



The City of Terrytown Council met on Thursday, October 30th, 2025, at 6:30 PM, for a special meeting of the City Council at the Community Room in the Carpenter Center, 116 Terry Blvd in the City of Terrytown, Nebraska. Notice of said meeting was published in the Star-Herald according to Nebraska State Law and posted in three prominent places as outlined by ordinance; 116 Terry Blvd, 89A Woodley Park Rd, and 120 Terry Blvd. Mayor, Chris Perales called the meeting to order at 6:32 p.m. Council Members present in person were Brandon Ettleman, Tyler Feil, and Mike Minzey. Absent was Emily Norman. City Clerk, Jeni Mattern was present and took minutes.

The Pledge of Allegiance was recited by those in attendance. Mayor Perales pointed out the location of the poster for the Open Meetings Act.

There were no changes to the agenda and no emergency items.

Michael Marquez, 20 Heather Road, was present to discuss the proposed murals at the Hascall Park bathrooms. Marquez described his vision for the murals and how they can attract visitors to the park. A number of questions and concerns were raised by council members. Minzey asked if there would be an agreement for the completion and parameters of the murals. Minzey suggested there would need to be a definitive end date barring weather or unforeseeable events.

Minzey asked if the mural is insurable, in case of hail, vandalism, or other damage. Marquez stated that none of his projects, thus far, have had any issues with damage. Marquez said that if a hailstorm were to happen he would touch up where needed. Minzey voiced concern that any touch-ups would be at an additional cost and, therefore, the mural would have no warranty or guarantee. Marquez expressed that his name is on the art and that would be professional at all times. Minzey asked how long the mural will last, Marquez said that using the right paint, it will last a very long time.

In examining the proposed drawings, it was determined that due to utility service boxes on the back of the bathrooms which would be difficult to paint, three separate murals would be done: a butterfly, Terrytown landmarks, and silhouettes. He plans to paint the butterfly to be a place for people to take photos. Marquez plans to have the "Carena" on the landmarks portion be in the light blue, the water tower can be any color. Feil stated that it should say "Terry's. Marquez added the Monument because it is so majestic and visible from everywhere in Terrytown. Feil agreed. Perales recommended putting Terry Carpenters portrait on the mural in the lower left-hand corner, Feil agreed. Feil liked the font used in "Terrytown". Feil thought it would be a good addition to silhouettes

would be to have someone fishing, as biggest activity at Terry's lake is fishing. Ettleman likes the Terrytown side and the children side but wasn't crazy about the Butterfly." Marquez added it because it is so majestic and visible from everywhere in Terrytown. Feil stated that on the side of the lake where Hascall Park sits is a really nice view of the monument. Perales recommended putting Terry Carpenters portrait on the mural in the lower left-hand corner, Feil agreed.

Minzey asked if Marquez did all of the work by himself at the Aging Office in Gering, NE. Marquez stated that he did all of the detail work and that RE-Connect did things like the base work. Minzey pointed out that in a publication about the work it implied that RE-Connect did the project. Mattern asked if since Terrytown doesn't own the property, if we need to have permission to do the project. Perales noted that the City can do any "improvements" to its structures. Minzey reiterated that the City owns the building.

In discussing cost, Feil reminded the council that at the last meeting \$3,000 was proposed. Marquez noted the different colors that would be being used especially for the butterfly and estimated around \$400 in costs. Ettleman asked if \$3500 would be fair for both materials and labor. Perales recommended paying \$4,000 to be certain Marquez be able to purchase good materials. Minzey asked again about having an agreement. Perales asked if council wanted to direct Mattern to get a simple agreement drafted. Feil asked about the timeline, recommending a year. Marquez noted that he lived right across the street, so it will be convenient to paint whenever possible. Feil made a motion to agree for Marquez to do the mural on the park bathrooms for up to \$4,000 contingent on a signed agreement with a deadline of December 2026. Minzey seconded the motion. Aye's: Ettleman, Feil, and Minzey. Nay's: none. Absent: Norman. Motion carried.

Ettleman shared the Personnel Committee met October 14<sup>th</sup>, 2025, to discuss with the Department Heads; Hugo Chairez and Jennifer Mattern the Time Tracker clock-in system. It was decided that the TimeTracker system be tried until the end of December. Chairez stated that he believes the committee had their minds made up prior to the committee meeting and did not listen to his objections. Ettleman stated objections against using the system just because other people don't like it was not valid reasoning. Feil questioned why Chairez was so against clocking in and out with the Time Tracker. Echo Woyak, Deputy Clerk, finds the online time clock much easier to use than a physical time clock. Every other job she has worked had digital or online time clocks. Ettleman pointed out some places use thumb prints for time tracking purposes, and most employers are going digital.

Blanco stated that with the TimeTracker one could punch in from anywhere, and that the current system requires the shop employees to punch in they are in the shop office. Feil inquired if the TimeTracker had any sort of geofence. Mattern answered that a radius can be placed on the system. Perales pointed out the shop employees could clock in sooner in on call situations with the online time tracker. Blanco stated that they must go get the city vehicle from the shop in on-call situations due to the fact all the tools are kept in city vehicles, so they might as well use the physical

time clock while doing so. Perales stated that the next system would benefit on call employees, who can clock in immediately without going to the shop first. Chairez disagreed. Perales also stated that he believed if the person on call were to get hurt when it would be to their benefit to use this new system. Ettleman agreed, stating that there is a benefit to being able to prove one is on the clock to take away sole liability from the employee.

Both Perales and Committee recommended that physical timecards also be kept during the trial period. Blanco hasn't carried his work phone because he couldn't use the SCADA or read meters on it. Chairez when an on-call situation occurs he is called, then he calls Blanco. Blanco questioned why unbroken matters need fixed. Fiel answered that the new time tracker is not being implemented due to any impropriety, but rather to make things simpler. Chairez questioned that what works better for the office employees doesn't necessarily work better for the shop employees.

Fiel doesn't understand the shop employees argument. Chairez and Blanco stated that he doesn't think it's fair that office employees get to clock in while not in the office and get to work from home or while on vacation. Fiel questioned if that is actually happening. Mattern stated that she has worked on her vacations. Blanco stated that it was requested last year to get two weeks paid out vacation time, and he believes the answer was yes, but it never got recorded and did not happen. Mattern pointed out that any hours worked outside regular office hours were not to make up time, but extra hours required to get her job done. Perales approved all extra hours.

Blanco voiced concern that the shop people never get to talk to Perales like that, and that Chairez was blindsided by the Personnel Committee. Ettleman said it really was the Personnel Committee saying that it couldn't hurt to try the new Time Tracking system as a compromise and that if it wasn't working that it could be revisited at a later date. The TimeTracker was purchased with the new software. Fiel voiced concern as to a lack of overall singular leadership, with this is going on over here and this is going on over there. Blanco stated it's not even across the playing field. Perales asked if the complaint is that someone is working during their vacation, then asked how Chairez and Blanco can do their job while on vacation.

Perales stated that while Woyak and Mattern work part of their jobs from home, it is not possible for Blanco and Chairez to work without being on-site. Blanco and Chairez said that they would try the TimeTracker as the Council is the one who makes the decisions. Perales stated he gets contacted by Mattern often asking if she can work from home, and she has Perales' approval due to the urgency and deadlines that need met no matter where Mattern may be located. Perales then questioned if that was unfair to the shop employees. Chairez Replied no. Perales stated that shop employees have a job that requires them to be on sight, and even though Mattern may not be in the office she is still working. Perales questioned whether he had ever denied anyone time off. Chairez replied no.

Perales stated he tries to treat all employees the same. Perales stated he trusts the shop employees implicitly, but they need to do their jobs to keep the city running. Perales stated that it isn't ideal that there is not always someone in the office during office hours, but that any adjusted hours are always posted online for people to see, and he approves these. He also states that his job includes making sure the people of the town are getting the services the city is supposed to be providing. Perales recommended the shop employees try the online Time Tracker until the end of the year, and if it was still an issue then it could be discussed again then. Perales also recommended using the Physical time clock alongside the online Time Tracker. Chairez agrees.

Feil stated it feels like certain things are brought before the City Council as a ploy to get something, and people play coy instead of being straight forward. Over the last two years things have come up that make him question why, and what a person has to gain by bringing it up. Feil could see there are some strong feelings coming out over the time clock situation that should have been held elsewhere. There needs to be better communication with Perales as the "boss," and there is no need for the bombardment of personal benefit matters instead of focus on the community. Chairez stated money is a driving factor. Feil stated that it is never brought up as a request for more money, and that things should be brought to Perales. Chairez stated that they keep losing benefits. Feil stated that he has been on the shop employees side many times, but there are limits.

Feil stated that he understands the want to be able to work from wherever, but maintenance employees have a job that they need to be physically present for. Perales pointed out that being able to work remotely is not always a benefit. Perales stated that he recommends trying the new time clock, and if it was disliked by the end of the year, it could be discussed. Perales put forward for a motion to state the previous. Ettlman questioned if this needed a motion. Perales stated that there wasn't a need as it was a directive from the city council. Perales stated that he also previously directed the shop employees not to start using the online time clock until this meeting against the direction of the personnel committee. Minzey stated that he would like detailed narrative minutes of the meeting as there was no motion.

Ettlman moved to approve the regular meeting minutes from October 9<sup>th</sup>, 2025. Minzey Seconded the motion. Aye's: Ettlman, Feil, and Minzey. Nay's: none. Absent: Norman. Motion carried.

At 7:38 p.m. Ettleman Moved to adjourn the special meeting. Minzey Seconded the motion. Aye's: Ettleman, Feil, and Minzey. Nay's: none. Absent: Norman. Motion carried.

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Mayor, Chris Perales

Attest:

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City Clerk, Jeni Mattern

