

September 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 September 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 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 September 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.

Commissioner Paulsen removed herself from the Board.

Moved by Vrbka and seconded by Mundhenke to open the hearing for a Conditional Use Permit to operate a Camp Ground in a C-2 Highway Commercial District located in J Precinct in the SE ¼ SE ¼ of Section 20 Township 10 North, Range 3 East of the 6th p.m.

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

Becky Paulsen, Weed/Zoning Administrator gave information about the current land use and the Planning and Zoning Recommendations.

Alyssa Hendrix gave information about the current footprint.

Carolyn Kortmeyer spoke at the hearing in opposition of said conditional request.

Moved by Vrbka and seconded by Schmieding to close the public hearing at 9:17 a.m.

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

Moved by Mundhenke and seconded by Schmieding to table the request for the Conditional Use Permit for 2 weeks to acquire more information.

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

Commissioner Paulsen re-joined the Board at 9:24 a.m.

Bob Dahms, County Treasurer, was present to give information about the following resolutions.

Moved by Paulsen and seconded by Mundhenke to adopt Resolution No. 3473 in regard to striking 2 Unpaid Personal Property Taxes.

Resolution # 3473 of the
Seward County Board of Commissioners

Whereas: the Seward County offices of Sheriff & Treasurer have examined the uncollected distress warrants for tax year 2017 & prior.

And, whereas a recommendation has been made to strike the below personal property.

Therefore, let it be resolved the following personal property taxes be stricken:

EMRICH EXCAVATING: ID# 800198574

Owner killed in plane crash. Most already sold. Widow not liable.

Years to strike: 2015 through 2017 Amount to strike: \$3,408.54

DAREN TUREK: ID# 800224590

Moved. Not able to locate. Not attached. Movable.

Years to strike: 2016 through 2017 Amount to strike: \$155.90

Total to strike: \$3,706.24

Moved by: Paulsen Seconded by: Mundhenke 09/17/2019

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

Attest: Sherry Schweitzer, Seward County Clerk

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

Moved by Vrbka and seconded by Schmieding to adopt Resolution No. 3474 in regard allowing the County Treasurer to Invest Idle Funds of Seward County.

Resolution No. 3474 of the
Seward County Board of Commissioners

Resolution # 3474 of the Seward County Board of Commissioners.

Whereas, it is in the best interests of the County to have surplus funds invested.

Therefore, let it be resolved the Seward County Treasurer invests Seward County surplus funds within the parameters of the State Statutes, and follow the general revised investment policy as adopted by this County Board in 2011.

Moved by: Vrbka Seconded by: Schmieding 09/17/2019

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

Attest: Sherry Schweitzer, Seward County Clerk

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

Moved by Schmieding and seconded by Paulsen to adopt Resolution No. 3475 in regard to the County Treasurer's Report on Assessment Errors and Adjustments.

Resolution # 3475 of the Seward County Board of Commissioners

This County Board accepts the following County Treasurer's report on assessment errors and adjustments for fiscal year 2017-2018.

Corr.No.	I.D. #	Date	Deduction	Addition	Yr 2017	Yr 2018	Total Tax	Reason
256-17R	800016157	11/1/2018			1,306.18		1,306.18	ACCEL RONALD/MELISSA TROYER
259-18R	800020324	1/7/2019	(190.40)			-190.40	(190.40)	CORRCTN VAL HOUSE 800020324
258-16R	800229188	1/7/2019	(4,698.16)			-4,698.16	(4,698.16)	DUP PRCL REMV TAX ROLL 800229188
257-17R	800229188	1/7/2019	(4,767.30)	(4,767.30)			(4,767.30)	DUP PARCL REMOV TAX ROLL 800229188
263-18R	800223926	1/22/2019		1,211.52		1,211.52	1,211.52	ADD UNREP BLDG 80023926 80023926
262-17R	800223926	1/22/2019		1,235.36	1,235.36		1,235.36	ADD UNREP BLDG 80023926 80023926
260-17R	800220234	1/22/2019		987.22	987.22		987.22	ADD UNREP BLDG 800220234 80023926
261-18R	800220234	1/22/2019		973.40		973.40	973.40	ADD UNREP BLDG 800220234
265-18R	800210794	2/12/2019	(211.50)			-211.50	(211.50)	CORRCTN VAL TO ZERO-DRAIN DITCH
264-18R	800227810	2/12/2019		275.94		275.94	275.94	ACCEL TAX GERALD/LOIS SCHWIETZER
266-18R	800215095	2/26/2019		395.80		395.80	395.80	ACCEL TAX CHRIS SOWERS/SECC HOME
267-18R	800103955	4/23/2019	(2,544.42)			-2,345.16	(2,345.16)	
268-18R	800229680	5/14/2019	-	7,967.66	-	7,967.66	7,967.66	AD TAX ROL OMT ANDERSON 800229680
269-18R	800017250	6/14/2019	-	179.90	-	179.90	179.90	ACCEL TAX - JAMES ASCHOFF
			-		-		-	
TOTAL REAL ESTATE			(12,411.78)	13,226.80	(1,238.54)	3,559.00	2,320.46	
158-17P	800200264	7/24/2018	-	120.26	120.26		120.26	ACCEL 2018-HANIN WIEMER
159-17P	800189531	7/24/2018		12.84	12.84		12.84	ACCEL 2018-ERNEST KUCERA
160-17P	800200339	8/14/218		1,448.02	1,448.02		1,448.02	ACCEL 2018--DEHOOG DAIRY FARM
161-18P	800199354	12/11/2018		252.76		252.76	252.76	CORRTN PERS WAS DELETED ACCEL
164-18P	800201279	3/12/2019			-	-435.28	(435.28)	COR REMOV ITEMS WERE DUPL
162-18P	800179838	3/12/2018			-	132.78	132.78	ACCEL 2019-CURTIS DEREMER
163-18P	800159497	3/12/2019			-	147.62	147.62	ACCEL 2019-JAMES DEREMER

165-18P	800159802	4/23/2019		1,308.50		1,308.50	1,308.50	ACCEL RICHARD PARISSET-2019
166-18P	800202074	4/23/2019	583.80			-583.80	(583.80)	SEW BOWL WAS COMBND 800123808
167-18P	800197103	5/14/2019	155.00			-155.00	(155.00)	FILED SEWARD ND TO BE IN SALINE CO
168-17P	800197103	5/29/2019	52.68		(52.68)	0.00	(52.68)	FILED SEW ND TO BE FILED IN SALINE CO
169-18P	800157672	6/14/2019		54.32		54.32	54.32	ACCEL TIM MEINBERG
TOTAL PERS PROP			791.48	3,196.70	1,528.44	\$721.90	2,250.34	

Moved by: Schmieding Seconded by: Paulsen 09/17/2019
Ayes: Robert Vrbka, Mike Mundhenke, Becky Paulsen, Ken Schmieding,
John K. Culver, Chair of the Board
Attest: Sherry Schweitzer, Seward County Clerk

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

Gary Petersen, Seward/York Emergency Management Director, gave information for a grant document.

Moved by Mundhenke and seconded by Vrbka to authorize the Emergency Management Director to sign the 2019 Emergency Management Performance Grant Award document.
Affirmative Vote: Mundhenke, Vrbka, Schmieding, Paulsen, Culver Motion Carried

Moved by Paulsen and seconded by Schmieding to approve the minutes of September 10, 2019.
Affirmative Vote: Paulsen, Schmieding, Vrbka, Mundhenke, Culver Motion Carried

Mike Janssen, Building and Grounds Supt., gave information about the Courthouse air conditioning unit, a Windstream invoice, the stairs at the Justice Center and the lease for the area behind the Weed Dept. Building.

Commissioners Reports:

Commissioner Mundhenke reported he attended an Extension Board meeting and the re-dedication of the Seward County Museum.

Commissioner Vrbka reported he attended the re-dedication of the Seward County Museum and an Ag Society meeting, and will attend the Lower Platte South NRD and Upper Big Blue NRD meeting this week.

Commissioner Culver reported he attended to various correspondences and noted the roads are looking better.

Commissioner Schmieding reported he attended the Visitors Committee Meeting and attended the Seward County Museum re-dedication and will attend the SENDD meeting the coming week.

Commissioner Paulsen reported she spent time at Dam # 5 with the landowner, attended the Institute of Excellence class and the Seward County Chamber & Development Partnership meeting.

Moved by Vrbka and seconded by Mundhenke to approve the Special Designated Liquor Permit for Bottle Rocket Brewing LLC for an event on October 11, 2019.
Affirmative Vote: Vrbka, Mundhenke, Paulsen, Schmieding, Culver Motion Carried

The Commissioners discussed repairs for Dam # 5 located on 2059 Davey Road. Culver explained the situation with the dam being in bad shape. Casey Keim, Highway Supt., said the dam is part of the right of way for the road. Keim said Speece Lewis had started to look at it but has not finished any work on it. He said it may be costly to repair the dam, although at some point it will need to be addressed. Paulsen said she did inspect the dam personally and saw the problem. Jerry and Victoria Green appeared at 9:55 a.m. and gave a synopsis of the people he has tried to contact to get the dam repaired and the problems he has owning the land. He requested various repairs of the County. The Commissioners will take his requests under consideration and work on the issue.

Casey Tiemann of the County Attorney's Office brought Justice Assistance Grant documents for the Commissioners consideration.

Commissioner Paulsen asked why Seward County does not have Drug Court. County Attorney Wendy Elston and Tiemann gave information about Drug Court.

Barb Armstead, Deputy County Attorney, was present and stated that she was involved with Drug Court in Lancaster County and gave information about the process. She stated that the case was filed in court, an application for drug court would be filed, weekly meetings were scheduled, and very intensive services are involved.

Moved by Culver and seconded by Vrbka to authorize the Chairman to sign the 2019 Justice Assistance Grant Application Documents.

Affirmative Vote: Culver, Vrbka, Schmieding, Mundhenke

Voting No: Paulsen

Motion Carried

Brea Ehmen, HR Director, brought information to the Board in regard to the Wage and Compensation Policy. Previously, the current policy was frozen when the Board directed an in-house salary study to be conducted. Because annual raises are given at the beginning of the budget year, the policy needs to be re-activated.

Moved by Schmieding and seconded by Paulsen to re-activate the current Wage and Compensation Policy in the Seward County Employee Manual.

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

Ehmen stated that the Payroll Coordinator is receiving many calls from officials with questions on how to proceed with this year's annual raises. Ehmen said she has reviewed the current policy and noted that some of the wording is vague and suggested changes. She previously distributed the various changes to the officials for their suggestions, and is now presenting a revised policy for approval for this year's annual wage increases.

Moved by Schmieding and Mundhenke to adopt the Re-vised Wage and Compensation Policy for the Seward County Employee Manual as follows:

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 "step plan" compensation model. All employees are subject to this plan 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 grade associated with their job description classification. The step 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 current grade and step for the position based on the County's most recent adopted wage study. Typically, the starting wage will start on step 1. However, 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 3 steps higher 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 step 1. If a new employee has more than three, but less than six years of experience, they will start at step two. If a new employee has more than six years of experience, but less than ten years of experience, they may start at step 3. If an employee has ten or more years of experience, they may start at step 4.

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.

If all requirements are met, the Hiring Supervisor with approval of Human Resources, may start the candidate up to 3 additional steps (in the job grade) than the starting compensation (step one) for a new employee without the prior experience.

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 grade placement 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 with the adjustment to be made the next payroll period after proof of certification and/or license is provided to the Human Resources department. These increases associated with certification are separate from the annual increases discussed below.

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 determined 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. New anniversaries associated with transfers/promotions/step-downs will not affect overall years of recognized service with the county.

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 August 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 pay rate and grade are based on the duties and responsibilities of the job. How well an employee performs their duties will determine their progression through the steps within the pay grade for their position. Any advancement, up to the approved next step in the employee's job grade, or the approved maximum percent increase, is contingent upon a documented satisfactory performance evaluation.

At the beginning of each budget year, the County Board will evaluate the step plan for the new budget year. This approved maximum percent increase amount 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. 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. Employees may fall off the step plan if awarded amounts deviating from the percent different between each step due to an unsatisfactory performance evaluation.

An employee who has started employment with Seward County will be eligible for their first annual compensation advancement on their anniversary day 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 performance evaluation, 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' anniversary date.

Annual wage increases 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) 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 where the position would fall on the grade and step plan 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 12-step increase from the starting wage, 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 step increase. 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 step 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 received from a paid, third party company, a thorough analysis will be conducted by the Human Resource Director or designated sub-committee. In addition to externally comparing wages, internal comparisons of grade 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. Individual employees will receive a step placement 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 grade and step.

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 step 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.

Adopted on: 09/17/19

/s/ John K. Culver
Chairman of the Board Signature

09/17/19
Date

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

Known items on the agenda for Board of Equalization on September 24, 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 September 10, 2019
4. Discuss/Action – Assessor Information Update

Known items on the agenda for Board of Commissioners on September 24, 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 September 17, 2019
4. Discuss/Action – Claims for September 2019

Other Business Matters to Address When Time Allows

5. Discuss/Action - Public/Officials/Boards
6. Commissioners Reports
7. Discuss/Action – Inventories of Seward County Departments
8. Discuss/Action – Agenda for October 1, 2019

9:15 a.m. Discuss/Action – Sandy Morrissey/ Region V Regional Coalition – Annual Report of Activities

9:30 a.m. Discuss/Action – Laura McDougal/Four Corners Health Dept. Report of Organizations Activities

9:45 a.m. Discuss/Action – Tim McDermott/NIRMA – Introduction as a new Board Member

Moved by Paulsen and seconded by Schmieding to adjourn at 11:25 a.m.

Affirmative Vote: Paulsen, Schmieding, Mundhenke, Vrbka, 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 September 2019.

County Clerk

Chairperson