

CITY OF HASTINGS, NEBRASKA
MINUTES OF CITY COUNCIL WORKSESSION
Monday, October 15, 2018

Pursuant to due call and notice thereof, a Worksession Meeting of the City Council of the City of Hastings, Nebraska was conducted in the Second Floor Conference Room of City Hall, 220 N. Hastings Avenue, on October 15, 2018.

The meeting was called to order at 5:30 p.m. in Worksession by Councilmember Odom with the following members present: Paul Hamelink, Butch Eley, Ginny Skutnik, Corey Stutte, Sarah Hoops. Absent: Jeniffer Beahm, John Harrington, Scott Snell.

Councilmember Odom read the Public Notice - Official Notice of the Worksession was published in the Hastings Tribune on Friday, October 12, 2018. Pursuant to Nebraska Revised Statute Section 84-1412, the public is advised that a copy of today's agenda and all reproducible written material which will be discussed at today's meeting is available. Also, a current copy of the Nebraska Open Meetings Act is posted and accessible to members of the public.

Councilmember Sarah Hoops entered the meeting at 5:33p.m.

1. Discussion on Employee Handbook.

Lori Hartman, Director of Human Resources, and Dave Ptak, City Attorney, spoke on this item. The intent of the Employee Handbook is to get all rules and regulations for employees in one place. A working draft was given to members of the City Council for review. Dave Ptak stated that City Code Chapter 3 has been divided into three separate parts: Civil Service, Personnel Rules, and Hiring Practices. The first part is an ordinance that will amend Chapter 3 to make Civil Service Commission applicable only to police and fire. We also pulled out portions of Chapter 3 that deal with personnel actions for non-union employees. Lori Hartman is working on the hiring practice portion, since we now have a Human Resource Department.

The safety, drug testing, social media, and electronic resources policies are being worked on at this time and will be included in a future draft. Personnel rules include sick leave, vacation, and retirements, which are based on comparability. These are also based upon what prior utility and city policies were, while trying to create a win-win for both sides. When conflicts arose, comparability ruled.

Multiple communities were surveyed to arrive at this draft. We tried to make it as simple and as clear as possible. The idea is to take it out of needing an ordinance to make a change, instead bringing it to the council for a review and approval on changes. One of the biggest changes is the Appellate Board, set out in the policy. Employees were concerned they would not have an appeal process without the Civil Service Commission. An Appellate Board will be formed and hear employee appeals and grievances. Civil Service will continue to hear police and fire grievances.

Discussion was held on the language in the handbook for travel time pay. Dave Ptak stated the language comes directly from the Fair Labor Standard Act. He stated there have been questions regarding employees going to out of town conferences and what is compensable or non-compensable.

Discussion was held on direction for employees talking to the media. Dave Ptak stated this is not in the handbook, but wording could be added.

2. Discussion on clean energy options.

Kevin Johnson, Utility Manager, spoke on this item. He gave a handout to all councilmembers. We are not ready to talk about rates, cost, or locations. Renewable energy surveys are in the process of going out to all customers and are also posted on the city website and other sources. The survey was mirrored

off the one that went out in Fremont. There are two types of approaches: purchase power agreement (Grand Island) or participation in the construction (Fremont).

We are vetting potential solar field locations. We are specifically concentrating on city owned property. We are working with industry experts in the solar field. We are concentrating on solar, but have been approached by Blue Stem to lease property for another wind turbine. Derek Zeisler and Jason Redding (Energy Supply Group) are working daily on these things. We are not committing to anything besides assessing. We want to understand potential impacts to rates, cost, and the timeframe involved. We originally targeted assessment for the first quarter of the fiscal year, but it matters how quickly we can get others in to talk. The most recent effort is in Energy Storage and Solar/Wind conferences.

We don't want to do anything detrimental to the coal plant. Coal units are important and we must operate them as efficiently as possible. Environment has changed over the past few years and we need to diversify to some level.

3. Closed session for the discussion of negotiations.

Moved by Ginny Skutnik seconded by Sarah Hoops to move into closed session at 6:10p.m. for reason of litigation and negotiation. Roll Call: Ayes: Paul Hamelink, Phil Odom, Butch Eley, Sarah Hoops, Ginny Skutnik. Nays: None. Absent: Jeniffer Beahm, John Harrington, Scott Snell. The motion carried.

Moved by Butch Eley seconded by Sarah Hoops to move out of closed session at 7:09p.m. Roll Call: Ayes: Paul Hamelink, Phil Odom, Butch Eley, Sarah Hoops, Ginny Skutnik. Nays: None. Absent: Jeniffer Beahm, John Harrington, Scott Snell. The motion carried.

Moved by Ginny Skutnik seconded by Butch Eley there being no further business to adjourn at 7:09p.m. Roll Call: Ayes: Paul Hamelink, Phil Odom, Butch Eley, Sarah Hoops, Ginny Skutnik. Nays: None. Absent: Jeniffer Beahm, John Harrington, Scott Snell. The motion carried.