Notice of the meeting was given in advance by publication in the Sheridan County Journal Star, the designated method for giving notice as shown by the affidavit of publication on file in the City Clerk's office. Agendas of the meeting were simultaneously given to the Council President and all members of the Council. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

A meeting of the City Council of the City of Gordon was called to order by Council President Dehart at 6:00 p.m., October 30, 2025, in the Council Chambers of the City Auditorium. The Council President noted the location of the Open Meetings Laws in the back of the room.

Present: Petersen, Gates, Woodbeck and Dehart.
Absent: Evans.

Motion by Woodbeck, seconded by Petersen to approve the minutes from the October 9, 2025 regular meeting. Ayes: Gates, Woodbeck, Dehart and Petersen.

Abbreviations for this legal: EX, Expense; FE, Fee; GR, Groceries; MI, Mileage; RE, Reimburse; RPT, Report; SA, Salaries; SE, Services; SU, Supplies.

Motion by Petersen, seconded by Woodbeck to approve the October 24, 2025 Payroll Warrants. Ayes: Woodbeck, Dehart, Petersen and Gates.

PAYROLL LIABILITIES

EFTPS	**Federal Tax Payment System**	**RE**	**$12,438.36**
EFTPS	**NE Child Support Pymnt Center**	**RE**	**$260.77**
55897	**City of Gordon**	**RE**	**$820.00**
55898	**Credit Management Services**	**RE**	**$178.22**
55899	**Flex Spending**	**RE**	**$100.00**
55900	**NW Mutual**	**RE**	**$4,955.23**
EFTPS	**Ameritas -Vision Ins**	**RE**	**$261.36**
EFTPS	**Ameritas - Dental Ins**	**RE**	**$739.56**
EFTPS	**NW Mutual - Disability Ins**	**RE**	**$447.47**
EFTPS	**AFLAC**	**RE**	**$2,140.28**
EDEP	**Employee Paychecks**	**SA**	**$35,573.99**
	TOTAL PAYROLL WARRANTS		**$57,915.24**

Motion by Woodbeck, seconded by Gates to approve the October 30, 2025 Expense Warrants. Ayes: Dehart, Petersen, Gates and Woodbeck.

EXPENSE WARRANTS

EFTPS	**General Checking**	**SE**	**$23,899.66**
EFTPS	**Airport Authority**	**RE**	**$2,939.04**
EFTPS	**Airport Bond Savings MM**	**RE**	**$1,364.91**
EFTPS	**Fleet Services**	**SU**	**$1,905.10**
55895	**Scott Fisher**	**RE**	**$3,323.47**

55901	**Brewer Bucket Truck**	**SE**	**$7,250.00**
55902	**The Business Connection**	**SU**	**$374.08**
55903	**Casey Peterson & Associates**	**SE**	**$3,100.00**
55904	**DAS State Accounting**	**SE**	**$143.00**
55905	**Feld Fire**	**SU**	**$584.50**
55906	**Great Plains**	**SE**	**$1,527.46**
55907	**Cengage/Gale**	**SU**	**$69.68**
55908	**GPM**	**SE**	**$448.00**
55909	**Hinn's Auto Supply**	**SU**	**$58.00**
55910	**Core & Main**	**SE**	**$23,899.66**
55911	**IAMRESPONDING**	**SE**	**$778.00**
55913	**Library Petty Cash**	**RE**	**$65.00**
55914	**Loup Valley Lighting**	**SU**	**$487.50**
55915	**MASA**	**EX**	**$882.00**
55916	**Madison National Life**	**EX**	**$159.74**
55917	**NE City Manager's Association**	**FE**	**$100.00**
55918	**NE Rural Water**	**SE**	**$415.00**
55919	**Outdoor Recreation**	**SU**	**$240.89**
55920	**BH Energy**	**SE**	**$502.38**
55921	**NE Public Health Env Lab**	**SE**	**$48.00**
55922	**Sales Tax Infrastructure MM**	**RE**	**$12,676.91**
55923	**That Tree Man (Jerry Hardin)**	**RE**	**$1,060.82**
55924	**Triangle Electric**	**SE**	**$1,813.61**
55925	**USPS**	**SE**	**$234.00**
55926	**Verizon**	**SE**	**$160.10**
55927	**ULINE**	**SU**	**$88.50**
55928	**Westco**	**SU**	**$2,840.21**
55929	**Keith Wolkins Sr**	**RE**	**$200.00**
55931	**Neil Skinner**	**SU**	**$266.33**
55932	**Clay Heath**	**RE**	**$152.93**
	TOTAL EXPENSE WARRANTS		**$94,058.48**

Councilmembers were given options for repairs to the elevator at the city auditorium. The elevator is aging and it is becoming increasingly difficult to find replacement parts. Currently, the doors need to be replaced which is the cheapest option with an estimated cost of $51,000. The cost to modernize and replace the elevator is estimated at $200,000. City Manager Fleming is researching other options to remain in compliance with the American Disability's Act. No action was taken on this item.

City Manager Fleming reviewed with council the current policy regarding bereavement leave, paternity/maternity leave and current paid holidays for employees. City Manager Fleming began the review after the recent loss suffered by an employee, and in his opinion the current three day bereavement leave is not enough. Council discussed raising the bereavement and maternity/paternity leave to five days and adding Columbus Day and the day after Thanksgiving to the paid holidays received by City of Gordon employees. City Manager Fleming will draft a resolution to be reviewed and approved by the council for the November 13 council meeting.

Councilman Woodbeck asked City Manager Fleming to draft an ordinance separate from Ordinance 1246: Establishing Water and Wastewater Rates, so that an automatic 2% increase in rates each year for the next three years. Motion by Woodbeck, seconded by Gates to pass 2nd reading of Ordinance 1246: Establishing Water and Wastewater Rates. Ayes: Petersen, Gates, Woodbeck and Dehart.

Motion by Gates, seconded by Woodbeck to pass Resolution 2025-16. Ayes: Gates, Woodbeck, Dehart and Petersen.

CITY OF GORDON, NEBRASKA
RESOLUTION 2025-16

A RESOLUTION ESTABLISHING COMPENSATION RATES FOR THE GORDON VOLUNTEER RESCUE SQUAD

WHEREAS, the Gordon Volunteer Rescue Squad plays a critical role in providing emergency medical services and support to the residents of the City of Gordon, and surrounding areas, demonstrating exemplary commitment and dedication to public safety and health, and

WHEREAS, the members of the Gordon Volunteer Rescue Squad, including certified Emergency Medical Technicians (EMTs) and non-certified personnel, contribute their time and expertise to respond to emergencies and serve the community, and

WHEREAS, to ensure fair compensation for the vital services provided by these volunteers, as well as to recognize their dedication and encourage continued participation, it is necessary to establish a compensation structure that adequately reflects their contributions, and

WHEREAS, Section 1-203 of the Gordon Municipal Code states in part that a qualification to be an elected official of the City of Gordon is that an elected official may not hold any other employment position with the City of Gordon

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GORDON, NEBRASKA:

Section 1. Compensation Structure: Effective October 1, 2025, the compensation for the Gordon Volunteer Rescue Squad, except any member of the Gordon Volunteer Rescue Squad that is an elected official of the City of Gordon who cannot be employed by the City of Gordon shall be established as follows:

-Certified Emergency Medical Technicians (EMTs) will receive a compensation rate of $40.00 per call.
-Non-certified personnel will receive a compensation rate of $20.00 per call.

Section 2. Funding: The necessary funds to support this compensation structure shall be appropriated from the City's budget, through the ambulance service income ensuring that the compensation for the Gordon Volunteer Rescue Squad is sustainable and properly managed.

Section 3. Review Period: The City Council shall review the compensation rates as needed to ensure the rates remain fair and competitive, and to consider any adjustments based on the city's budgetary constraints and the needs of the rescue squad.

BE IT FURTHER RESOLVED, the Gordon Volunteer compensation plan will retroactively go into effect October 1, 2025.

Passed and approved this 30st day of October, 2025.

CITY OF GORDON, NEBRASKA

___/s/ Alyssa Dehart_____
COUNCIL PRESIDENT

ATTEST:

_/s/ Kim Buchan_____
CITY CLERK

Motion by Petersen, seconded by Gates to approve Wellspring Chapel's request to close East Fifth Street from N Main east to the alley on October 31, 2025 from 5:00 pm to 8:00 pm for their annual Trunk or Treat event. Ayes: Woodbeck, Dehart, Petersen and Gates.

Motion by Woodbeck, seconded by Petersen to deny local approval to the Special Designated Liquor license application submitted by Cindy Nollette (Niobrara Valley Vineyards) for the CARE event on December 13, 2025 to be held in the city auditorium based on alcohol not being allowed in the city auditorium. Ayes: Dehart, Petersen, Gates and Woodbeck.

Motion by Woodbeck, seconded by Gates to approve the application made by Brandon Zyweic for membership to the Gordon Volunteer Rescue Squad and to thank him for his service to our community. Ayes: Petersen, Gates, Woodbeck and Dehart.

The second council meeting in November is scheduled for Thanksgiving (November 27) and the second council meeting for December is scheduled for Christmas Day (December 25). After some discussion, motion by Gates, seconded by Petersen to change the meeting schedule for November and December to:

Thursday, November 13, 2025 at 6:00 pm
Thursday, December 4, 2025 at 6:00 pm
Thursday, December 18, 2025 at 6:00 pm

Ayes: Gates, Woodbeck, Dehart and Petersen.

Council was given the September 2025 Utility Department Report.

During the Public Comment agenda item, Utility Superintendent Shane Pascale informed council that he is planning repairs to the water tank in this fiscal year that were not budgeted for, but can be absorbed by the current budget.

With no further business, motion by Woodbeck, seconded by Petersen to adjourn at 6:39 pm. Ayes: Woodbeck, Dehart, Petersen and Gates.

/s/ Kim Buchan
City Clerk

/s/ Alyssa Dehart
Council President

I, the undersigned, City Clerk for the City of Gordon, Nebraska hereby certify that the foregoing is a true and correct copy of the proceedings had and done by the Mayor and Council on October 30, 2025; that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting kept continuously current and available for inspection at the office of the City Clerk; that such subjects were contained in said minutes of the Mayor and Council of the City of Gordon from which the foregoing proceedings were written from and available for public inspection within ten working days and prior to the next convened meeting of said body; that all news media requesting notification of the time and place of said meeting and the subjects to be discussed at said meeting.

/s/ Kim Buchan
City Clerk