: Discussion was had that Kleppers have cleaned up the trees on the west side of the property and cleaned up items around the garage. Mayor Hatfield stated it appears Kleppers have started cleaning up the brush on the east side of the property too. It was suggested that Mr. Klepper could cut the trees out of the chain-linked fence or the fence will be ruined. It was also suggested that a letter could be sent to the Kleppers thanking them for cleaning up the property.

Review Correspondence: Council reviewed flyers for the Chamber's 2025 Christmas Festival to be held Dec. 4th from 5:00 p.m. to 7:00 p.m. Also, Julie Bauman will be onsite all day Monday, Nov. 24th to complete the 2024 – 2025 fiscal year annual audit.

Council Member Fisher moved to adjourn the meeting. Council Member Eisenhower seconded the motion. Roll Call vote indicated all in favor of the motion and meeting adjourned at 8:20 pm.

ATTEST: Kellie A. Wiers, Deputy City Clerk

Charlie Hatfield, Mayor