

Administrator Nussbaum submitted a written report in addition to an agreement for services. Upon review, a motion was made by Council person Ferguson and seconded by Council person Ruiz to authorize execution of the agreement. Roll was called on this motion and the Council persons voted as follows: "YEA" Buckminster, Ferguson, Fouraker, Kaster, K. Killingsworth, F. Killingsworth, Leyden, Ruiz. "NAY" None. Motion carried.

RESOLUTION FOR THE SIGNING OF THE 2025 YEAR END CERTIFICATION OF CITY STREET SUPERINTENDENT

A resolution was presented to be executed as recommended by the Board of Public Works. Upon review, a motion was made by Council person Ferguson and seconded by Council person Buckminster to adopt the resolution and authorize execution of the year-end certification. Roll was called on this motion and the Council persons voted as follows: "YEA" Buckminster, Ferguson, Fouraker, Kaster, K. Killingsworth, F. Killingsworth, Leyden, Ruiz. "NAY" None. Motion carried.

APPOINTMENT OF BRIAN FRIEDRICHSEN, CLASS A SUPERINTENDENT'S LICENSE S-1704 & ENGINEER'S LICENSE 17653, AS THE CITY STREET SUPERINTENDENT FOR CALENDAR YEAR 2026 BY MUNICIPAL CONTRACT

A recommendation of appointment and cost of services agreement was submitted by the Board of Public Works. A motion was made by Council person Kaster and seconded by Council person Buckminster to appoint Brian Friedrichsen, Class A Superintendent's License S-1704 & Engineer's License 17653, as the City Street Superintendent for Calendar Year 2026 by municipal contract. Roll was called on this motion and the Council persons voted as follows: "YEA" Buckminster, Ferguson, Fouraker, Kaster, K. Killingsworth, F. Killingsworth, Leyden, Ruiz. "NAY" None. Motion carried.

CONSIDER AN AGREEMENT WITH SEL ENGINEERING SERVICES, INC. TOTALING \$98,605.00 FOR THE POWER PLANT SCADA CONTROLS UPGRADE PROJECT

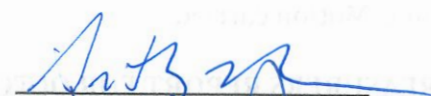

An agreement for services was provided for review and approval as recommended by the Board of Public Works. Upon review, a motion was made by Council person Ferguson and seconded by Council person Kaster to authorize execution of the agreement. Roll was called on this motion and the Council persons voted as follows: "YEA" Buckminster, Ferguson, Fouraker, Kaster, K. Killingsworth, F. Killingsworth, Leyden, Ruiz. "NAY" None. Motion carried.

THERE BEING NO FURTHER BUSINESS, THE MEETING WAS ADJOURNED AT 6:56 P.M.

I, the undersigned, City Clerk for the City of Falls City, Nebraska, hereby certify that the foregoing is a true and correct copy of proceedings had and done by Council on November 17, 2025; that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for public inspection at the office of the City Clerk; that such agenda items were sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting; that such subjects were contained in said agenda for at least twenty-four hours prior to said meeting; that at least three copies of all reproducible material discussed at the meeting was available at the meeting for examination and copying by persons of the public; that the said minutes from which the foregoing proceedings have been extracted were in written form 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 concerning meetings of said body were provided advance notification of the time and place of said meeting and the subjects to be discussed at said meeting; and that a current copy of the Nebraska Open Meetings Act was available and accessible to persons of the public, posted during such meeting in the room in which such meeting was held.

(SEAL)


CITY CLERK


CITY CLERK

MAYOR

November 19, 2025

A special meeting of the City Council of the City of Falls City, Nebraska, was held in said City on the 19th day of November 2025, at 7:00 o' clock P.M. Council met in special session. Mayor Harkendorff called the meeting to order, and Clerk Nussbaum recorded the minutes of the meeting. On roll call the following Council persons were present: Buckminster, Ferguson, Fouraker, F. Killingsworth, K. Killingsworth, Leyden, Ruiz. Absent: Kaster. Notice of the meeting was given in advance thereof by posting in three public places, a designated method for giving notice as shown by the Certificate of Posting Notice attached to these minutes. Notice of this meeting was given to the Mayor and all persons of the Council and a copy of their acknowledgment of receipt of notice and the agenda is attached to the minutes. Availability of the agenda was communicated in the advance notice and in the notice to the Mayor and Council of this meeting. All proceedings shown hereafter were taken while the convened meeting was open to the attendance of the public. Minutes of the regular meeting held on November 17, 2025 was made available for public inspection at the meeting. Mayor Harkendorff publicly stated to all in attendance that a current copy of the Nebraska Open Meetings Act was available for review and indicated the location of such copy posted in the room where the meeting was being held.

RESOLUTION CONSIDERING NON-UNION WAGE SCALES AND BENEFIT ADJUSTMENTS FOR FISCAL YEAR 2026, 2027 AND 2028

City Administrator Nussbaum provided a verbal report. During the report, two wage scale options were presented for the City Council's review. The first option was for the Council to reconsider the wage resolution recommended by the Non-Union/Management Negotiation Committee, which had previously been submitted for consideration at the regular City Council meeting held on November 17, 2025. The second option presented was to consider the wage scale proposal offered by Councilperson Fouraker at the November 17, 2025 meeting, with the added condition of providing premium pay to exempt employees.

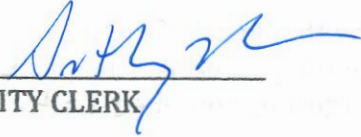
Upon discussion, a motion was made by Councilperson Ferguson and seconded by Councilperson Leyden to adopt the resolution considered at the November 3rd meeting. Although a resolution with a similar title had been considered on November 3rd, the intent of the motion, as reflected in the materials provided and discussed, was to act upon the resolution submitted at the November 17th meeting titled "Approving Non-Union Wage Scales and Benefit Adjustments Effective October 12, 2025." Roll was called on this motion and the Council persons voted as follows: "YEA" Buckminster, Ferguson, Leyden, Ruiz. "NAY" Fouraker, F. Killingsworth, K. Killingsworth. "Absent" Kaster. Motion carried.

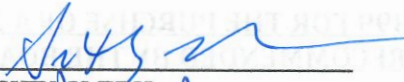

THERE BEING NO FURTHER BUSINESS, THE MEETING WAS ADJOURNED AT 7:33 P.M.

I, the undersigned, City Clerk for the City of Falls City, Nebraska, hereby certify that the foregoing is a true and correct copy of proceedings had and done by Mayor Harkendorff and Council on November 19, 2025; that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for public inspection at the office of the City Clerk; that such agenda items were sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting; that such subjects were contained in said agenda for at least twenty-four hours prior to said meeting; that at least three (3) copies of all reproducible material discussed at the meeting was available at the meeting for examination and copying by persons of the public; that the said minutes from which the foregoing proceedings have been extracted were in written form 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 concerning meetings of said body were provided advance notification of the time and place of said meeting and the subjects to be discussed at said meeting; and that a current copy of the Nebraska Open Meetings Act was available and accessible to persons of the public, posted during such meeting in the room in which such meeting was held.

(SEAL)


CITY CLERK


CITY CLERK

MAYOR

December 1, 2025

A meeting of the City Council of the City of Falls City, Nebraska, was held in said City on the 1st day of December 2025, at 6:00 o'clock P.M. Council met in regular session. Mayor Harkendorff called the meeting to order, and Clerk Nussbaum recorded the minutes of the meeting. On roll call the following Council persons were present: Buckminster, Ferguson, Fouraker, Kaster, K. Killingsworth, F. Killingsworth, Leyden, Ruiz. Absent: None. Notice of the meeting was given in advance thereof by posting in three public places, a designated method for giving notice as shown by the Certificate of Posting Notice attached to these minutes. Notice of this meeting was given to the Mayor and all persons of the Council and a copy of their acknowledgment of receipt of notice and the agenda is attached to the minutes. Availability of the agenda was communicated in the advance notice and in the notice to the Mayor and Council of this meeting. All proceedings shown hereafter were taken while the convened meeting was open to the attendance of the public. Mayor Harkendorff publicly stated to all in attendance that a current copy of the Nebraska Open Meetings Act was available for review and indicated the location of such copy posted in the room where the meeting was being held.

STANDING REPORTS

Standing reports from the Mayor, City Administrator, Chief of Police, and the Southeast Nebraska Land Bank were presented. No formal action was required.

AGENDA APPROVAL FOR DECEMBER 1, 2025

A motion was made by Council person Leyden and seconded by Council person K. Killingsworth to approve the agenda as presented. Roll was called on this motion and the Council persons voted as follows: "YEA" Buckminster, Ferguson, Fouraker, Kaster, K. Killingsworth, F. Killingsworth, Leyden, Ruiz. "NAY" None. Motion carried.

MINUTES APPROVAL FOR NOVEMBER 17, 2025

A motion was made by Council person Leyden and seconded by Council person F. Killingsworth to approve the minutes for November 17, 2025, as presented. Roll was called on this motion and the Council persons voted as follows: "YEA" Buckminster, Ferguson, Fouraker, Kaster, K. Killingsworth, F. Killingsworth, Leyden, Ruiz. "NAY" None. Motion carried.

MINUTES APPROVAL FOR NOVEMBER 19, 2025

A motion was made by Council person Leyden and seconded by Council person K. Killingsworth to approve the minutes for November 19, 2025, as presented. Roll was called on this motion and the Council persons voted as follows: "YEA" Buckminster, Ferguson, Fouraker, Kaster, K. Killingsworth, F. Killingsworth, Leyden, Ruiz. "NAY" None. Motion carried.

CLAIMS APPROVAL FOR DECEMBER 2, 2025

A motion was made by Council person Ferguson and seconded by Council person K. Killingsworth to approve the claims for December 2, 2025, as presented. Roll was called on this motion and the Council persons voted as follows: "YEA" Buckminster, Ferguson, Fouraker, Kaster, K. Killingsworth, F. Killingsworth, Leyden, Ruiz. "NAY" None. Motion carried.

CONSIDER REQUESTS TO RESCIND THE RESTRICTED PARKING ON THE EAST SIDE OF THE 900 BLOCK OF MORTON STREET FROM 9TH STREET TO APPROXIMATELY 182.00 FEET NORTH OF 9TH STREET

Carla & Vince Behrens, Aubrey Wright, and Anthony & Kala Moore request the City Council to rescind the restricted parking on the east side of the 900 block of Morton Street. Following discussion, a motion was made by Council person Buckminster and seconded by Council person K. Killingsworth to rescind restrictive parking on the east side of the 900 block of Morton Street. Roll was called on this motion and the Council persons voted as follows: "YEA" Buckminster, Ferguson, Fouraker, Kaster, K. Killingsworth, Leyden, Ruiz. "NAY" F. Killingsworth. Motion carried.

RECONSIDER RESOLUTION 2025-R155 REGARDING NON-UNION WAGE SCALES AND BENEFITS FOR FISCAL YEAR 2026, 2027, AND 2028 PASSED AT THE NOVEMBER 19TH SPECIAL MEETING AS REQUESTED BY COUNCIL PERSON FERGUSON AND COUNCIL PERSON LEYDEN

City Attorney Dunn provided a legal opinion in regard to the non-union wage resolution passed at the special meeting of the City Council on November 19th, 2025. Upon review, a motion was made by Council person Ferguson and seconded by Council person Leyden to reconsider resolution 2025-R155 regarding non-union wage scales and benefits for fiscal year 2026, 2027, 2028 passed at the November 19th special meeting. Roll was called on this motion and the Council persons voted as follows: "YEA" Buckminster, Ferguson, Fouraker, Kaster, K. Killingsworth, F. Killingsworth, Leyden, Ruiz. "NAY" None. Motion carried.

RESOLUTION CONSIDERING NON-UNION WAGE SCALES AND BENEFITS FOR FISCAL YEAR 2026, 2027, AND 2028

A resolution for non-union wages scales and benefits as recommended by the Non-Union/Management Negotiation Committee was presented for consideration. Upon review, a motion was made by Council person Ferguson and seconded by Council person Leyden to rescind Resolution 2025-R155 regarding non-union wage scales and benefits for fiscal year 2026, 2027, 2028 passed at the special meeting of the City Council on November 19, 2025 and that the resolution first presented to the City Council at the November 17, 2025 meeting and contained in the agenda packet emails on November 15th, as recommended by the committee be adopted. Roll was called on this motion and the Council persons voted as follows: "YEA" Buckminster, Ferguson, Fouraker, K. Killingsworth, Leyden, Ruiz. "NAY" F. Killingsworth, Kaster. Motion carried.

CONSIDER AUTHORIZATION TO EXECUTE AN AGREEMENT WITH SEL ENGINEERING SERVICES, INC. TOTALING \$174,600.00 FOR ITEMS 4, 5, AND 6 OF THE POWER PLANT SCADA CONTROLS UPGRADE PROJECT AS RECOMMENDED BY THE BOARD OF PUBLIC WORKS

An agreement for services was provided for consideration. Upon review, a motion was made by Council person F. Killingsworth and seconded by Council person Buckminster to authorize execution of the agreement as presented. Roll was called on this motion and the Council persons voted as follows: "YEA" Buckminster, Ferguson, Fouraker, Kaster, K. Killingsworth, F. Killingsworth, Leyden, Ruiz. "NAY" None. Motion carried.

CONSIDER APPROVAL OF REQUISITION REQ01883 FOR THE PURCHASE OF A REMOTE METHANE LEAK DETECTOR AS REQUESTED BY THE NATURAL GAS DEPARTMENT