

February 8, 2022

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 February 8, 2022 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 February 8, 2022 at 8:30 a.m.

Present: Chairperson: John Culver
Members: Misty Ahmic, Bob Vrbka, Ken Schmieding, Darrell Zabrocki
County Clerk: Sherry Schweitzer
County Assessor: Marilyn Hladky

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 Zabrocki and seconded by Schmieding to approve the minutes of January 25, 2022
Affirmative Vote: Zabrocki, Schmieding, Vrbka, Ahmic, Culver Motion Carried

Hladky updated the Commissioners on activities of her office.

Known items on the agenda for Board of Equalization on February 22, 2022 are as follows:

8:30 a.m.

1. Convene and announce Open Meetings Law
2. Pledge of Allegiance
3. Discuss/Action - Approve minutes of February 8, 2022
4. Discuss/Action – Assessor Information Update

Moved by Vrbka and seconded by Zabrocki to adjourn at 8:33 a.m.

Affirmative Vote: Vrbka, Zabrocki, Schmieding, Ahmic, 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 22nd day of February 2022.

County Clerk

Chairperson

February 8, 2022

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 February 8, 2022 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 February 8, 2022 at 9:00 a.m.

Present: Chairperson: John Culver
Members: Misty Ahmic, Bob Vrbka, Ken Schmieding, Darrell Zabrocki
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 Schmieding and seconded by Vrbka to approve the minutes of February 1, 2022
Affirmative Vote: Schmieding, Vrbka, Ahmic, Zabrocki, Culver Motion Carried

Spencer Conradt, E911 Director, was introduced by Commissioner Zabrocki and gave information about his background in his 911 career.

Commissioners Reports:

Commissioner Ahmic reported she worked with the HR Department involving the county webpage. She also stated she attended the Milford City Council meeting, was able to finalize the Premium Pay project in regard to the American Rescue Plan Act (ARPA), participated in a NACO webinar regarding ARPA, called the fire depts and village boards in regard to ARPA funding, received a call from Pleasant Dale about the County's ARPA application, and plan to watch a legislative hearing this coming week.

Commissioner Vrbka reported he has been following a problem with the Upper Big Blue NRD and a Seward County landowner.

Commissioner Culver reported he received various correspondences, went out to Kearney for a NACO workshop for Board Chairmans where he presented information to the attendees. He also met with the two Extension Officials about an interlocal with UNL.

Commissioner Schmieding reported he will have an Extension Board meeting soon, met with two Extension Officials in regard to an Interlocal that the County has with UNL for Extension Office services. He will go to the Downtown Revitalization Committee meeting in the coming weeks. He also went through his district and visited with several constituents.

Commissioner Zabrocki reported he participated in the Four Corners Health District update, went to a Seward City Council meeting, worked with the Public Service Commission in regard to the E911 2019-2020 audit, attended the NIRMA round table webinar via Zoom, met with Greg Butcher, Seward County Administrator, about county and city salaries, worked on 911 activities with the new Director, and noted the handicapped parking places around the east side of the courthouse are being installed.

Gary Petersen, Seward/York Emergency Manager, led discussion about the West Wing tornado shelter quotes. Culver suggested putting one shelter on the east side of the parking lot. They discussed the quotes Petersen provided. Zabrocki wondered if engineering for the installation was needed since Seward County doesn't want drainage problems. After discussion, it was decided that sealed bids would need to be received due to the cost of the shelters.

Carina Sanchez, HR Director, led discussion on two agenda items to declare two positions in the Road Dept. as "Difficult to Fill". She gave information on the time frame when the positions have been vacant and unable to attract applicants. Culver read the portion of the policy which refers to this issue.

Moved by Zabrocki and seconded by Vrbka to declare the Motor Grader Operator position as a "Difficult to Fill" position as stated in the Difficult to Fill policy.

Affirmative Vote: Zabrocki, Vrbka, Ahmic, Schmieding, Culver Motion Carried

Sanchez gave information on a wage survey she conducted with surrounding counties on the starting wage they offer for this position. She suggested raising the starting wage \$2.00 per hour. It was noted that present motor graders would be less than the proposed starting wage.

Moved by Vrbka and seconded by Schmieding to increase the starting wage for the Motor Grader position to \$18.63 per hour and will be on grade 21.

During discussion time on the motion, Sanchez also stated there are current employees which are below the new starting wage and bringing them up to the \$18.63 will cost around \$7,600.00. Terry Wicht said he would have the funds in his budget to raise them.

Affirmative Vote: Vrbka, Schmieding, Ahmic, Zabrocki, Culver Motion Carried

The Commissioners then considered the Heavy Equipment Operator position item on the agenda.

Sanchez stated there are currently four vacancies for the Heavy Equipment Operator position and gave information about trying to obtain applicants. Zabrocki asked if the provisions of the "Difficult to fill" policy have been found to be appropriate; to which Sanchez answered yes.

Moved by Vrbka and seconded by Ahmic to declare the Heavy Equipment Operator position as a "Difficult to Fill" position as stated in the Difficult to Fill policy.

Affirmative Vote: Vrbka, Ahmic, Zabrocki, Schmieding, Culver Motion Carried

Sanchez gave information from a wage survey and said that \$18.63 would be appropriate and on grade 21. There are currently two employees in the Heavy Duty Equipment Operator positions who are making more than \$18.63. Sanchez suggested raising those wages due to their longevity. Zabrocki asked about the cost of raising wages. The impact of the Road Dept. budget would be around \$5,000, depending on when a new employee would start.

Moved by Vrbka and seconded by Zabrocki to increase the Heavy Equipment Operator position to \$18.63 per hour and on grade 21.

Affirmative Vote: Vrbka, Zabrocki, Schmieding, Ahmic, Culver Motion Carried

Sanchez led discussion on the 5th item of the agenda. She stated that like the jail and sheriff office positions that were changed in weeks earlier, there are employees in the Motor Grader and Heavy Equipment Operator job descriptions that will be earning less than the starting wage just approved. Terry Wicht, Highway Supt., stated he would like to increase the wages of all Road Dept. employees because it has been difficult to *retain* employees. He said his employees are covering the positions that have been vacant and doing the work that is not necessary in their job description. Culver stated he feels that these extra positions that Wicht is wanting to raise need to be considered at budget time. Zabrocki said there needs to be some separation between the motor grader operator job description and the heavy equipment

operator job description, but also said that issue needs to be considered at budget time to which Ahmic agreed.

Sanchez was asked to bring back information in two weeks on the current employees that are Motor Grader and Heavy Equipment Operators.

Zabrocki led discussion on the last agenda item about clarifying the specifics of a motion made on February 1, 2022.

He stated that nothing will change by passing a clarifying motion now. Although discussion and context of the February 1, 2022 motion to amend action taken on January 25, 2022 was clear that the effect of the amendment would be to disallow the raises for the positions of Operation Managers and Operations Assistant, the motion itself wasn't clear regarding the effect of the amendment. Barb Armstead, Deputy County Attorney, stated that it was realized after the meeting that the motion made on February 1, 2022 to amend a motion made on January 25, 2021 did not describe the specifics of what was being amended.

Moved by Zabrocki and seconded by Schmieding to amend action previously taken on January 25, 2022 to disallow the raises for the positions of Sheriff's Office Operations Manager and Operations Assistant that were approved on January 25, 2022.

Affirmative Vote: Zabrocki, Schmieding, Ahmic, Vrbka

Voting no: Culver

Motion Carried

It was stated that wages approved on January 25, 2022, will be paid to the Operation Managers and the Operation Assistant for the week of January 25, 2022 to February 1, 2022.

Moved by Vrbka and seconded by Ahmic to accept the County Clerk Fee Report for January 2022 in the amount of \$43,213.09.

Affirmative Vote: Vrbka, Ahmic, Schmieding, Zabrocki, Culver

Motion Carried

Moved by Zabrocki and seconded by Schmieding to accept the Sheriff's Fee and Mileage Report for November 2021 in the amount of \$1,347.00 and \$584.23 respectively.

Affirmative Vote: Zabrocki, Schmieding, Vrbka, Ahmic, Culver

Motion Carried

Moved by Schmieding and seconded by Ahmic to accept the Sheriff's Fee and Mileage Report for December 2021 in the amount of \$1,139.00 and \$484.60 respectively.

Affirmative Vote: Schmieding, Ahmic, Vrbka, Zabrocki, Culver

Motion Carried

Moved by Ahmic and seconded by Zabrocki to accept the Clerk of the District Court Fee Report for January 2022 in the amount of \$4,210.95.

Affirmative Vote: Ahmic, Zabrocki, Vrbka, Schmieding, Culver

Motion Carried

Moved by Vrbka and seconded by Schmieding to authorize the Chairman to sign the "2 CFR Part 200 Single Audit Certification" form.

Affirmative Vote: Vrbka, Schmieding, Zabrocki, Ahmic, Culver

Motion Carried

During the agenda item involving ARPA, Ahmic reported she closed out the premium pay project as mentioned in her Commissioners Report and less than expected was spent. She participated in the NACO webinar about ARPA funding and learned that we can take the \$10,000,000 revenue loss portion of ARPA rules and then funds can be spent on things such as the tornado shelter at the West Wing, heating system expenses, etc. So far, the villages have asked for funds for water/sewer projects, Premium Pay to employees was given and we agreed to pay emergency responders a small portion of ARPA funds. The Commissioners discussed other projects that ARPA funds could be used for. Ahmic got information on meeting dates/times for fire departments and villages and the Commissioners decided who would go to the various meetings.

Known items on the agenda for Board of Commissioners on February 15, 2022 are as follows:

9:00 a.m.

1. Convene and announce Open Meetings Law
2. Pledge of Allegiance
3. Discuss/Action - Approve minutes of February 8, 2022
4. Discuss /Action – Claims for the period through February 4, 2022

Other Business Matters to Address When Time Allows

5. Discuss/Action – Public/Officials/Boards
6. Commissioners Reports
7. Discuss/Action – Accept Zoning Dept. Fee Report for January 2022 - \$1,950.00
8. Discuss/Action – Disbursement of American Rescue Plan Act (ARPA) Funds
9. Discuss/Action – Agenda for February 22, 2022

10:00 a.m. Public Hearing – Request to Rezone a tract of land in the SW ¼ of Section 20 Township 11 North Range 4 East of the 6th p.m. in H Precinct from A-1 District to TA-1 District

Discuss/Action – Res. - Rezone a tract of land in the SW ¼ of Section 20 Township 11 North Range 4 East of the 6th p.m. in H Precinct from A-1 District to TA-1 District

Public Hearing/Findings of Fact – Request for a Conditional Use Permit and Development Permit to operate and construct a tower in the SE ¼ of Section 20 Township 9 North Range 4 East of the 6th p.m.

Discuss/Action – Res. - Conditional Use Permit and Development Permit to operate and construct a tower in the SE ¼ of Section 20 Township 9 North Range 4 East of the 6th p.m.

Moved by Zabrocki and seconded by Vrbka to adjourn at 10:44 a.m.

Affirmative Vote: Zabrocki, Vrbka, Schmieding, Ahmic, 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 15th day of February 2022.

County Clerk

Chairman