

## CITY OF BRIDGEPORT, NEBRASKA

### I. ROUTINE BUSINESS

The City Council of the City of Bridgeport, NE met in regular session at Prairie Winds Community Center, 428 Main Street, Bridgeport, NE, on the 14th day of May 2026, beginning at 5:46 p.m.

Following the Pledge of Allegiance to the Flag of the United States of America and Prayer, Mayor Gail Beyer called the meeting to order. Roll call resulted as follows: Present: Carrie Harless, Mark Wickard, Jeff Nichols; Absent: Tony McGrath

Staff members present were: Dane Jeffords, Andy Leisy, Fay Scarrow, Dustin Lee

Mayor Beyer presided, and City Clerk Huck recorded the proceedings.

Mayor Beyer announced, "In accordance with Section 84-1412 of the Nebraska Revised Statutes, the open meetings act is posted at the back of the meeting room for the review of the public."

Notice of the meeting was given in advance thereof by publication in the Bridgeport News-Blade, the designated method of notice given, as shown by proof of publication, as shown by attached affidavit of posting.

Notice was given to the Mayor and all members of the City Council and a copy of their acknowledgement of receipt of notice and agenda is attached to the minutes. Availability of the agenda was communicated in advance notice and by email notice to the Mayor and Council of this meeting. All proceedings hereafter shown were taken while the convened meeting was open to the public.

The Mayor asked if there were any letters of public correspondence. There were none

The Mayor asked if there were any visitors that would like to speak on an item that is not on the agenda. Becca Alfaro raised concerns regarding the hiring process for the PWCC Director position. She stated that she had applied for the position and had been told the job was awarded to a friend of Mayor Gail Beyer. In response, Mayor Beyer denied involvement in the hiring decision and stated that Council Member Tony McGrath was the individual who offered the position to the selected candidate. Mayor Beyer further stated that, based on advice from the City Attorney, interviews were not required if the hiring authority believed one applicant clearly stood out among the candidates.

### II. CONSENT AGENDA

6. Approve the minutes of the Regular Meeting held April 9, 2026.
7. Acceptance of the Monthly Treasurers Report.

Council Member Wickard moved to approve the consent agenda as presented, seconded by Council Member Nichols. Roll call resulted as follows; Aye: Nichols, Wickard, Harless: Nay: None. Motion carried.

### III. CLAIMS

**Claims:** Abdo Publishing, Bks, \$691.55; Aflac, Aflc, \$456.24; Alarm Security Technicians, Msm, \$32.95; Allo Communications LLC, Tlpn, \$813.21; American Funds Service Company, Retire, \$8,519.63; Ameritas Group Life Insurance, Amtrs, \$115.16; Barco Municipal Products Inc, Op, \$156.00; BB Associates, Misc, \$3,848.20; Benzel Pest Control Inc, Op, \$75.89; Gail Beyer, Mge, \$47.85; Black Hills Energy, Ht, \$1,174.73; Bloedorn Lumber, Rm, \$975.07; BCBS Of Ne, Hlth Ins, \$5,986.89; Bluffs Facility Solutions, Op, \$416.00; Bomgaars, Dwn Twm / Inv / Op / Pgrm / Rm, \$1,111.91; Bridgeport News-Blade, Pp, \$695.66; Cengage Learning Inc, Bks, \$45.00; Century Business Products Inc, Op, \$60.28; Chimney Rock Public Power District, Elct, \$331.60; City Of Bridgeport, Elct / Mtr Dep, \$6,317.01; City Of Gering, Op, \$1,150.93; City Petty Cash/Checking, Df, \$62.00; Christina M Collins, Tlpn, \$40.00; Colonial Life & Accident Insurance Co, Chnl, \$595.26; Community Center, Tr, \$20,000.00; Community Center Sinking Fund, Snkg, \$10,000.00; Computer Connection, Op, \$98.00; Court House & Jail Rock Golf Course Inc, Glf, \$5,000.00; Cranmore Fire Protection, Rm, \$602.00; Crescent Electric Supply Company, Op, \$347.69; Culligan Water Conditioning, Op, \$141.00; Cummins Central Power LLC, Tf, \$270.00; E & S Auto Supply,

Op, \$153.11; Eakes Office Solutions, Op, \$127.22; Eldon C Stutsman Inc, Tf, \$5,653.74; Federal, Fed, \$4,359.36; Fica, \$10,328.16; Fire Fund, Tr, \$5,000.00; Flatwater Veterinary Services, Anml, \$381.50; Fluent Ims, Me, \$500.00; General Treasury, Tr, \$55,000.00; Hawkins Inc, Tf, \$1,955.22; Health Savings Account, Hsa, \$2,900.00; Doretta J Huck, Tlpn, \$40.00; Ideal Linen & Uniform, Op / Ua, \$947.30; Iimc, Df, \$330.00; Dane M Jeffords, Tlpn, \$40.00; John Deere Financial, Rm, \$341.88; Natalie Keenan-Vergil, Mtr Dep, \$138.28; Koke's Auto Farm Truck Inc, Rm / Tls, \$113.09; Daniel L Krentz, Blfld, \$17,500.00; Lawson Products Inc, Shop, \$83.45; Lee's Service Inc, Fl, \$326.12; Andrew S Leisy, Tlpn, \$40.00; Library Fund, Tr, \$15,000.00; Kyle E Lusetto, Tlpn, \$40.00; Macqueen Equipment LLC, Op / Me, \$959.64; Masa Global, Ins, \$140.00; Medicare, Mdcr, \$2,415.42; Morrill County Hospital Clinic/Post, Op, \$190.00; Morrill County Sheriff, Cnty, \$36,780.00; Municipal Energy Agency Of Ne, Mn, \$102,722.55; Municipal Supply Inc Of Nebraska, Inv / Op, \$7,314.26; Ne Dept Of Revenue Chartable Gaming, St Shr, \$3,051.00; Nebraska Dept Of Agriculture, Anml, \$75.64; Nebraska Dept Of Revenue, State, \$11,776.50; Nebraska Public Power District, Msm, \$79.22; Nebraska Safety & Fire Equip Inc, Rm, \$420.00; Perry E Nelson, Tlpn, \$40.00; Jeffrey T Nichols, Cnt Svc, \$1,705.00; Northwest Pipe Fittings Inc Of Scottsbluff, Inv / Rm, \$5,449.15; One Call Concepts Inc, Op, \$93.40; Optk Networks, Tlpn, \$75.00; Pace Analytical Services LLC, Wtr Aly, \$600.00; Park Fund, Tr, \$19,000.00; Paul Reed Construction & Supply Inc, Blfld, \$52.40; Platte Valley Visa, Op, \$5,762.10; Plummer Insurance Inc, Ins, \$100.00; Police Fund, Tr, \$36,780.00; Pool Fund, Tr, \$1,000.00; Powerplan, Rm, \$460.10; Quadient Finance USA Inc, Pstg, \$1,000.00; Regional Care Inc Group II, Hsa, \$48.00; Brody Joe Retchless, Cnt Svc, \$750.00; Rodak Law Office, Lgl Rtnr, \$1,000.00; Sandberg Implement Inc, Op / Rm, \$506.65; Fay Scarrow, Tlpn, \$40.00; Bryan Schluterbusch, Tlpn, \$40.00; Scottsbluff Screen Printing & Embroidery, Ua, \$440.00; Parker Smith, Cnt Svc, \$748.00; Sonnys Super Foods, Msm / Op, \$160.35; Spic-Span Cleaners, Op, \$2,629.76; Sport & Fitness Inc, Rm, \$960.00; Street Fund, Tr, \$5,000.00; Street Sinking Fund, Snkg, \$10,000.00; Sunbelt Solomon Services LLC, Inv, \$589.00; Sunrise Window Cleaners LLC, Op, \$39.00; Town & Country Advertising, Pp, \$81.00; Trading Post Enterprises LLC, Fl, \$552.37; Waste Connections Of Ne Inc, Trsh, \$21,792.29; Wesco Receivables Corp, Inv / Ua, \$1,735.10; WPCI, Op, \$175.00; Wyoming First Aid & Safety Supply LLC, Op, \$69.95; Total Claims, \$476,873.99; Total Salaries, \$41,487.88

\*\*\*Aflc = Aflac; Amtrs = Ameritas; Anml = Animal Fees; Bks = Books; Blfld = Ballfield; Cnl = Colonial; Cnt Svc = Contract Services; Cnty = County Contract; Df = Dues & Fees; Dwn Tw = Downtown Appearance; Elct = Electric Bills; Fed = Federal; Fica = Fica; Fl = Fuel; Glf = Golf Course; Hlth Ins = Health Insurance; Hsa = Health Savings; Ht = Heat; Ins = Insurance; Inv = Inventory; Lgl Rtnr = Legal Retainer; Mdcr = Medicare; Me = Machinery & Equipment; Mge = Mileage; Misc = Miscellaneous; Mn = Mean; Msm = Museum; Mtr Dep = Meter Deposit; Op = Operating Expense; Pgrm = Program Supplies; Pp = Printing & Publications; Pstg = Postage; Retire = Retirement / City Share; Rm = Repairs & Maintenance; Shop = Shop Supplies; Snkg = Sinking Fund; St Shr = State Share; State = State; Tf = Treatment Facility; Tlpn = Telephone; Tls = Tools; Tr = Transfer Out; Trsh = Trash; Ua = Uniform Allowance; Wtr Aly = Water Analysis

8. Council Member Wickard moved to approve the claim submitted by Jeff Nichols, seconded by Council Member Harless. Roll call resulted as follows; Aye: Wickard, Harless; Abstain: Nichols; Nay: None. Motion carried.

9. Council Member Wickard moved to approve the remainder of the claims, seconded by Council Member Nichols. Roll call resulted as follows; Aye: Wickard, Harless, Nichols; Nay: None. Motion carried.

10. Council Member Nichols made a motion to approve Timothy Haller, Deb Hecker and Scott Mosterd as Probationary members of the Bridgeport Volunteer Fire Department, seconded by Council Member Wickard. Roll call resulted as follows; Aye: Harless, Wickard, Nichols; Nay: None. Motion carried.

11. Council Member Wickard made a motion to approve the resignation of Todd Harless from the Planning Commission and Board of Adjustments effective 5/1/2026, seconded by Council Member Nichols. Roll call resulted as follows; Aye: Wickard, Nichols; Abstain: Harless

#### **IV. ELECTED AND APPOINTED OFFICIALS**

12. None

#### **V. PUBLIC HEARINGS**

13. At 5:53 p.m. a public hearing was opened to obtain public comments with regard to a Land Conservation Easement Application.

Waite & McWha, Attorneys at Law Johnathan Peiffer from North Platte representing Ducks Unlimited were present and stated the central question before the city is whether the proposed conservation easement conflicts with the present comprehensive plan and presented it to the planning commission and was determined there is no such conflict.

Planning Commission Member Jaime Galvan recommended the City Council approve the conservation easement requested by Ducks Unlimited and also recommends that the council consider seeking input from Morrill County if it chooses to do so and they understand that the county input is not required under the current statutes and the county does not have final approval over this application. However, because the property is largely located in the county and the easement may have tax development access road and recreational applications we believe it may be prudent for the city to work with the county before making final action.

Hearing no other comments, Mayor Beyer closed the public hearing at 6:05 p.m.

14. Council Member Wickard made a motion to table Resolution 2026-04 approving the land conservation easement to the next meeting to allow Waite & McWha Attorneys at Law who are representing Ducks Unlimited to attend the MC Commissioners meeting, seconded by Council Member Nichols. Roll call resulted as follows; Aye: Nichols, Harless, Wickard; Nay: None. Motion carried.

## **VI. ORDINANCES AND RESOLUTIONS**

15. Council Member Nichols introduced Resolution 2026-05 to authorize the city to take sealed bids on a 2002 Dodge caravan Grand SE Ext Sport Van and moved that the resolution be adopted, seconded by Council Member Wickard, Roll call resulted as follows: Aye: Harless, Wickard, Nichols; Nay: None. Resolution passed.

### **RESOLUTION 2026-05**

#### **A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF BRIDGEPORT, NEBRASKA, AUTHORIZING THE SALE OF PERSONAL PROPERTY OWNED BY THE CITY PURSUANT TO NEB. REV. STAT. § 17-503.02.**

WHEREAS, Neb. Rev. Stat. § 17-503.02 authorizes the power any city of the second class or village to convey any personal property owned by it;

WHEREAS, Neb. Rev. Stat. § 17-503.02 sets forth that said power to convey personal property shall be exercised by resolution directing the sale and the manner and terms of the sale;

WHEREAS, the City of Bridgeport, Nebraska, owns the following described personal property which it desires to sell:

**2002 DODGE CARAVAN GRAND SE, EXT SPORT VAN  
VIN #1B4GP24392B697733  
ODOMETER READING 139,457 as of 5/11/2026**

NOW THEREFORE, THE MAYOR AND CITY COUNCIL OF THE CITY OF BRIDGEPORT, NEBRASKA, HEREBY RESOLVES, to sell to the highest responsible bidder the afore-described personal property subject to the following terms and conditions.

1. The City hereby authorizes the sale of the above-described personal property via sealed bids to be accepted until 4:00 P.M. Monday, June 8, 2026. Bids must be received in the City office on or before said deadline. Bids received after said deadline shall not be considered.
2. Sealed bids may be delivered to the City office during normal business hours.
3. Property shall be sold "as is" with no warranties, express or implied, of any kind.
4. Sealed bids will be opened at the Thursday June 11, 2026 at the Regular Meeting of the City Council.
5. The City reserves the right to reject all bids.
6. The terms of the sale shall be cash, cashier's check, or certified funds to be paid in full on or before 4:00 P.M. on Friday June 12, 2026.

BE IT FURTHER RESOLVED that following passage of this resolution directing sale of the above-described personal property, notice of said proposed sale and the terms thereof shall be posted in three (3) prominent places within the city for a period of not less than seven (7) days prior to the deadline to submit bids set forth herein.

BE IT FURTHER RESOLVED that the proceeds of the sale of the personal property described above shall be placed in the General Fund of the Municipality.

**PASSED AND APPROVED THIS 14TH DAY OF MAY 2026**

ATTEST:

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GAIL BEYER  
MAYOR

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DORETTA J. HUCK  
CITY CLERK/TREASURER

## VII. REPORTS

### 16. Department Reports:

- a. Public Works:** Dane reported that work is continuing at the pool. Staff have also been hanging veteran memorial banners and recently installed a new tornado siren near Well 3 on 16th Street. Andy reported that weed spraying is ongoing. He also removed five dead trees at the golf course. An additional tree near the clubhouse has been identified for removal, as well as a tree at East Park that will be taken down. Andy will begin applying dust control in the coming weeks.
- b. Pwcc:** Mayor Beyer presented the PWCC report in the absence of Council Member McGrath. He stated that he has been pleased with the most recent hires. Alan was hired for the Parks Department, and Kathy Baxter was selected by Mr. McGrath from among three total applicants. Mayor Beyer noted that anyone with questions regarding the hiring process or the lack of interviews should contact Mr. McGrath directly. Discussion was held regarding private swimming lessons and potential liability concerns involving lifeguards conducting lessons while off duty. Tony explained that, according to his letter, fees for private lessons would be paid to the City, and the lifeguard providing the lessons would remain on the clock and receive one additional hour of pay for each lesson. Council Member Harless stated that any changes to the private lesson program should be a Council decision, noting that the proposal could affect payroll, taxes, and possible overtime costs. Following discussion, Council Member Nichols made a motion to continue handling private swimming lessons as they have been in the past and to revisit the matter this winter if changes are needed, seconded by Council Member Harless. Roll call resulted as follows; Aye: Wickard, Harless, Nichols Nay: None. Motioned carried.
- c. Library:** Melissa reported that the library received two additional grants. One grant will support the Tween Program, allowing it to be offered every week instead of every other week. The second grant will be used to purchase a new computer. Melissa also announced that the Summer Reading Program will begin in June. She noted that local businesses continue to strongly support the program, with donations totaling \$1,700 received to date.
- d. Fire Dept:** Casey Sides was not present at the meeting but will present his recommendations regarding the Fire Department retirement plan at the June meeting.
- e. Camp Clarke Villa:** Camp Clarke Villa is at full occupancy and is applying for grants to support the boiler system project, which is scheduled for August.
- f. Sheriff:** Law enforcement reported 135 calls for service in April and 14 arrests, 11 of which were made by the Sheriff's Office. There were 19 ALS calls, including 16 within city limits and 3 in the county. A total of 38 transfers were completed during April. Preparations are underway for Camp Clarke Days. One deputy has resigned, and a new deputy is scheduled to begin employment on June 15.
- g. Golf Course:** Golf Board Member Jaimie Galvan reported that the golf course currently has 112 members. Of the 85 cart stalls, 79 have been paid and 6 remain unpaid. More than 600 people attended the course over the past weekend. As part of Camp Clarke Days, the golf course will host a Hole-in-One Shootout, offering participants a chance to win \$100,000. The cart shed doors have been replaced, and a log meter was replaced as required by the NRD. The Board also discussed the possibility of the Downtown Appearance Committee providing flowers for display at the golf course.
- h. Safety Committee:** Billie Mitchell reported on the development of an employee guideline safety handbook that will apply to all City employees. The committee has held two meetings and has established a schedule of regular monthly meetings. Once a draft is ready for Council review, it will be presented to the Council, and the committee will then transition to meeting on a quarterly basis.
- i. Administration:** Michelle Coolidge reported attending a PADD meeting and noted that the Nebraska Initiative has developed a housing inventory asset site that lists vacant properties and properties available for development. She also reported that legislation

regarding swimming pool inspections has changed. NDEE will no longer conduct these inspections, and responsibility has been returned to municipalities. PPHD has agreed to help assume this responsibility, including providing the necessary training and conducting annual inspections. Discussion was held regarding land banks, and it was noted that the Governor has signed changes to the Municipal Land Bank Act. The sewer project is currently in the design phase. MC Schaff is expected to have the design plans available for Council review at the next meeting, after which the project can be advertised for bids. Depending on contractor availability, construction may not begin until next year. The City's required matching funds for the project are estimated at \$82,000. She informed the Council that she would be in Kearney for one week but would remain available by phone if needed. Her last day of employment is scheduled for May 31.

## **IX. REGULAR AGENDA**

17. Emergency Items – Council Member Wickard made a motion to add an emergency item to the agenda item 28 to possible executive session to discuss a personnel issue that arose and needs to be addressed, seconded by Harless. Roll call resulted as follows; Aye: Nichols, Wickard, Harless; Nay: None. Motion carried

18. Susan Myers and Katherine Reisig with MC Schaff were present with the Vision Zero Bridgeport SS4A Safety Plan highlighting the need for targeted improvements to address severe crash risks. The plan includes recommendations for school safety pedestrian visibility and speed management. Council Member moved to adopt the plan as presented, seconded by Council Member Harless. Roll call resulted as follows; Aye: Nichols, Wickard, Harless; Nay: None.

Council Member Nichols introduced Resolution 2026-06 adopting the Vision Zero Bridgeport Safety Action Plan, seconded by Council Member Harless, Roll call resulted as follows: Aye: Nichols, Wickard, Harless; Nay: None. Resolution passed.

### **RESOLUTION 2026-06**

#### **A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF BRIDGEPORT NEBRASKA, ADOPTING THE VISION ZERO BRIDGEPORT SAFETY ACTION PLAN AND COMMITTING TO A GOAL OF ZERO TRAFFIC FATALITIES AND SERIOUS INJURIES.**

**WHEREAS**, traffic crashes resulting in fatal and serious injuries are preventable; and

**WHEREAS**, the City of Bridgeport recognizes that roadway safety is a shared responsibility among roadway users, designers, and decision-makers; and

**WHEREAS**, the U.S. Department of Transportation's Safe Streets and Roads for All (SS4A) program supports communities in developing comprehensive safety action plans; and

**WHEREAS**, the City of Bridgeport has completed the Vision Zero Bridgeport Safety Action Plan, based on crash data from 2014–2023, stakeholder coordination, and public engagement; and

**WHEREAS**, the plan identifies that a disproportionate share of fatal and serious injury crashes occur on a small portion of the roadway network, particularly along US-26 and US-385; and

**WHEREAS**, the plan establishes a framework of prioritized projects, programs, and policies to improve safety for all users, including pedestrians, bicyclists, and motorists; and

**WHEREAS**, adoption of the Safety Action Plan positions the City to pursue federal and state funding for implementation of safety improvements;

#### **NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF BRIDGEPORT, NEBRASKA:**

1. The Vision Zero Bridgeport Safety Action Plan is hereby adopted as a guiding document for improving transportation safety within the community.
2. The City of Bridgeport commits to a goal of eliminating traffic fatalities and serious injuries through a data-driven, proactive approach to roadway safety.
3. The City of Bridgeport establishes a target to reduce traffic fatalities and serious injuries by 50 percent by 2031, to eliminate traffic fatalities and serious injuries by 2036, and to have zero pedestrian deaths in the next 12 months on its transportation system.
4. The City will apply the principles of the Safe System Approach, including managing speed, reducing conflict points, improving visibility, and designing roadways to anticipate human error.

5. City staff are directed to pursue funding opportunities, including SS4A Implementation Grants and other state and federal programs, to implement the strategies identified in the plan.
6. The City will continue to engage the public and coordinate with partner agencies, including the Nebraska Department of Transportation and regional stakeholders, in implementing safety improvements.
7. The City will support ongoing monitoring and evaluation of safety performance and update priorities as needed. WHEREAS, Neb. Rev. Stat. § 17-503.02 authorizes the power any city of the second class or village to convey any personal property owned by it;

**PASSED AND APPROVED THIS 14TH DAY OF MAY 2026**

**ATTEST:**

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**GAIL BEYER**  
**MAYOR**

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**DORETTA J. HUCK**  
**CITY CLERK/TREASURER**

19. Michelle Coolidge explained the option to implement a local option sales tax including LB 840 and LB 357. Council discussed the benefits and drawbacks of each option with a focus on infrastructure needs. Michelle will provide sample language for the ballot initiative for the next council meeting to pursue LB 357, which requires a sunset provision after 10 years.

20. Celine Hall asking for approval to shut down L Street from 5<sup>th</sup> to 10<sup>th</sup> street from 10am – 11 am for 4<sup>th</sup> of July Water Fight Parade between the area Fire Departments and community members. There will also be a hamburger feed on the courthouse lawn with a time TBA as well as kid's games. Council Member Nichols made a motion to approve the L street closure on July 4<sup>th</sup>, seconded by Council Member Harless. Roll call resulted as follows; Aye: Harless, Wickard, Nichols; Nay; None.

21. Mark Wickard addressed the Council regarding a claim that was denied by the City's insurance carrier related to the water main break on May 25, 2025. Mr. Wickard stated that the drop in water pressure caused the backflow preventer on his sprinkler system to open, resulting in flooding in his crawl space and basement and damage to his boiler, which he estimated at \$12,000. He requested reimbursement for the \$5,000 insurance deductible he was required to pay. Mayor Beyer noted that the school sustained approximately \$50,000 in damages from the same incident and was not compensated by the City. Following discussion, the Council agreed to table the matter until the next meeting to allow additional information and documentation to be gathered and reviewed.

22. Tabled discussions regarding contract work with Dan Krentz to next meeting.

23. The City has a pre-employment drug testing policy in place that applies to all employees, including part-time and seasonal staff.

24. Discussion was held regarding funding for the backstop repairs at the ballfields. It was noted that the costs were intended to be divided equally between the City, the School, and the Bridgeport Community Foundation. However, the Foundation declined to contribute one-third of the cost. As a result, the City will be responsible for two-thirds of the expense, with funds to be taken from the ACE Funds.

Council Member Harless made a motion to approve the use of ACE Funds for the backstop repairs, seconded by Council Member Nichols. Roll call vote was taken with the following results: Ayes: Nichols, Wickard, Harless. Nays: None.

25. Council Member Wickard made a motion to approve the new policy in the employee handbook **Section 4.3 Health Insurance** that allows a cash in lieu option to health coverage and **Section 3.4 Pay Day** said cash in lieu will be paid monthly through payroll and is subject to applicable withholdings, seconded by Council Member Harless. Roll call resulted as follows; Aye: Nichols, Harless, Wickard; Nay: None.

- Council Member Harless introduced Resolution 2026-07 and moved that the resolution be adopted, seconded by Council Member Wickard. Roll call resulted as follows: Aye: Harless, Nichols, Wickard; Nay: None. Resolution passed.

**RESOLUTION 2026-07**

**A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF BRIDGEPORT, NEBRASKA, ADOPTING THE CITY OF BRIDGEPORT EMPLOYEE HANDBOOK WITH EFFECTIVE DATE MAY 14, 2026.**

**WHEREAS**, recognizes and declares the necessity of providing the most efficient and highest quality services for the citizens of Bridgeport while, at the same time, providing a work environment that is both competitive within the community and equitable for its employees.

**WHEREAS**, in order to have an effective City workforce, it is crucial that the City provide its employees with information about working conditions, benefits, and the policies affecting their relationship with the City, as well as describe many the responsibilities and programs developed by the City to benefit its employees;

**WHEREAS**, an employee handbook will assist the City in the administration of its workforce;

**NOW THEREFORE, THE MAYOR AND CITY COUNCIL OF THE CITY OF BRIDGEPORT, NEBRASKA, HEREBY RESOLVES**, to adopt the City of Bridgeport Employee Handbook, Effective May 14, 2026, which provides employment practices for its employees.

**PASSED AND APPROVED THIS 14TH DAY OF MAY 2026**

**ATTEST:**

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**GAIL BEYER**  
**MAYOR**

\_\_\_\_\_  
**DORETTA J. HUCK**  
**CITY CLERK/TREASURER**

26. Dustin Lee addressed the council regarding the hiring and interview process for the PWCC Director position. He said he applied for the role after being encouraged by a council member and was surprised he was not granted an interview as well on the Park Foreman position that was advertised. He compared the process to his own hiring, stating that when he was hired, he went through a panel interview with three people as well as another internal staff employee had three people, whereas he understood the selected director candidate was offered the position directly or “on the spot.” Dustin raised concerns about consistency and fairness in hiring practices and questioned whether conflict-of-interest and impartiality safeguards were properly followed, noting that the selected candidate works in the same building as the mayor and the community center liaison. He also stated that during his first three months in his role, he helped manage major events in the absence of the Director and has served as a public-facing staff member while making daily operational decisions. He concluded by requesting clarification on whether proper conflict-of-interest protections and an impartial selection process were used in the hiring decision.

Mayor Beyer stated that she reviewed the applications alongside Council Member McGrath, but that McGrath conducted the interview process and ultimately made the hiring decision. She also noted that McGrath consulted with the city attorney, who advised that formal interviews of all applicants were not required, especially in cases where the candidates were already known to the city. McGrath was not present at the meeting but was available by phone.

27. The planning and implementation of a city-wide conflict of interest plan was tabled to the next meeting.

28. At 7:43 p.m. Council Member Wickard made a motion to go into executive session to discuss personal and to include Council, Mayor and Michelle Coolidge, seconded by Council Member Harless. Roll call resulted as follows; Aye: Nichols, Wickard, Harless; Nay: None. Motion carried.

\_\_\_\_\_  
Doretta J Huck, City Clerk

At 9:05 pm, Council Member Wickard made a motion to exit executive session with no action taken, seconded by Council Member Nichols. Roll call resulted as follows; Aye: Harless, Nichols, Wickard; Nay: None. Motion carried.

## X. ADJOURNMENT

There being no other business, the Mayor entertained a motion to adjourn the meeting. Council Member Wickard made a motion to adjourn the meeting at 9:07 p.m., seconded by Council Member Nichols. Roll call resulted as follows; Wickard, Harless, Nichols; Nay: None. Motion carried.

APPROVED:

\_\_\_\_\_  
Mark Wickard, Recording Clerk

\_\_\_\_\_  
Gail Beyer, Mayor

I, the undersigned Clerk, hereby certify that the foregoing is the full, true and correct original document of proceedings of Thursday, May 14, 2026, had and done by the Mayor and City Council; that all of the subjects included in the proceedings were contained in the agenda for the meeting, kept continually current and available for public inspection at the office of the Clerk; that such subjects were contained in said agenda for at least twenty-four hours prior to the meeting; that at least one copy of all reproducible material discussed at the meeting was available at the meeting for examination and copying by members of the public; that the said minutes 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.

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Doretta J. Huck, City Clerk, CMC