

AGENDA
VALLEY CITY COUNCIL
March 2, 2021 7:00 PM

Anyone desiring to speak on any item on the Agenda is invited to do so, but will be limited to three minutes. After being recognized by the Mayor, please state your name and address for the record. Anyone desiring to speak for a longer period of time should make arrangements with the City Clerk prior to the meeting.

--A copy of the Open Meetings Act is located on the north wall of the Council Chamber--

The Mayor and Council reserve the right to adjourn into executive session on any agenda item per Nebraska Revised Statutes 84-1410.

One copy of all reproducible written material to be discussed at this meeting is available for examination or copying.

1. ROLL CALL
2. CALL TO ORDER
3. PLEDGE OF ALLEGIANCE
4. VISITORS & CORRESPONDENCE
5. PROOF OF PUBLICATION
6. APPROVAL OF AGENDA
7. EMPLOYEE APPEAL HEARING pursuant to Article XI.C of the City of Valley
Personnel manual

3. Dismissal: An employee may be dismissed for cause by delivering at least 15 days before effective date thereof a written statement of reasons to the employee concerned. If, because of the reasons of the discharge, the Mayor desires to make an immediate separation he may make a suspension without pay pending discharge. Such action shall automatically result in permanent separation at the end of the period of such suspension. Suspensions pending discharge shall not be subject to the limitations provided in other sections of these rules. Any employee so dismissed shall have the right to appeal, in writing, within 10 days of the date of receipt of the letter of dismissal to the City Clerk's office and shall be granted a hearing by the Governing Body.

C. Hearings

In the event a hearing is requested, as set forth above, it will be governed by the following procedures:

The hearing will be before the City Council. The Mayor shall be the presiding officer. It will be held within thirty (30) days of the filing of the request, unless a later date is agreed upon by the employee.

Notice for hearing will be given to the employee and posted.

All witnesses testifying at the hearing must take an oath or affirmation to be truthful in their testimony. All witnesses are subject to cross-examination by the other party.

In the event an interpreter is required, either for the employee or an anticipated witness, the employee shall notify the City Clerk at least fourteen (14) days prior to the hearing. Interpreters may participate in person or by telephone.

Hearings are open to the public unless closure is requested by the employee in which case the hearing will be closed to the public, if permitted by law. Those persons in attendance at the hearing, who are not parties, are generally not permitted to speak at the hearing unless called as witnesses by a party.

The City Council may allow testimony or evidence via teleconference or videoconference or similar electronic means. Each party to the proceeding shall have the opportunity to hear and/or see testimony given in this manner and to question the person giving such testimony. Any costs associated with electronic conferencing shall be borne by the party requesting it.

The person representing the City shall first present evidence in support of the employment action at the hearing. The employee may then present evidence on his or her behalf. The City may then offer rebuttal evidence. All persons appearing shall conduct themselves with civility and courtesy to all persons involved in the hearing.

Hearings may be continued. A decision will be rendered within fourteen (14) days. Deliberation will comply with applicable open meeting laws.