

December 10, 2019

Seward County Board of Equalization

State of Nebraska)
County of Seward) ss.

A regular meeting of the Seward County Board of Equalization was convened in open and public session at 8:30 a.m. on December 10, 2019 in the Commissioner's room at the Seward County Courthouse. Notice of the meeting was posted on the Courthouse bulletin board and on the Commissioner's Room door. The agenda for all meetings is kept continually current and is available for public inspection at the County Clerk's Office during normal business hours. The agenda is held open until one business day prior to the meeting for appearance before the Board. The Board of Equalization has the right to modify the agenda to include items of an emergency nature only at such public meeting.

The Seward County Board of Equalization convened on December 10, 2019 at 8:30 a.m.

Present: Chairperson: John Culver
Members: Bob Vrbka, Ken Schmieding, Becky Paulsen
County Clerk: Sherry Schweitzer
County Assessor: Marilyn Hladky
Deputy County Treasurer: Sherry Leising
Absent: Member: Mike Mundhenke

The Chairperson noted that the public meeting information is posted as required by law and available for public distribution if requested.

The Pledge of Allegiance was recited.

Moved by Vrbka and seconded by Paulsen to approve the minutes of November 26, 2019.
Affirmative Vote: Vrbka, Paulsen, Schmieding, Culver Motion Carried

Moved by Paulsen and seconded by Vrbka to approve the Vehicle Exemption Application for Great Plains Community Church for a 1999 Ford Bus VIN# 1FDWE30S8XHB45857.
Affirmative Vote: Paulsen, Vrbka, Schmieding, Culver Motion Carried

Moved by Paulsen and seconded by Schmieding to approve Tax List Correction 275-19R, 276-19R & 277-19R.
Affirmative Vote: Paulsen, Schmieding, Vrbka, Culver Motion Carried

Hladky then updated the Commissioners on activities of her office.

Known items on the agenda for Board of Equalization on December 23, 2019 are as follows:

8:30 a.m.

1. Convene and announce Open Meetings Law
2. Pledge of Allegiance
3. Discuss/Action - Approve minutes of December 10, 2019
4. Discuss/Action – Assessor Information Update

Moved by Vrbka and seconded by Schmieding to adjourn at 8:48 a.m.
Affirmative Vote: Vrbka, Schmieding, Paulsen, Culver Motion Carried

State of Nebraska)
County of Seward) ss.

I, Sherry Schweitzer, the undersigned County Clerk of Seward County, Nebraska do hereby certify the foregoing minutes are true and are part of the official records of

this office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal this 23rd day of December 2019.

County Clerk

Chairperson

December 10, 2019 Seward County Board of Commissioners

State of Nebraska)
County of Seward) ss.

A regular meeting of the Seward County Board of Commissioners was convened in open and public session at 9:00 a.m. on December 10, 2019 in the Commissioner's room at the Seward County Courthouse. Notice of the meeting was posted on the Courthouse bulletin board and on the Commissioner's Room door. The agenda for all meetings is kept continually current and is available for public inspection at the County Clerk's Office during normal business hours. The agenda is held open until one business day prior to the meeting for appearance before the Board. The Board of Commissioners has the right to modify the agenda to include items of an emergency nature only at such public meeting.

The Seward County Board of Commissioners convened on December 10, 2019 at 9:00 a.m.

Present: Chairperson: John Culver
Members: Bob Vrbka, Ken Schmieding, Becky Paulsen,
County Clerk: Sherry Schweitzer
Absent: Members: Mike Mundhenke

The Chairperson noted that the public meeting information is posted as required by law and available for public distribution if requested.

The Pledge of Allegiance was recited.

Moved by Vrbka and seconded by Paulsen to approve the minutes of December 3, 2019.
Affirmative Vote: Vrbka, Paulsen, Schmieding, Culver Motion Carried

Commissioners Reports:

Commissioner Vrbka reported he will attend the Nebraska Association of County Officials (NACO) conference this week.

Commissioner Culver reported he attended the Seward County Employee Appreciation Dinner.

Commissioner Schmieding reported he attended a Southeast Nebraska Development District (SEND) meeting, attended the Appreciation Party and is going to the NACO Conference.

Commissioner Paulsen reported she attended an Open House of a renovated downtown building, attended the Appreciation Party and worked on various other county work.

Tera Koetter, Clerk of the District Court, was present to explain a Subaward her office has with the State of Nebraska regarding child support.

Moved by Paulsen and seconded by Schmieding to authorize the Chairman to sign the Subaward between Seward County and the Nebraska Department of Health and Human Services for cooperative arrangement for child support.

Affirmative Vote: Paulsen, Schmieding, Vrbka, Culver Motion Carried

Moved by Vrbka and seconded by Paulsen to accept the County Clerk Fee Report for November 2019 in the amount of \$26,847.25.

Affirmative Vote: Vrbka, Paulsen, Schmieding, Culver

Motion Carried

Brea Ehmen, HR Director, presented a new hire for the Highway Supt. by the name of Terry Wicht. Mr. Wicht explained his previous work experience and what he would like to see in the Seward County Road Dept.

Moved by Vrbka and seconded by Schmieding to appoint Terry Wicht as the Seward County Highway Supt.

Affirmative Vote: Vrbka, Schmieding, Paulsen, Culver

Motion Carried

Ehmen then discussed a resolution establishing awards for employees. She explained the changes from the previous policy.

Moved by Paulsen and seconded by Vrbka to adopt Resolution No. 3487 in regard to establishing a uniform policy for awarding plaques, certificates of achievement and any other item of value for Seward County employees.

**Resolution # 3487 of the
Seward County Board of Commissioners**

WHEREAS, Seward County desires to recognize employees as a valuable resource; AND

WHEREAS, Seward County would like to recognize individual employees by the awarding of a plaque, certificate of achievement, or other item of value for their service to Seward County; AND

WHEREAS, Resolution No. 3118 adopted on August 12, 2014, established a policy for employee recognition and awards; AND

WHEREAS, the Seward County Board of Commissioners wish to amend the policy; AND

NOW THEREFORE BE ITRESOLVED, the Policy attached and marked as Exhibit "A" is hereby adopted as the Seward County Employee Recognition and Awards Policy, as amended.

Motion by: Paulsen

Seconded by: Vrbka

Absent: Mundhenke

Ayes: Becky Paulsen, Ken Schmieding, Robert Vrbka, John K. Culver, Chair of the Board

Attest: Sherry Schweitzer, Seward County Clerk

12/10/2019

EXHIBIT "A"

Policy: Employee Recognition and Awards Policy

Updated/Effective: 12/10/19

Purpose:

The Seward County Board of Commissioners recognize the valuable resource of the employees of Seward County. The County Board would like to recognize individual employees by the awarding of a plaque, certificate of achievement, or other item of value for their service to Seward County. -Special recognition should be given for achievements to include, but not limited to, longevity of employment, retirement, and other special accomplishments, as approved by the County Board.

Law:

Neb. Rev. Stat. § 13-2203 (3) (Reissue 2012, as amended) allows for the County Board to authorize expenditure of public funds for plaques, certificates of achievement, or other items of value awarded to elected or appointed officials, employees, or volunteers, including persons serving on local government boards or commissions.

The awarding of any plaque, certificate of achievement, or other item of value shall comply with the following guidelines:

Employee Appreciation Dinner:

Seward County may provide one recognition dinner annually for appointed and elected officials, employees, and volunteers. The cost of the employee appreciation dinner shall not exceed \$50 dollars per person, and the amount shall be set by the Board of Commissioners

The Host of the Employee Appreciation Dinner will be responsible for awarding the plaque, certificate of achievement, or other item of value for longevity and retirement at the dinner.

Retirement refers to an employee who attains the age of 55 and retires from employment in the year prior to the appreciation dinner; and has been employed with Seward County for at least five years. In addition to any other item of value for longevity, the retiree will be awarded a plaque or item of value not to exceed \$50.00.

Longevity of Employment: Employees who have reached longevity of employment in increments of five years are eligible for a Chamber Check in the amount as follows. Years of service shall be determined by calculating total years served by December 31 of that year.

- 5 years of service- \$10 Chamber Check
- 10 years of service- \$25 Chamber Check
- 15 years of service- \$50 Chamber Check
- 20 years of service- \$75 Chamber Check
- 25 years of service- \$100 Chamber Check
- 30 years of service- \$125 Chamber Check
- 35 years of service- \$150 Chamber Check
- 40 years of service- \$175 Chamber Check
- 45 years of service- \$200 Chamber Check
- 50 years of service- \$225 Chamber Check

Other Employee Recognition

Employee recognition or accomplishments, as approved by the County Board may be made in an amount not to exceed \$150.00.

A maximum of one (1) day off, per year, per employee may be awarded under this policy. This day off will be awarded as 8 hours of vacation and treated as any other vacation day (see vacation policy) and will be subject to all taxation as mandated by law. The County Board acknowledges that the monetary value of this award may vary depending on Employee wage. Any awarded vacation day will be an exception to the vacation cap as outlined in the vacation policy, and the \$150.00 maximum noted above.

This policy shall not limit the ability to provide special recognition to any employee without the expenditure of public funds.

John K. Culver, Chairman, Board of Commissioners

Adopted on: Dec. 10, 2019

This Policy amends Resolution 3118: Seward County Employee Award and Recognition Policy, adopted August 12, 2014.

New Resolution _____ 3487 _____

Moved by: Paulsen Seconded by: Vrbka Absent: Mundhenke
Ayes: Becky Paulsen, Ken Schmieding, Robert Vrbka,
John K. Culver, Chair of the Board
Attest: Sherry Schweitzer, Seward County Clerk

Affirmative Vote: Paulsen, Vrbka, Schmieding, Culver Motion Carried

Moved by Schmieding and seconded by Vrbka to accept the Clerk of the District Court Fee Report for November 2019 in the amount of \$4,244.05.

Affirmative Vote: Schmieding, Vrbka, Paulsen, Culver Motion Carried

Todd and Melissa Grantski were present to ask permission for closing a road near Cordova for the Big Blue Mile Shootout. They gave information on the procedure of getting the site ready, details of the event and also information about the fundraising the event has achieved.

Moved by Vrbka and seconded by Schmieding to approve the closure of 462nd Rd. from Old Cheney to A Street Rd on June 6, 2020 from 8 a.m. to 6 p.m. for the Big Blue Mile Shootout with a rain date of June 7, 2020.

Affirmative Vote: Vrbka, Schmieding, Paulsen, Culver Motion Carried

Casey Tiemann of the County Attorney's Office was present to discuss the 2020-2021 Community-Based Juveniles Services Grant. The Commissioners questioned the BRIDGES organization involvement with the grant. They asked Tiemann to change the grant documents to not include BRIDGES in the administration of the grant.

Known items on the agenda for Board of Commissioners on December 17, 2019 are as follows:

9:00 a.m.

1. Convene and announce Open Meetings Law
2. Pledge of Allegiance
3. Discuss/Action - Approve minutes of December 10, 2019

Other Business Matters to Address When Time Allows

4. Discuss/Action - Public/Officials/Boards
5. Commissioners Reports
6. Discuss/Action – Agenda for December 23, 2019

9:15 a.m. Discuss/Action – Appoint Extension Members

Moved by Schmieding and seconded by Vrbka to adjourn at 10:17 a.m.

Affirmative Vote: Schmieding, Vrbka, Paulsen, Culver Motion Carried

State of Nebraska)
County of Seward) ss.

I, Sherry Schweitzer, the undersigned County Clerk of Seward County, Nebraska do hereby certify the foregoing minutes are true and are part of the official records of this office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal this 17th day of December 2019.

County Clerk

Chairman