

City of Fremont, Nebraska is inviting you to a scheduled Zoom meeting.

Topic: March 24, 2020 Special Meeting

Time: Mar 24, 2020 07:00 PM Central Time (US and Canada)

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**AMENDED SPECIAL CITY COUNCIL MEETING**

**March 24, 2020**

**City Council Chambers 400 East Military, Fremont NE**

**SPECIAL MEETING – 7:00 P.M.**

**AGENDA**

**SPECIAL MEETING:**

1. Meeting called to order
2. Roll call
3. Test Zoom Telecommunication software
5. Consider temporary suspension of the Public Comment period during the COVID-19 pandemic
6. Consider COVID-19 compensation plan for hourly employees

## 7. Adjournment

Agenda posted at the Municipal Building on March 18, 2020 and online at [www.fremontne.gov](http://www.fremontne.gov). Agenda distributed to the Mayor and City Council on March 18, 2020. This meeting is preceded by publicized notice in the Fremont Tribune and the agenda, is displayed in the Municipal Building and is open to the public. The official current copy is available at City Hall, 400 East Military, City Clerk's Office during normal business hours. The City Council reserves the right to go into Executive Session at any time. A copy of the Open Meeting Law is posted in the City Council Chambers for review by the public. The City of Fremont reserves the right to adjust the order of items on this agenda.

### **§2-109 Audience / Participant; Rules of Conduct.**

The following rules are established for audience members and participants at a Council meeting:

1. At the discretion of the presiding officer, any person may address the Council, on any agenda item; however, questions to City officials or staff, other speakers, or members of the audience are not permitted and will not be answered.
2. Any person wishing to address the Council shall first state their name and address
3. Remarks shall be limited to five minutes unless extended or limited by the Presiding Officer or majority vote of the Council.
4. No person will be permitted to address the Council more than once during discussion of a particular agenda item. Rebuttal comments are not permitted.
5. Repetitive or cumulative remarks may be limited or excluded by the Presiding Officer or majority vote of the Council.
6. Profanity or raised voice is not permitted.
7. Applause, booing, or other indications of support or displeasure with a speaker are not permitted.
8. Any person violating these rules may be removed from the Council Chambers.

The following additional rules are established and applicable for public participants at an Open Public Comment Period or Study Session meeting:

9. At the direction of the presiding officer, Open Public Comment Period Speaker Topics will be limited to those not covered by a published agenda for any Study Session, or any regular City Council meeting.
10. A priority to speak at Open Public Comment Periods and Study Session shall be given to those speakers who reside within the City limits, or within the ETJ (Extra-Territorial Jurisdiction – a two (2) mile radius of the City limits) of Fremont, and then, as time allows, to those who do not.
11. Member of the public wishing to speak at a Study Session will be required to limit their comments to those that are directly related to the Publicly Noticed Study Session agenda topic(s).
12. Written letters addressed to the City Council will be accepted, as will comment cards that will be made available and collected from those who attend Open Public Comment Period and Study Session meetings who do not wish to speak publically, but have an issue or concern that they believe the Council should be made aware of.

# STAFF REPORT

TO: City of Fremont Mayor and City Council  
FROM: Brian Newton, City Administrator  
DATE: March 24, 2020  
SUBJECT: COVID-19 Compensation Plan

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Recommendation: Motion to authorize staff to implement the plan

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**BACKGROUND:** In light of the COVID-19 pandemic and the likelihood that city services could be shut down, the City drafted a proposed guide to delivery of City services. As part of the guide, a compensation plan was proposed for hourly employees.

## Proposed COVID-19 Compensation Plan

**Levels 1/2** – Normal compensation. Employees that self-quarantine must use vacation or floating holidays. Employees that are directed to self-quarantine by a physician or public health official are eligible to use accrued leave.

**Levels 3/4** – Employees may fall into one or more of the following scenarios:

- A. Employees directed to go home, but not working at home, shall be paid their regular hourly rate during their regularly scheduled shift. (\* - see note below)
- B. Employees scheduled to work, whether at home or on the job site, during their regularly scheduled shift, shall be paid their regular hourly rate, plus 1.5 times their hourly rate for actual hours worked. (In other words, 2.5 times their regular hourly rate for actual hours worked.)
- C. Employees called in to work during their regularly scheduled shift shall be paid their regular hourly rate, plus 1.5 times their hourly rate for actual hours worked. (In other words, 2.5 times their regular hourly rate for actual hours worked.)

Please note that the existing call back and overtime provisions remain in place in addition to the pay described above.

- D. Employees directed to be sheltered-in-place for period longer than 24-hours, shall be paid their regular hourly rate for hours sheltered-in-place, plus 1.5 times their hourly rate for actual hours worked. (In other words, 2.5 times their regular hourly rate for actual hours worked and 1 times their regular hourly rate for sheltered-in-place hours.)

\* Employees being paid to stay home and who are subject to on-call or call back requirements, shall remain fit for duty and be available to report to work during regular business hours and while on-call.

**FISCAL IMPACT:** The expense will be unbudgeted and difficult to estimate, but absolutely necessary.