

VILLAGE of SUTHERLAND
BOARD OF TRUSTEES Regular Meeting
January 8, 2025 at 6:00 P.M.
Public Hearing – Sutherland Rodeo Committee Liquor License
January 8, 2025 at 6:30 P.M.

1 The Village of Sutherland Board of Trustees held a Regular Meeting on January 8, 2025,
2 at 6:00 P.M. in the Village of Sutherland Meeting Room, located at 1200 First Street, Sutherland,
3 Nebraska. Notice of this meeting was given by posting notice in four public places, the
4 designated method by the Village Board of Trustees. The agenda for this meeting was kept
5 continuously current and available for inspection at the Office of the Village Clerk.

6 Chairman Meyer called the Regular Meeting of the Board of Trustees to order at 6:00
7 p.m. Members present upon roll call were **Scott Meyer, Kimberly Backer, Felicia Patrick, Derek**
8 **Dempcy, and Justin Nelms**. Quorum was established. Also present were Village Superintendent
9 Casey Kendall, Village Clerk Bonnie Ralston, and Village Attorney Rory Roundtree. The guests
10 present were Frank Fleecs, Jim Dickerson, Janet Mueller, Tim Vaughn, Doug Jochum, Milan
11 Moore, Linda Tacey, Gene Tacey, and Wiley Currant. If all the names are not included, it is only
12 by error, absence of signature or undecipherable signature in the guest book.

13 The Board of Trustees and all present rose and recited the Pledge of Allegiance.

14 Chairman Meyer gave notice of the open meeting law poster and its location and proper
15 procedure for guests.

16 The Board read the minutes for the regular meeting of the Board of Trustees December 11,
17 2024, regular meeting. Motion Dempcy to approve the minutes as presented. Second Patrick.
18 Voting yes: Backer, Dempcy, Patrick, Meyer, Nelms. Voting no: none. Motion carries.

19 Meyer then gave the Sheriff’s report. In December of 2024, there were 120 calls for service,
20 15 traffic violations, and no village code violations. The Sheriff’s department logged 149.72 hours
21 in the village in December, when added to the previously logged hours that brings the total of
22 hours to 265.22 hours out of the contracted 1200 hours with the Sheriff’s department.

23
24 **UNFINISHED BUSINESS:**

25
26 The topic of storm/sewer drainage was addressed, as was the sewer lagoon drainage.
27 Superintendent Kendall stated there was nothing new on this item.

28 Walnut Street property was addressed. Roundtree has requested a title opinion now that the
29 title search is completed.

30 The Tree Board grant agenda item was discussed. Linda Tacey requested this be removed
31 from the agenda.

32 Fencing on the north lot was discussed. Kendall and Trusty-Solko have completed about
33 6 feet of them. This took approximately forty-five minutes to an hour with both working on it.
34 Kendall stated it is a process, and kinks on the fence make it more difficult. Meyer requested this
35 remain on the agenda for discussion of options at the next meeting.

36 Reappointment of Village of Sutherland Street Superintendent was next on the agenda.
37 Tom Werblow was not present for this meeting but had previously agreed to this reappointment
38 if the Board chose to do so. Motion Backer to reappoint Tom Werblow of TC Engineering as the
39 Street Superintendent for the Village of Sutherland. Second Dempcy. Voting yes: Patrick,
40 Meyer, Backer, Nelms, Dempcy. Voting no: none. Motion carries.

41 Growth Committee reappointment was addressed. Motion Patrick to reappoint Linda
42 Tacey, Gene Tacey, Cindy Rising, Haley Wurst, and Kathy McCune. Second Nelms. Voting yes:
43 Nelms, Backer, Dempcy, Meyer, Patrick. Voting no: none. Motion carries. Roundtree and
44 Patrick clarified that the reappointments were for the terms as indicated on the provided form.

45

GROWTH COMMITTEE	TERM	EXPIRES
Gene Tacey	3 years	January 2028
Linda Tacey	3 years	January 2028
Haley Wurst	2 years	January 2027
Cindy Rising	3 years	January 2028
Kathy McCune	2 years	January 2027

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47 Next on the agenda was the reappointment of the Board of Health. Motion Backer to
 48 reappoint the Board of Health as provided on the form for the 1-year term. Second Patrick.
 49 Voting yes: Dempcy, Patrick, Nelms, Backer, Meyer. Voting no: none. Motion carries.
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BOARD OF HEALTH	Department	APPOINTED
Scott Meyer	Chairman	2025
Roger Lathrop	Fire Chief	2025
Cindy Rising	Medical	2025
Capt. Dan Newton	Law Enforcement	2025
Linda Tacey	Citizen At Large	2025

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 53 **NEW BUSINESS:**
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55 The first new business agenda item was to accept the Warranty Deed and authorize
 56 payment for the Sutherland Swimming Pool replat. The purchase agreement was signed during
 57 the Community Redevelopment Authority meeting held January 8, 2025 at 5:30 PM. Motion
 58 Patrick to accept the deed and authorize payment. Second Dempcy. Voting yes: Backer,
 59 Dempcy, Patrick, Meyer, Nelms. Voting no: none. Motion carries.

60 Superintendent Kendall addressed the hiring of full-time employee for maintenance
 61 position agenda item. Kendall told the Board that he has been struggling to find part time help.
 62 Kendall feels he would have better luck finding a candidate who is willing to get all required
 63 certifications of the position were full-time. Kendall stated that if a dump attendant were not
 64 hired, the wage for that position could offset any additional insurance costs. Backer then asked if
 65 the roll-off would only be available during the week, Kendall replied that one option to allow
 66 some weekend time for the roll-off to be available would be to see if one of the current part time
 67 people would be willing to staff it two Saturdays of the month and the roll off could stay on the
 68 north lot, leaving the compost site open all the time. Meyer mentioned that if this was done,
 69 instead of thirty two hours a week for an attendant at the compost site, there would only be
 70 possibly 16 hours a month if the roll-off were available two Saturdays a month and during
 71 business hours the rest of the month. Backer stated she understood Kendall’s justification of
 72 wanting to train someone who would then get the certifications required, but said she was
 73 struggling with hiring another full-time person. Kendall asked why the Village would invest time
 74 and money into a part time position that doesn’t seem to stay filled. Kendall told the Board that it
 75 costs the Village approximately one thousand dollars to send each employee to schooling, and if
 76 that person moves on to a job somewhere else, the Village has spent that money for no reason.
 77 Frank Fleecs was in attendance and asked to address this item. Fleecs stated that employee
 78 retention is never a guarantee, and did not think this was a good excuse for hiring a full-time
 79 person. Kendall responded by saying that the Village needs a quality candidate and most of those
 80 seem to be looking for full-time work, not part-time. Fleecs also said that the difference in wage
 81 would need to be considered, compost site attendants made less than a full-time maintenance
 82 person would be paid. Fleecs also reiterated his statements from past budget meetings, asking
 83 what cuts would be made to compensate for this expense, and expressed concern about the state
 84 of the village finances. Meyer asked for further comments and said that he could see both sides
 85 of this discussion. Meyer stated that he understands Kendall’s stance and frustration on this
 86 because it is tough training someone only to have to start over a few months later and does agree
 87 that the chances of getting someone who would stay in the position are higher if it is a full-time
 88 one. Dempcy then asked Kendall how long until he plans to retire. Kendall replied about two
 89 years. Backer said that more thinking may need to be done on this and suggested that one thing
 90 that should be considered is hiring less summer help if a full-time position is added. Patrick feels
 91 this is a valid suggestion. Meyer suggested some numbers be gathered for this, wages from the
 92 last year, estimated wages for this year, and insurance costs. This will be revisited at the next
 93 meeting.

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94 The office has received several complaints concerning vehicles parked on the corner of
95 Elm Street and Hill View Drive. Doug Jochum was present to address this. Jochum stated he is
96 frustrated with a neighbor who has several vehicles that never move. Jochum has brought these
97 concerns to the office before. The office has sent nuisance letters and Kendall and Trusty-Solko
98 have chalked tires. Jochum stated that the neighbor simply pushes the vehicles forward a few
99 inches after this is done. Discussion was held on village code regarding vehicles and steps that
100 have already been taken on this matter. One of the vehicles may have expired plates, Backer
101 offered to follow up on this with the Sheriff if they are expired. Jochum also expressed concern
102 that debris builds up under the vehicles blocking drainage. This has led to water building up and
103 pooling in his yard, which he feels creates some risk for him when temperatures drop below
104 freezing. He also stated that, with snowfall, the vehicles being parked on the street makes
105 clearing the road difficult for village workers and narrows the road for passing vehicles.
106 Roundtree requested the office send him the pertinent sections of the code book for him to look
107 at and determine if revision of the code is needed.

108 NDOT Banner Permit was presented to the Board. This is a yearly permit any town along
109 a highway is required to submit. Motion Backer to authorize the chairman to sign the application.
110 Second Patrick. Voting yes: Nelms, Backer, Dempcy, Meyer, Patrick. Voting no: none. Motion
111 carries.

112 Bank account signatures were addressed next. Frank Fleecs was not reelected to the
113 Board, so will need to be removed from all account signature cards.

114 Backer motioned to remove Frank Fleecs as an authorized signer from all Village of
115 Sutherland owned Hershey State Bank accounts. Second Dempcy. Voting yes: Dempcy, Patrick,
116 Nelms, Backer, Meyer. Voting no: none. Motion carries.

117 Motion Backer to remove Frank Fleecs as an authorized signer from all Village of
118 Sutherland owned Adams Bank & Trust accounts. Second Patrick. Voting yes: Meyer, Nelms,
119 Dempcy, Patrick, Backer. Voting no: none. Motion carries.

120 Backer then motioned to add Justin Nelms as an authorized signer to all Village of
121 Sutherland owned Hershey State Bank accounts. Second Patrick. Voting yes: Backer, Dempcy,
122 Patrick, Meyer, Nelms. Voting no: none. Motion carries.

123 Motion Backer to add Justin Nelms as an authorized signer to all Village of Sutherland
124 owned Adams Bank & Trust accounts. Second Patrick. Voting yes: Patrick, Meyer, Backer, Nelms,
125 Dempcy. Voting no: none. Motion carries.

126 Purchase of a new computer for the maintenance shop was next on the agenda. The
127 maintenance computer is several years old and Integrated Computer Systems advised that a new
128 one would be needed. Motion Backer to approve the purchase of a new computer up to the quoted
129 price of \$1674.97 with the funds to come from the equipment fund. Second Nelms. Voting yes:
130 Nelms, Backer, Dempcy, Meyer, Patrick. Voting no: none. Motion carries.

131 Meyer addressed the BSB Construction payment agenda item next. Motion Patrick to
132 authorize the payment with the funds coming from the water department. Second Dempcy. Voting
133 yes: Nelms, Backer, Dempcy, Meyer, Patrick. Voting no: none. Motion carries.

134 At this point Meyer stated it was 6:30 PM and the public hearing would be opened.

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137 **PUBLIC HEARING – SUTHERLAND RODEO COMMITTEE LIQUOR LICENSE:**

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139 At 6:30 PM Chairman Meyer opened the public hearing regarding the Sutherland Rodeo
140 Committee liquor license application. Janet Mueller was in attendance to address this. Backer
141 asked Mueller if liquor would be stored on premises or only be brought in for events. Mueller
142 stated that there would be some stored on the premises when what was purchased for events was
143 not sold. Any remaining would be kept in a locked area. Mueller had spoken with both the
144 Department of Agriculture and the Nebraska State Patrol, neither had issues with the storage of
145 the alcohol. They are only waiting on the Fire Marshal inspection. Mueller also stated that the
146 main purpose in the Rodeo Committee getting a liquor license was that they are only allowed a

VILLAGE of SUTHERLAND
BOARD OF TRUSTEES Regular Meeting
January 8, 2025 at 6:00 P.M.
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January 8, 2025 at 6:30 P.M.

147 limited number of SDL’s yearly and they push the limit with events. Obtaining a liquor license
148 fixes this issue.

149 With no other comments at this time, Meyer left the public hearing open but returned to
150 regular agenda items.

151 At 6:41 PM Meyer adjusted back to the public hearing. Meyer asked if there were any
152 further comments from the public concerning the Sutherland Rodeo Committee liquor license
153 application. With no one commenting, Meyer closed the public hearing at 6:41 PM. Meyer then
154 stated he would entertain a motion concerning the approval or denial of the liquor license.
155 Motion Patrick to approve the liquor license for the Sutherland Rodeo Committee. Second.
156 Dempcy. Voting yes: Meyer, Nelms, Dempcy, Patrick, Backer. Voting no: none. Motion carries.

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159 **NEW BUSINESS:**

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161 Pool employee wages were discussed. The Nebraska minimum wage has been raised to
162 \$13.50 per hour. Currently the Village was starting new lifeguards at \$12.00. Motion Patrick to
163 increase base salary for pool employees to meet Nebraska minimum wage of \$13.50. Second
164 Backer. Voting yes: Dempcy, Patrick, Nelms, Backer, Meyer. Voting no: none. Motion carries.

165 Employee merit increases were skipped and Meyer addressed the RJ Meyer letter
166 concerning the audit. Backer stated that this is the yearly letter outlining the scope and objectives
167 and allowing them to perform our audit. Fees for the audit were briefly discussed and compared
168 to the fees from last year. Motion Backer to authorize the chair to sign the RJ Meyer letter.
169 Second Patrick. Voting yes: Backer, Dempcy, Patrick, Meyer, Nelms. Voting no: none. Motion
170 carries.

171 The damage done to the light pole on 1st Street was addressed next. Roundtree requested
172 this be taken to executive session as there is potential litigation with this.

173 At 6:42 PM Meyer asked for a motion to enter into executive session for discussion of
174 possible litigation and personnel. Motion Backer to enter into executive session for discussion of
175 potential litigation and personnel. Second Nelms. Voting yes: Meyer, Nelms, Dempcy, Patrick.
176 Backer. Voting no: none. Motion carries.

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178 Enter into executive session at 6:43 P.M., no action will be taken.

179

180 At 7:04 P.M. the Board came out of executive session. No action was taken.

181

182 One on the remaining agenda items, potential merit increases, was addressed. Backer
183 questioned if the increases should be done on the anniversary date of the employees full-time
184 status. Meyer stated that in the past merit increases were always addressed at the end of the year
185 after reappointments. Meyers concern was anniversary dates would require evaluations and
186 increases to be done several times throughout the year. After some discussion the Board
187 collectively agreed that this item would be addressed once a year. Meyer then asked if the Board
188 wanted to address each employee individually, Dempcy agreed that if the increase is based on
189 merit then each employee should be discussed individually. Backer asked the Board if Kendall
190 and Ralston’s could be considered since the Board had not conducted their evaluations. Meyer
191 felt that best practice would be for this to remain on the agenda for Ralston and Kendall, but
192 Trusty-Solko and Fear could be addressed at this meeting. Trusty-Solko was addressed first.
193 Meyer reminded the Board that Trusty-Solko did not receive a merit increase last year because it
194 was within a month of her six-month date and because of that had not received a merit increase
195 in two years. Meyer suggested a 5% increase for Trusty-Solko. Some discussion was held,
196 Backer stated that Trusty-Solko’s wage would increase from \$24.85 to \$26.09. Motion Meyer to
197 approve a 5% merit increase for Trusty-Solko. Second Backer. Voting yes: Nelms, Dempcy,
198 Patrick, Backer, Meyer. Voting no: none. Motion carries. Meyer questioned when this would go
199 into effect and asked when the current pay period ends. Kendall informed the Board that the
200 current pay period ends on the 10th. Meyer suggested the new wage starts the next pay period,
201 which begins on January 11th. Merit increase for Fear was discussed next. Meyer asked for

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BOARD OF TRUSTEES Regular Meeting
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202 Fear’s current rate and Backer replied that Fear earns \$17.51 hourly. Patrick expressed that
203 compared to other positions that are not full-time, and the work Fear puts into the office, she
204 would suggest at least \$18.00 hourly. Backer replied that a 5% increase would be a wage of
205 \$18.39. Motion Dempcy to give Fear a %5 merit increase. Second Nelms. Voting yes: Patrick,
206 Backer, Nelms, Dempcy, Meyer. Voting no: none. Motion carries. Meyer asked the Board if they
207 would each take a few minutes during the following week to speak to Kendall and Ralston for
208 their respective evaluations.

209 The final item on the agenda concerns damage done to a light pole on 1st Street. Meyer
210 stated that cost estimates will be brought to the next meeting and the item will be addressed then.

211
212 **OTHER:**

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- 214 • Claims in the amount of \$230,111.50 were presented to the Board. Backer questioned if
215 one of the Great Plains Communication claims was for the library, Ralston stated that
216 was correct. Backer also asked Kendall what the Johnny Kline Productions claims was
217 for. Kendall stated it was for gravel that was placed on Cobbler Lane. Motion Patrick to
218 accept the claims as presented. Second Dempcy. Voting yes: Dempcy, Patrick, Nelms,
219 Backer, Meyer. Voting no: none. Motion carries.
 - 220 • Payroll Reports were presented to the Board for the December 20, 2024 payroll and the
221 January 3, 2025 Board and regular payroll.
 - 222 • Comp Time Reports were also included in the packet.
- 223

224 **FYI INFORMATION:**

- 225
- 226 • Clean up cards are ready for the new year. Last year 222 cards were handed out by the
227 office. Approximately 198 cards were used up and turned back in.
 - 228 • Ralston then asked for clarification on the process of printing a check outside of a claims
229 cycle to pay for the monthly bill mailings at the post office. Some discussion was held
230 concerning in-house authorization amounts. It was decided that an approximate amount
231 would be presented to the Board at the meeting prior to the mailing, with the final amount
232 being included on the claims cycle following the mailing.
- 233

234 **REPORTS:**

- 235
- 236 • Superintendent Kendall informed the Board that water samples on South Street had
237 passed, and results would be filed with the state. One line had frozen up in a meter pit
238 where work was being done, Kendall got it thawed out and said that the cost would be
239 passed on to BSB Construction since it only froze because of the work being done in the
240 pit. State inspection was the previous Friday, Kendall believes it went well. Performance
241 tests on the wells will be January 10th. Kendall said he doesn’t anticipate any issues, these
242 have gone well in the past. Christmas light are being taken down. Kendall also told the
243 Board that he will be chlorinating again soon and is estimating it will take about a
244 week.
 - 245 • Clerk Ralston told the Board that the office had received compliments on how smooth
246 and efficiently the snow removal had gone. November and December reconciliations are
247 being worked on and will be completed soon. The audit slowed things down and took
248 precedence, but she and Fear will be working on them. Ralston also let the Board know
249 of a couple of days she will be gone from the office. Ralston also let the Board know that
250 the positive pay through Adams Bank & Trust had been set up.
- 251

252 **Trustees Reports:**

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- 254 • K. Backer had nothing to report.
 - 255 • D. Dempcy stated the streets he had driven on were cleared well.
 - 256 • F. Patrick had nothing to report.

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BOARD OF TRUSTEES Regular Meeting
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January 8, 2025 at 6:30 P.M.

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- J. Nelms said he had been reached out to by a few residents concerning their trash cans. He spoke with the office and discovered the issued had already been addressed.
- S. Meyer had nothing to report.

With no further agenda items to discuss Meyer asked for a motion to adjourn. Motion Patrick to adjourn the meeting. Second Nelms. Voting yes: Dempcy, Meyer, Nelms, Backer, Patrick. Voting no: none. Motion carries. Meeting is adjourned at 7:21 P.M.

These minutes are set to be approved at the January 22, 2025, regular meeting.

Scott Meyer, Chairman
Board of Trustees, Village of Sutherland

[Seal]

Bonnie Ralston, Clerk
Village of Sutherland