

The regular meeting of the Village Board of Bancroft was convened in open and public session on Monday, August 3 at 7:00 p.m. Present: Trustees: Peirce, Rief, Soll and Hermelbracht. Absent: Hulstein. Also present is Chief of Police Davis and other interested persons.

Advance notice of the meeting was published in the Wisner News Chronicle on July 31, 2020. Proof of publication is being attached to these minutes.

Chairperson Hermelbracht called the meeting to order and stated that a copy of the "Open Meetings Act" was on display in the meeting room.

Motion was made by Peirce, seconded by Rief to approve meeting minutes from the July 6, 2020 meeting. RCV: Ayes; Soll, Peirce, Rief and Hermelbracht. Absent: Hulstein.

Motion was made by Peirce, seconded by Soll to approve LARM Insurance Renewal Resolution NO. 2020-08. RCV: Ayes; Peirce, Rief, Soll and Hermelbracht. Absent: Hulstein.

**League Association of Risk Management  
2020-21 Renewal Resolution**

**RESOLUTION NO. 2020-08**

WHEREAS, The Village of Bancroft is a member of the League Association of Risk Management (LARM);

WHEREAS, section 8.10 of the Interlocal Agreement for the Establishment and Operation of the League Association of Risk Management provides that a member may voluntarily terminate its participation in LARM by written notice of termination given to LARM and the Nebraska Director of Insurance at least 90 days prior to the desired termination given to and that members may agree to extend the required termination notice beyond 90 days in order to realize reduced excess coverage costs, stability of contribution rates and efficiency in operation of LARM; and

WHEREAS, the Board of Directors of LARM has adopted a plan to provide contribution credits in consideration of certain agreements by members of LARM as provided in the attached letter.

BE IT RESOLVED that the governing body of The Village of Bancroft, Nebraska, in consideration of the contribution credits provided under the LARM Board's plan, agrees to:

- ☐ Provide written notice of termination at least 180 days prior to the desired termination date, which date shall be no sooner than September 30, 2023. **(180 day and 3 year commitment; 5% discount)**

Adopted this 3rd day of August, 2020.

Motion was made by Soll, seconded by Rief to approve the purchase of a new in car camera for Chief Davis for the police vehicle. The village was approved for a \$3500.00 grant from the State of Nebraska for the cost of the new camera. Clerk Novak applied for another grant in hopes to get the rest of the camera and installation costs covered. The camera will cost \$5,020.00 and installation is \$400.00. RCV: Ayes; Peirce, Rief, Soll and Hermelbracht. Absent: Hulstein.

Motion was made by Rief, seconded by Peirce to approve Bader's Street Tarring bid for 2020-2021 street maintenance for \$22,940.00. RCV: Ayes; Peirce, Soll, Rief and Hermelbracht. Absent: Hulstein.

Motion was made by Soll, seconded by Rief to approve Peters Lawn Service Mowing contract for 2020-2021. RCV: Ayes; Peirce, Rief, Soll and Hermelbracht. Absent: Hulstein.

Reviewed final proposed budget. The only increases made were to payroll and water repair and maintenance for 2020-2021.

Motion was made by Soll, seconded by Rief to approve final proposed budget for 2020-2021 of \$813,884.50. RCV: Ayes; Peirce, Soll, Rief and Hermelbracht. Absent: Hulstein.

Board decided to give a 3% wage increase to Clerk Novak for a gross wage of \$32,197.92 plus \$650.00 per month HSA contribution, a 3% wage increase for utilities superintendent Redding for a gross wage of \$49,796.88 plus \$650.00 per month HSA contribution, a 3% wage increase to Chief of Police Davis at \$15.45 per hour, and a 3% wage increase for head librarian Bargmann at \$10.93 per hour. Librarian Bargmann suggested giving each part time library employee the same hourly rate. One employee is at \$9.00 while the others are at \$9.27. It was discussed giving every the same \$9.27 hourly rate since none of the library employees got a raise last year, chairperson Hermelbracht suggested giving the part time library employees all \$9.50 per hour which isn't quite a 3% wage increase. Motion was made by Rief, seconded by Peirce to give maintenance superintendent Redding, village clerk Novak, Chief of Police Davis and head librarian Bargmann a 3% wage increase, and the part time library workers \$9.50 per hour for 2020-2021. RCV: Ayes; Peirce, Rief and Hermelbracht. Nays; Soll. Absent: Hulstein.

Discussion was held on the employee vacation policy. The current policy doesn't have anything about how many days a full time employee can roll over each year. The sick leave policy states an employee can only accumulate 12 days total for sick leave. Maintenance superintendent Redding has 79 days of vacation built up and the board would like to see him use most of them if possible. Trustee Soll and Rief believe a cap needs to be put on the employee vacation days. After three years of employment with the village an employee can have 30 days accumulated if no vacation days are ever taken. The board decided that would be a fair number for a maximum of vacation days a person can roll over each calendar year if vacation days are not taken. With that cap of 30 days, Redding has 49 days to either use up by the end of 2020 or the board needs to pay out those days to start the new policy in 2021. Trustee Soll suggested paying whatever days Redding doesn't have used in December 2020 and if Redding would want the additional 15 days that he could get January 1, 2021 he needs to use 15 days in December. Redding didn't feel it was fair to wait until December to pay out the 49 days since he will only have the month of December to use the 15 days he earned for 2020. It was suggested to pay out the 49 vacation days now and then Redding will have almost four months to use 15 vacation days. After December 31, 2020 any days not used will not roll over for 2021 and Redding can't have more than 30 vacation days starting January 1, 2021. Redding plans to take some days off in August for a small vacation and will work on getting more days used by the end of 2020. Motion was made by Rief, seconded by Soll to add a maximum of 30 vacation days accumulated to the personnel policy for all full time employees that receive vacation days and pay Redding 49 vacation days before October 1, 2020. RCV: Ayes; Rief, Peirce, Soll and Hermelbracht. Absent: Hulstein.

Trustee Soll would like to discuss the old fire hall building and the unmetered water. The rural fire board plans to auction off the building in September and they would like to know when a meter needs to be

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put in and how big of a meter. Depending on who or what sort of business will be in that building and if they will need a 6" meter or that big of line into the building. No one was certain on where the water comes in and where a meter would need installed. The board decided that the village would be responsible for the cost of a meter to be placed up to a 2" meter and the install price will be on the building owner.

Reviewed council reports.

Reviewed delinquent utility accounts.

Motion to pay July bills made by Peirce, seconded by Rief. RCV: Ayes; Rief, Peirce, Soll and Hermelbracht. Absent: Hulstein.

A motion to adjourn was made by Rief, seconded by Peirce. RCV: Ayes; Rief, Peirce, Soll and Hermelbracht. Absent: Hulstein. Meeting adjourned at 8:50 PM.

*Michael Hermelbracht, Chairperson*

*Megan Novak, Village Clerk*

July Wages		9,059.79
BHE	natural gas	246.00
C&J Auto	repairs	438.14
Capital One Card	utilities/books/tests	4,877.17
Cengage Learning	library	48.73
Center Pt Lg Print	library	84.63
Coast to Coast Comp.	library	335.94
Cuming County Industries	repairs	97.00
D. Redding	phone reimbursement	40.00
Jensen Plumbing	water	446.29
Johnson and Mock	law fee	384.19
Kings Disposal	trash fee	3,770.00
League of NE Munc.	membership	787.00

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MicroMarketing	library	35.99
NE Dept of Revenue	tax levy	1,333.59
NE Public Health Env Lab	test fee	205.00
Olsons Pest Tech	bug spraying	135.00
Peters Lawn	mowing	1,195.84
Quality Printing	library	125.89
Quill.com	library	89.87
Renz Electric	maintenance	508.00
Ru-Des Mart	fuel	228.28
Schmader Landfill	park	354.90
Wisner News	publishing	94.38
<b>TOTAL</b>		<b><u>\$24,921.62</u></b>
 <b>Paid LB840 Account</b>		
Johnson and Mock	law fee	570.00
<b>TOTAL</b>		<b><u>\$570.00</u></b>