

December 17, 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 17, 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 17, 2019 at 9:00 a.m.

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

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 Paulsen and seconded by Vrbka to approve the minutes of December 10, 2019.

Affirmative Vote: Paulsen, Vrbka, Schmieding, Culver

Abstain: Mundhenke as he was not in attendance at said meeting. Motion Carried

Marilyn Hladky and Sherry Schweitzer updated the Commissioners on information they received at the recent Nebraska Association of County Officials (NACO) conference.

Commissioners Reports:

Commissioner Mundhenke reported he checked on the conditions of various roads near Milford.

Commissioner Vrbka reported he attended the NACO Conference, a meeting of the Ag Society and took various calls about roads.

Commissioner Culver reported he went to the NACO Conference, talked with Dept. Heads and dealt with various correspondences.

Commissioner Schmieding reported he attended the NACO Conference, a Visitors Committee meeting and received constituents' comments.

Commissioner Paulsen reported she went to the NACO Conference and visited with other organizations regarding county business.

The Commissioners recessed at 9:10 a.m.

The Commissioners re-convened at 9:15 a.m.

Ann Dobesh of the Extension Office was present to give nominees for Extension Board members.

Moved by Vrbka and seconded by Paulsen to appoint Clark Jackson, representing District 5, and Zach Steinmeyer, representing District 2, to the Seward County Extension Board.

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

The Commissioners recessed at 9:22 a.m.

The Commissioners re-convened at 9:30 a.m.

Casey Tiemann of the County Attorney's Office was present with Megan Kahler, Executive Director of BRIDGES, and Lisa Bennett, previous Executive Director of BRIDGES.

Tiemann said she removed any mention of BRIDGES in the grant as the Commissioners had asked her to last week. Bennett gave some history of the BRIDGES organization and the grants they worked for. Culver stated he felt the request that BRIDGES be taken out of the grant information was completed and so he felt he could be in favor of it now. The grant is also for Butler County Truancy and Diversion, and Paulsen stated she feels we need to take care of Seward County first.

Moved by Vrbka and seconded by Culver to authorize the Chairman to sign the 2020-2021 Community Based Juveniles Services Grant.

Affirmative Vote: Vrbka, Culver, Schmieding, Mundhenke

Voting No: Paulsen

Motion Carried

Bob Dahms, Treasurer, and Candi Sanders of Union Bank were present to discuss investing funds of Seward County. Dahms stated that NPAIT is a named depository for Seward County but recently, the management of NPAIT was changed from a Nebraska Bank to a firm in Chicago while a firm in Missouri holds the securities. Sanders stated that because of these changes, Union Bank is now marketing their own program called Short Term Federal Investment Trust (STFIT.) Dahms is asking the Commissioners to add STFIT to the list of depositories. Barb Armstead, Deputy County Attorney, stated that the County Attorney's Office has not had time to look over the documents needed to be signed and so the item will be on put on the agenda for the December 23, 2019 meeting.

The Commissioners recessed at 9:56 a.m.

The Commissioners re-convened at 10:00 a.m.

Maria Hatfield, Detention Center Director, and Brea Ehmen, HR Director, were present to lead discussion on the current wages of Correctional Officers in Seward County. They have not been able to hire the needed officers and want to change the grade and step for Correction Officers, based on *difficult-to-fill criteria* as the personnel policy states. Ehmen stated she had done an analysis of counties and had decided that there should be a change in the Grade and Step. She stated the new Grade should be Grade 10, Step 1 for Uncertified and Step 3 for Certified. Hatfield added her own analysis of placing current employees into the new Grade.

Moved by Vrbka and seconded by Schmieding to change the Grade and Step for Correctional Officers, based on the *difficult-to-fill Criteria*, at Grade 10 Step 1 for Uncertified and Grade 10 Step 3 for Certified.

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

Moved by Schmieding and seconded by Paulsen to place the current Detention Center employees on Grade 10. Those employees with 3 or less years of employment will be put on Step 4; employees with over 3 years of employment will be put on Step 5; and employees with 10 or more years of employment will be put on Step 6.

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

The Commissioners recessed at 10:13 a.m.

The Commissioners re-convened at 10:15 a.m.

Commissioner Paulsen removed herself from the Board at 10:15 a.m.

Becky Paulsen, Weed/Zoning Administrator, presented several documents for the Boards consideration regarding the Weed Dept.

Moved by Mundhenke and seconded by Vrbka to authorize the Chairman sign the 2019-2020 annual reports from the Seward County Noxious Weed Control Department to the Nebraska Department of Agriculture.

Affirmative Vote: Mundhenke, Vrbka, Schmieding, Culver

Motion Carried

Commissioner Paulsen joined the Board at 10:17 a.m.

Moved by Paulsen and seconded by Schmieding to go into Executive Session at 10:17 a.m. for personnel, it being necessary to protect the reputation of the individual(s).
Affirmative Vote: Paulsen, Schmieding, Vrbka, Mundhenke, Culver Motion Carried

The Chairman re-stated the reason for Executive Session was for Personnel.

Moved by Vrbka and seconded by Mundhenke to go out of Executive Session at 10:53 a.m.

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

Chairman Culver stated that personnel was discussed and no action was taken.

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

Known items on the agenda for Board of Commissioners on December 23, 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 17, 2019

Other Business Matters to Address When Time Allows

4. Discuss/Action - Public/Officials/Boards
5. Commissioners Reports
6. Discuss/Action - Res. – Authorize the Chairman to sign the Annual Certification of the County Highway Supt. serving Seward County from January 1, 2019 - October 31, 2019
7. Discuss/Action - Res. – Authorize the Chairman to sign the Annual Certification of the County Highway Supt. serving Seward County from November 1, 2019 - December 9, 2019
8. Discuss/Action - Res. – Authorize the Chairman to sign the Annual Certification of the County Highway Supt. serving Seward County from December 10, 2019 – December 31, 2019
9. Discuss/Action – Agenda for December 31, 2019

9:15 a.m. Discuss/Action – Modified 2020 Pay Period and work hours policy effective 1/4/2020

9:30 a.m. Discuss/Action – Treasurer’s Items

Moved by Vrbka and seconded by Schmieding to adjourn at 10:56 a.m.

Affirmative Vote: Vrbka, Schmieding, Mundhenke, 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 24th day of December 2019.

County Clerk

Chairperson