

June 16, 2020

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 June 16, 2020 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 June 16, 2020 at 8:30 a.m.

Present: Chairperson: John Culver
Members: Mike Mundhenke, Bob Vrbka, Ken Schmieding,
Becky Paulsen
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 Paulsen and seconded by Schmieding to approve the minutes of June 9, 2020.

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

The first Protest Hearing was for Scott Pekarek. He did not attend the hearing.

Moved by Mundhenke and seconded by Vrbka that after an inspection and review of the property, reduce the value of the change of condition or grade of property components for Lot 7 and N ½ of 10, Block 9, South Seward Addition, Seward to \$33,442 for property owned by Scott Pekarek.

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

The next hearing was for Arlene Kremer as protested by the Austin Company who manages the property. No one was present for this hearing.

Moved by Paulsen and seconded by Vrbka after an inspection and review of the property, reduce the value for the change of condition or grade components and recount the acres per GIS map and change the value to \$1,516,407 for property owned by Arlene Kremer.

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

Bill White was present for the next protest that he filed on behalf of himself and Ross Wilcox for property described as NE ¼ west of the river and E ¼ NW ¼ of Section 22, Township 10 North, Range 3 East of the 6th p.m.

Moved by Vrbka and seconded by Paulsen to accept the Assessor's recommendation based on the recount of acres per CFSA map for the protest filed for Bill White to \$559,438 for property described as the NE ¼ west of the river and E ¼ NW ¼ of section 22, Township 10 North, Range 3 East of the 6th p.m.

Affirmative Vote: Vrbka, Paulsen, Schmieding, Culver

Voting No: Mundhenke

Motion Carried

Moved by Vrbka and seconded by Mundhenke to adjourn at 9:15 a.m.

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

Known items on the agenda for Board of Equalization on June 23, 2020 are as follows:

8:30 a.m.

1. Convene and announce Open Meetings Law
2. Pledge of Allegiance
3. Discuss/Action - Approve minutes of June 16, 2020

8:30 a.m. Discuss/Action – Protest Hearings

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 June 2020.

County Clerk

Chairperson

June 16, 2020
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 June 16, 2020 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 June 16, 2020 at 9:19 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 Schmieding and seconded by Mundhenke to approve the minutes of June 9, 2020.

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

Moved by Paulsen and seconded by Vrbka to open the public hearing at 9:15 a.m. for amending the Seward County Budget for 2019-2020.

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

Schweitzer stated the reason for requesting the need to open the Health Claim Fund. Chelsea Smith of the Sheriff's Office stated the reason for needing the opening for the Sheriff Drug Fund Treasury and Sheriff Drug Fund Justice.

Moved by Vrbka and seconded by Paulsen to close the public hearing at 9:28 a.m.

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

Moved by Vrbka and seconded by Mundhenke to adopt Resolution No. 3523 in regard to amending the 2019-2020 Seward County Budget.

**RESOLUTION # 3523 OF THE
SEWARD COUNTY BOARD OF COMMISSIONERS**

WHEREAS, the proposed County Budget for the Fiscal Year July 1, 2019 to June 30, 2020 as prepared by Sherry Schweitzer, Budget Making Authority, was adopted on September 10, 2019 by Resolution # 3471, and

WHEREAS, the Sheriff Drug Treasury Fund, Sheriff Drug Justice Fund and the Health Claim Fund has received monies in excess of what was originally budgeted. In order to utilize the monies, the budget must be amended.

WHEREAS, the Seward County Board of Commissioners desire to amend the budget to increase the Sheriff Drug Treasury Fund in the sum of \$300,000.00 with the income needed to fund this Amended Budget to be paid out of funds from the Sheriff Drug Treasury Fund. No additional tax monies are needed, and

WHEREAS, the Seward County Board of Commissioners desire to amend the budget to increase the Sheriff Drug Justice Fund in the sum of \$25,000.00 with the income needed to fund this Amended Budget to be paid out of funds from the Sheriff Drug Justice Fund. No additional tax monies are needed, and

WHEREAS, the Seward County Board of Commissioners desire to amend the budget to increase the Health Claim Fund in the sum of \$500,000.00 with the income needed to fund this Amended Budget to be paid out of funds from the Health Claim Fund. No additional tax monies are needed, and

NOW, THEREFORE BE IT RESOLVED, by the Board of Commissioners of Seward, County, Nebraska as follows: That the budget for the Fiscal Year July 1, 2019 to June 30, 2020, is amended to increase the Sheriff Drug Treasury Fund in the sum of \$300,000 with the income needed to fund this amendment to be paid out of funds from the Sheriff Drug Treasury Fund; the Sheriff Drug Justice Fund in the sum of \$25,000 with the income needed to fund this amendment to be paid out of funds from the Sheriff Drug Justice Fund; and the Health Claim Fund in the sum of \$500,000 with the income needed to fund this amendment to be paid out of funds from the Health Claim Fund. A copy of the Seward County Amended Budget is available for public inspection at the Seward County Clerk's Office and is adopted as the Amended Budget for Seward County for Fiscal Year 2019-2020.

Moved by: Vrbka Seconded by: Mundhenke 06/16/2020
Ayes: Robert Vrbka, Mike Mundhenke, Ken Schmieding, Becky Paulsen
John K. Culver, Chair of the Board
Attest: Sherry Schweitzer, Seward County Clerk

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

Carmen Hinman of Hope Crisis Center was present to give the annual report of her organization and request funding for the 2020-2021 Fiscal Year.

Commissioners Reports:

Mundhenke reported he checked roads

Commissioner Vrbka reported he checked roads and abandoned cemeteries.

Commissioner Culver reported he participated in many zoom meetings, attended a 911 meeting, dealt with phone calls from constituents, checked roads, and corresponded with the Sheriff's Posse about handling the courthouse front door entrance. He also completed an employee evaluation.

Commissioner Paulsen reported she worked on some items with constituents.

Commissioner Schmieding said he visited with representatives with the Farmers Market and will meet with the Visitors Committee and the SENDD meeting in the coming week. He stated he has been contacted by a group who would like to conduct an Arbor Day

presentation with the County since a tree had to be cut down recently in the courthouse yard because of a storm.

Brett Baker and Joel Navis gave information about an issue with the East Seward St. and East Seward Road regarding road improvements along that road. He stated the City is going to pave East Seward St. east to the city limits. He stated he would like to see the area east of the city limits on East Seward St. to Goldenrod Lane paved also. Culver stated he would like Commissioner Paulsen and the Highway Supt. to get numbers together and see if the County could handle this project.

Moved by Mundhenke and seconded by Vrbka to accept the Clerk of the District Court Fee Report for May 2020 in the amount of \$1,122.75.

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

The Commissioners discussed the opening of the courthouse during the Coronavirus situation. The Sheriff's Posse will continue to stay at the front entrance of the courthouse during this week. No problems have been identified with the way the county facilities have opened.

Moved by Schmieding and seconded by Paulsen to approve the agreement for Emergency Protective Custody (EPC) with Region V.

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

Brea Ehmen, HR Director, was present for the Wage Range Plan item on the agenda. She analyzed the current step plan and found inconsistencies with it. She worked on the subject and formulated a new Wage Range Plan and would like the approval of it in time for the new fiscal year.

Moved by Schmieding and seconded by Mundhenke to nullify the adopted step plans from prior years and replace with a Wage Range effective July 1, 2020.

Seward County Wage Range Plan

Adopted 6/16/2020

Grade	Starting Wage	Maximum Wage
1	\$9.00	\$12.42
2	\$9.36	\$12.92
3	\$9.73	\$13.43
4	\$10.12	\$13.97
5	\$10.53	\$14.53
6	\$10.95	\$15.11
7	\$11.39	\$15.72
8	\$11.84	\$16.34
9	\$12.32	\$17.00
10	\$12.81	\$17.68
11	\$13.32	\$18.38
12	\$13.86	\$19.12

13	\$14.41	\$19.88
14	\$15.00	\$20.70
15	\$15.60	\$21.53
16	\$16.07	\$22.17
17	\$16.55	\$22.84
18	\$17.05	\$23.52
19	\$17.56	\$24.23
20	\$17.99	\$24.83
21	\$18.08	\$24.96
22	\$18.63	\$25.71
23	\$18.72	\$25.83
24	\$19.19	\$26.48
25	\$19.76	\$27.27
26	\$20.35	\$28.09
27	\$20.97	\$28.93
28	\$21.59	\$29.80
29	\$22.24	\$30.69
30	\$22.91	\$31.61
31	\$23.60	\$32.56
32	\$24.30	\$33.54
33	\$25.03	\$34.55
34	\$25.78	\$35.58
35	\$26.56	\$36.65
36	\$27.35	\$37.75
37	\$28.18	\$38.88
38	\$29.02	\$40.05
39	\$29.89	\$41.25
40	\$30.79	\$42.49
41	\$31.71	\$43.76
42	\$32.66	\$45.07

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

Moved by Vrbka and seconded by Mundhenke to adopt the Revised Wage and Compensation Policy to reflect nullification of prior Step Plan and new Wage Range Plan.

Subject: Wage and Compensation Practices

Policy: It shall be the policy of Seward County to have a well-designed compensation philosophy that supports governmental business goals, competitive outlook, operating objectives, and reasonable compensation for work performed.

In carrying out this philosophy, the County Board of Commissioners is responsible for a legally compliant compensation strategy and developing as well as implementing such plans that will best meet the business needs of Seward County. Compensation strategies must be flexible enough to ensure that the County is able to recruit, retain, and reward a highly qualified workforce, remain competitive, and assure internal equity, while providing the structure necessary to effectively manage the overall compensation program within the County's budget.

As part of the annual budgeting process, the County Board of Commissioners will review any changes to the compensation strategy as recommended by the Human Resources Director. Seward County may amend/deviate from this policy as necessary to respond to changes in Seward County's tax funding which affects its operations.

At a minimum, the following procedures will be considered a part of Seward County's core compensation strategy.

1. **Compensation Plans**

Seward County utilizes a wage range compensation model. All employees are subject to this wage range model unless specifically excluded, by approval of the County Board.

Elected Officials and their designated Deputies are excluded from this policy as their salary is established according to statute. For purposes of this statement, Deputies do not include Sheriff's Deputies by title, except for the Chief Deputy Sheriff, or any other job title including deputy that is not associated with the established statute mentioned above.

2. **Compensation at Hire**

A. New employees will be placed on the Compensation Plan according to the wage range associated with their job description classification. The wage will be determined by the Human Resources Director based on experience, in accordance with criteria listed in 2B below.

The Hiring Supervisor shall consult with Human Resources to determine the wage range for the position based on the County's most recent adopted wage study. Seward County acknowledges the importance of recognizing and compensating prior experience when hiring new employees. Upon approval of Human Resources, the position may start up to 6% higher than the designated starting wage based on a special exception as follows:

B. A special exception may be made if the candidate has:

- previous experience in the same or related field, or same type of position, in which the employee is to be hired;
 - the experience has been for at least three (3) years in the past seven (7) years.
- a. If a new hire has fewer than 3 years of experience, they will start at the designated starting wage. If a new employee has more than three, but less than six years of experience, they will start 2% higher than designated starting pay. If a new employee has more than six years of experience, but less than ten years of experience, they may start 4% higher than the designated starting pay. If an employee has ten or more years of experience, they may start 6% higher than the designated starting pay.

Example Eligible: A deputy sheriff has previous experience working as a deputy sheriff of another county/state for 3 years in the last 7 years. A candidate who previously worked as a clerk in the Treasurer's Office for 3 years and is rehired as a clerk in the Treasurer's office within 7 years. In both examples, the candidates may be eligible for a special exception.

3. Newly Created Positions

If the job is a newly created position, Human Resources will research comparable positions to determine the starting wage and corresponding wage range for the position and make a recommendation to the Department Head prior to recruitment for the new position. For the purpose of this policy, newly created position refers to adding additional staff or additional positions, in excess from the approved budget year personnel list, or creating a new job description, or a combination of both. Once the wage, grade placement, and job description has been agreed upon the Department Head will submit the request for the County Board of Commissioners for approval. (See Recruitment and Selection policy).

4. Special Law Enforcement Provision

In certain situations, an employee may be hired as a deputy sheriff or correction officer (referred to as law enforcement position) which requires certification and/or licensing. In the event the employee hired for a law enforcement position is awaiting the certification and/or license, the employee may be compensated at a rate 4% below the starting wage. Upon successful completion of the certification and/or license the employee will be placed at the starting wage for the certified position, and thus into a new wage range (certified position) with the adjustment to be made the next payroll period. Proof of certification and/or license is provided to the Human Resources department. The employee's next increase will be associated with their one-year anniversary in their new, certified position, thus moving within that certified wage range.

5. Introductory Period

Most Seward County offices utilize the first six months of a new hire's employment, or of an existing employee's newly designated job description, to evaluate the employee's abilities, work habits, and overall performance. Some departments utilize department-specific policies identifying an introductory period for certain positions of 12 months. Either the organization or the employee may end the employment relationship at any time during or at the end of the introductory period, or at any time in the employment relationship, with or without cause or advance notice. Any significant absence during the introductory period will extend the probation period by the length of absence. An evaluation, for feedback purposes, will be provided at the end of the introductory period. If the department head determines that the designated introductory period does not allow enough time to accurately evaluate the employee's performance, the period may be extended for a specified period of time, not to exceed six additional months. Human Resources will assist in the process of introductory extensions, and the employee will be notified in writing of the extension.

6. Annual Performance Evaluation

Each employee will have an annual performance evaluation, in which a positive evaluation will associate with a compensatory increase. An employee's first annual evaluation after hire (or promotion to new title/new office) will take place at the one-year anniversary of the employee's new position.

Upon completion of this one-year anniversary evaluation, the employee will begin following the annual budget year evaluation process and approved annual wage increase on July 1. In rare and unusual circumstances in which an employee would transfer laterally, or voluntary step down, Department heads should consult with

Human Resources with regards to assuring that employee's annual compensation performance increase not surpass 12 months.

For example: An employee who has been on the annual July budget year increase cycle receives a promotion and wage increase in February. This date in February becomes the employee's new anniversary date, and they serve a 6-month introductory period for their new role. In July, they are not eligible for another increase, but will receive their performance-based increase upon one year of hire in that new role (February). Then they jump onto the budget year cycle in July.

For Example: An employee begins employment with Seward County in March. They do not receive the annual increase associated to the July budget year that occurs 4 months later as they have not completed their one year. They decide to transfer offices in October, receiving an increase in pay. They are now a new employee in that role, and their anniversary increase would occur in October of the following year. They then jump onto the budget year cycle in July, following their one-year October anniversary.

Annual performance evaluations for all current Seward County employees who have completed their one-year mark will be conducted between May 1 and July 31 of each budget year. The original, or a copy must be submitted to Human Resources before or at the time of the increase for retention in their personnel file.

The Elected Official or Department Head shall review and sign with the employee their current job description on an annual basis to evaluate if any changes need to be made based on current job duties.

7. Annual Compensation Advancement

An employee's pay rate and position wage range are based on the duties and responsibilities of the job. How well an employee performs their duties will determine their progression through the wage range for their position. Any advancement, up to the approved maximum percent increase or designated salary analysis wage proposal, is contingent upon a documented satisfactory performance evaluation.

At the beginning of each budget year, the County Board will evaluate the compensation plan for the new budget year. This approved maximum percent increase amount associated with salary increases, or designated salary analysis wage proposal is the most an employee may be awarded based on their performance evaluation results. The amount in which an employee may receive is dependent upon their prior year's performance, and may fall between no increase awarded, and the approved maximum amount increase or approved salary proposal. After the County Board of Commissioners have approved the annual compensation advancement amount, the Elected Official or Department Head shall determine the appropriate percent change in an employee's wage associated with the feedback given in the performance appraisal.

For example: If an employee has performed poorly over the course of the last budget year, a department head may award a 1% increase for the year, as opposed to the maximum approved annual compensation advancement amount of 2%.

If the maximum approved annual compensation advancement amount is 2% in the next budget year, the employee may be awarded 2% after a positive

performance evaluation in that new budget year after their evaluation is submitted and the budget has been approved.

An employee who has started employment with Seward County will be eligible for their first annual compensation advancement on their anniversary date for the position in which they currently hold. They will then continue to be eligible for advancement, up to the approved amount at the budget year immediately following their one-year employment anniversary.

For an employee's first year performance evaluation in their current position, wage increases will be associated with the payroll immediately following receipt of the completed evaluation, so long as the payout would be timely feasible based on the status of the payroll process. The pay will be retroactive to the employees' one-year anniversary date. An anniversary date may be the hire date or could be a transfer/job title change/promotion date.

Annual wage increases for all other staff will be associated with your performance evaluation for that budget year will be approved by the Board of Commissioners after all budget hearings are completed and will retroactively pay the wage increase difference back to July 1.

8. Wage Adjustments Outside Annual Increases

In the event of a significant change of responsibilities (position promotion or demotion, job title change) beyond the natural changing nature of the work flow of the office, a current employee may be eligible for a wage advancement outside the employee's annual wage adjustment period (anniversary month or the budget year cycle). The adjusted wage shall be based on the new job position or a significantly revised job description for an employee's current position. Human Resources will conduct a wage analysis and recommend a wage for the modified position and discuss with the Department Head. The Department Head will then make the proposal to the County Board of Commissioners for approval.

9. Longevity

An Employee who has reached the maximum wage in the wage range, is not eligible to advance any further. Upon approval of the County Board of Commissioners, a longevity raise may be given to an Employee that has reached the maximum wage. The Elected Official or Department Head shall make the request prior to the submission of the annual budget. This section does not guarantee that a raise will be provided once the Employee has reached the maximum wage allowed for the position. In no event shall the raise be more than the maximum amount approved by the Board of Commissioners for the given budget year compensation advancement.

10. Compensation Study and Analysis

At a minimum, Seward County will conduct every three (3) years a compensation study and analysis based on the job descriptions and comparable market as determined by the County Board of Commissioners. A market analysis is the process in which the compensation plan of our organization is compared to other organizations of similar size and mission that are in our same competitive area. In addition to the market analysis discussed, difficult to fill positions may require more frequent analysis that could result in modifications, as explained below in 12. The competitive set will include similar sized government entities approved by the Board of Commissioner's for that year's study. After market data is collected or received, a thorough analysis will be conducted by the Human Resource Director

or designated sub-committee. In addition to externally comparing wages, internal comparisons of wage ranges and positions will be analyzed, comparing factors such as similar job responsibilities, reporting structures, etc. If additional data is necessary for comparison, (no data/not enough data collected by the third party) with approval of the county Board of Commissioners, Human Resources will seek out other Nebraska counties to obtain wage data for a similar position that may be considered in the analysis. Within the study, individual employees may receive a wage recommendation based on longevity associated with the position in which they currently hold. All recommendations will be brought before the Board for consideration, modifications, and/or approval.

Due to the unique nature of the certain positions within the County that cannot be matched to traditional market surveys, the position may be assessed by Human Resources and a recommendation may be made to the County Board of Commissioners for appropriate wage range.

If the Compensation Plan warrants adding grades or adjusting the starting wage due to the market analysis, the County Board of Commissioners may approve any modifications and grade additions to the Compensation Plan based on market, comparability, job evaluation analysis or other factors affecting the business needs of the County as described above. The modifications to the compensation plan would become effective at the start of the upcoming budget year.

11. Difficult to Fill Positions

In cases in which a department head is advertising for a position, and no qualified applications are received within 30 days from the posting date, the department head may request their position be added to the difficult to fill policy, at the approval of Human Resources and the County Board of Commissioners.

If any position continues to have openings for more than 6 continuous months, despite advertising, that position may be added to the difficult to fill policy, at the approval of Human Resources and the County Board of Commissioners.

If a position is deemed difficult to fill, it may be eligible for a compensation analysis once annually, outside of any regular county-wide compensation analysis. The department head will work with Human Resources to evaluate market data, as well as internal comparison, and determine an appropriate starting wage utilizing the county wage range plan. When conducting such analysis, data should include at least three comparables for like positions from similar sized Nebraska counties, or counties with a similar sized business operation. A survey may/may not result in changes. All proposed changes must be approved by the County Board of Commissioners.

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

Moved by Vrbka and seconded by Paulsen to accept the Sheriff Fee and Mileage Reports for April 2020 in the amount of \$938.00 and \$611.51 respectively.

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

Sheriff Mike Vance and Chelsea Smith of the Sheriff's Office were present to ask that when a patrol car is sold, the proceeds be deposited in their sinking fund.

Moved by Mundhenke and seconded by Schmieding to allow income from sold vehicles of Seward Sheriff's Office to go into their sinking fund.

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

Moved by Paulsen and seconded by Vrbka to go into Executive Session at 10:48 a.m. to discuss Personnel, it being necessary to protect the reputation of the individual(s).

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

The Chairman stated the reason for Executive Session is for Personnel.

Moved by Paulsen and seconded by Vrbka to go out of Executive Session at 11:21 a.m.

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

The Chairman stated that Personnel was discussed and no action was taken.

The next item on the agenda was to approve a job description for a Seward County Homeland Security Investigations (HSI) Criminal Interdiction Task Force West (CIF-W) Coordinator. Ehmen led discussion on it and the severity of the duties.

Moved by Vrbka and seconded by Paulsen to approve the job description for the Seward County Homeland Security Investigations (HSI) Criminal Interdiction Task Force West (CITF-W) Coordinator with a Wage Range of 40.

Affirmative Vote: Vrbka, Paulsen, Schmieding, Mundhenke, Culver Motion Carried
Terry Wicht, Highway Supt., was present to discuss the bidding for gravel, rock and culverts.

Moved by Paulsen and seconded by Mundhenke to authorize the Highway Supt. to advertise for gravel, rock and culverts on July 21, 2020.

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

Known items on the agenda for Board of Commissioners on June 23, 2020 are as follows:

9:00 a.m.

1. Convene and announce Open Meetings Law
2. Pledge of Allegiance
3. Discuss/Action - Approve minutes of June 16, 2020
4. Discuss/Action – Claims through June 12, 2020

Other Business Matters to Address When Time Allows

5. Discuss/Action – Public/Officials/Boards
6. Commissioners Reports
7. Discuss/Action – General Discussion on County Operations due to Coronavirus
8. Discuss/Action – Agenda for June 30, 2020

- 9:15 a.m. Discuss/Action – Megan Kahler/Seward County Bridges – Updated Contract with Seward County Bridges for grant writing, management and fiscal management
- 9:30 a.m. Discuss/Action – Possible changes for Staffing at Extension Office
- 9:45 a.m. Discuss/Action – Budget meeting for E911

Moved by Paulsen and seconded by Vrbka to adjourn at 11:51 a.m.

Affirmative Vote: Paulsen, Vrbka, Mundhenke, Schmieding, 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 June 2020.

County Clerk

Chairman