

February 19, 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 February 19, 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 Commissioners convened on February 19, 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 Vrbka and seconded by Schmieding to approve the minutes of February 12, 2019.

Affirmative Vote: Vrbka, Schmieding, Mundhenke, Culver

Abstain: Paulsen as she was absent at the previous meeting Motion Carried

During Public/Officials/Board time on the agenda, Becky Paulsen, Weed/Zoning Administrator reported she had gone to a zoning conference the previous week.

Commissioners Reports:

Commissioner Mundhenke reported he attended an Extension Board meeting and looked at road conditions.

Commissioner Vrbka reported he received phone calls about roads.

Commissioner Culver reported he received phone calls, visited the 911 department and several other officials, and also gave an evaluation for an appointed official.

Commissioner Schmieding reported he received several phone calls and had a request for funding for next year's county budget.

Commissioner Paulsen reported she went to the Seward City Council Meeting, attended the Blue Valley Community Action meeting, and a salary study meeting.

Moved by Paulsen and seconded by Vrbka to accept the Sheriff Fees and Mileage Report in the amount of \$1,823.00 and \$1,226.53 respectively.

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

Commissioner Paulsen removed herself from the Board at 9:09 a.m.

Becky Paulsen, Weed/Zoning Administrator, nominated the name of Misty Ahmic for a member of the Seward County Planning & Zoning Board.

Ahmic spoke about herself and said she was interested in the position.

Moved by Vrbka and seconded by Mundhenke to place Misty Ahmic on the Seward County Planning and Zoning Board.

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

Commissioner Paulsen joined the board at 9:11 a.m.

Commissioner Culver stated the Board Room Remodel is done and will touch base with Tom Nielsen of Soarin' to see if he still has rebate money from ADP to help with financing the improvements as Nielsen has said previously.

Culver gave information about closure of county offices due to the weather.

Culver led discussion on the Abolishing the Personnel Board item on the agenda. He stated that he feels that there is a lot of time wasted by being on or attending the Personnel Board meeting. He also feels that there are policies such as the Internet policy that can be administered differently in many departments. He stated the board is to be set up if we were a Civil Service County, which we are not. If employees want to have some things changed, they should talk to HR. As a business owner, he feels employees should not be ones to tell the Board what should be stated in the policies. He sees too much wasted time in the meetings and no fruitful information has come out of them.

Paulsen stated that the statute says the Commissioners can revoke all rules and regs. She asked if abolishing the Personnel Board mean that all the personnel regs and rules would be revoked. The Deputy County attorney will look into it. Culver said that the Personnel Board could get abolished but then the Commissioners could make a motion to reinstate the current Personnel Policy.

Casey Keim said he hasn't been employed with Seward County too long but feels that the Personnel Board was very inefficient.

April Whitney, a member of the Road Dept. and a member of the Personnel Board stated most meetings last 2-3 hours. She feels a lot of employees don't have the time to come to HR and feels that employees should be able to express their opinion on things. She said there is a lot of good conversation at the Personnel Board meetings and ask that the Commissioners take the opinions of employees. She feels it is more efficient to have the Personnel Board.

Russ Frazey, Sergeant with the Seward County Sheriff's office and a member of the Personnel Board, spoke and said the Personnel Board listens to what employees say and they, in turn, give that information to the Board. While he feels it could run more efficiently, Frazey feels the Board gets more feedback having an employee representative. With new members on the Board of Commissioners, he asks to keep the Personnel Board.

Sherry Leising, a former member of the Board said it was a challenge. She feels the new policies suggested are too long and didn't feel the Board got anything done.

Bob Dahms, County Treasurer, spoke against keeping the Board because there were problems such as being over-regulated. He stated that 1 or 2 offices do not adhere to the policies, so he questioned the enforcement of the policies.

Marilyn Hladky, County Assessor, stated she was not for the Personnel Board. When the Personnel Board was first created, unbeknownst to any official, the statute that outlines a Personnel Board is under Civil Service. Douglas, Lancaster and Sarpy County are Civil Service Counties because of population. The only county that is voluntarily under Civil Service is Scottsbluff. There has never been a motion to make us a civil service, she said. Also, according to the statute she doesn't feel the policies already in place do not have to be revoked. She suggests the new HR Director could disseminate

any changes. She feels that the Personnel Board has too many people on it. There is already one office not adhering to the policies. She listens to her employees and ask that the Personnel Board be eliminated and let Human Resources look into any changes that are needed.

Jeff Baker, Veteran Service Office/Public Transit Director, was on the Personnel Board 6 years ago. He said they did have 4 hour meetings. He felt it was a committee that used statutes as a guide. They received input and feels that a lot of good things have come out of the Personnel Board.

Sherry Schweitzer, County Clerk, stated she felt that the Personnel Board had become an employee only board and officials were criticized when they made suggestions. For instance, at one time, in an effort to not let officials speak, the Chairman of the Personnel Board stated that comments could only be given at the beginning of the meeting, rather than during the meeting when they were talking about a specific item. She emphasized that all employees need to be a Team, and that Seward County officials, whether elected or appointed, need to be part of the Team.

Culver said he welcomes the input and does not think abolishing the Personnel Board would be stifling employee voices.

Hladky said Commissioners were suppose to give direction to the Personnel Board and that it has changed from that. The Personnel Board has just taken on subjects themselves or on the discernment of certain offices.

Culver thanked everybody for their input and stated the item will be put on the agenda next week.

Commissioner Vrbka is absent at 10:04 a.m.

Moved by Paulsen and seconded by Schmieding to open the Public Hearing for the Seward County General Assistance Guidelines at 10:05 a.m.

Affirmative Vote: Paulsen, Schmieding, Mundhenke, Culver

Absent: Vrbka

Motion Carried

Jeff Baker, General Assistance Director, gave information about the guidelines.

Commissioner Vrbka is present at 10:11 a.m.

Moved by Paulsen and seconded by Mundhenke to close the Public hearing at 10:18 a.m.

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

Moved by Paulsen and seconded by Vrbka to adopt Resolution No. 3434 in regard to updating the Seward County General Assistance Guidelines.

RESOLUTION NO 3434 OF THE

SEWARD COUNTY BOARD OF COMMISSIONERS

WHEREAS, the county board of each county shall furnish such medical service as may be required for the poor of the county who are not eligible for other medical assistance programs and general assistance for the poor of the county. Such general assistance shall be in amounts established by the county board as required by Neb. Rev. Stat. Section 68-133 and shall be adequate to ensure maintenance of minimum health and decency.

WHEREAS, each county shall establish a standard of need for medical services furnished, pursuant to Neb. Rev. Stat. Section 68-104, by the counties to indigent persons who are not eligible for other medical assistance programs. This standard shall not exceed the Office of Management and Budget income poverty guidelines.

1. Convene and announce Open Meetings Law
2. Pledge of Allegiance
3. Discuss/Action - Approve minutes of February 19, 2019
4. Discuss/Action – Claims for February 2019

Other Business Matters to Address When Time Allows

5. Discuss/Action - Public/Officials/Boards
6. Commissioners Reports
7. Discuss/Action – Agenda for February 26, 2019

9:15 a.m. Discuss/Action – Abolish Personnel Board according to State Statute 23-2543

9:30 a.m. Res. – Authorize Public Transit Director to Apply for Public Transportation Operating Assistance for Fiscal Years 2019-2021

9:35 a.m. Public Hearing – Fiscal years 2019-2021 Application for Public Transportation Operating Assistance and Change Transportation Fares beginning 3/1/2019

Discuss/Action – Authorize Chairman to sign Grant Application for Public Transportation Operating Assistance for Fiscal Years 2019-2021

Moved by Vrbka and seconded by Schmieding to adjourn at 10:24 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 26th day of February 2019.

County Clerk

Chairperson