

December 2, 2025

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 8:30 a.m. on December 2, 2025 in the Commissioner’s room at the Seward County Courthouse. Notice of the meeting was posted on the Courthouse bulletin board, on the Commissioner’s Room door, on the Seward County website: sewardcountyne.gov and published in the Seward County Independent and the Milford Times. 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 2, 2025 at 8:30 a.m.

Present: Chairperson: Misty Ahmic
Members: Raegan Hain, Darrell Zabrocki, Ken Schmieding, Scott Pekarek
County Clerk: Brandy Johnson

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 Hain and seconded by Zabrocki to approve the minutes of November 25, 2025.

Affirmative Vote: Hain, Zabrocki, Pekarek, Schmieding, Ahmic Motion Carried

Moved by Zabrocki and seconded by Hain to approve claims for the period through November 21, 2025.

SEWARD COUNTY CLAIMS THROUGH NOVEMBER 21, 2025			
ACCURATE CONTROLS	\$6,007.83	VERIZON WIRELESS SERV	\$40.05
ADAMS CO SHERIFF	\$6.00	VISA	\$850.68
AERNI LAW	\$3,637.50	VISA	\$30.86
AMERITAS LIFE INS	\$17,669.91	VISA	\$444.49
BLACK HILLS ENERGY	\$1,642.03	WALL, ROBERT	\$250.00
BOB BARKER COMPANY	\$132.71	WYTHERS LAW	\$2,362.50
BRENNAN, NIELSON LAW	\$187.50	YORK CO SHERIFF	\$77.56
BRIAN FORAL	\$486.52	AMERITAS LIFE INS	\$3,672.56
BRYAN PHYSICIAN NETWORK	\$57.85	BEATRICE CONCRETE CO	\$3,647.90
CAMPBELL CLEANING	\$4,975.00	BLACK HILLS ENERGY	\$887.68
CAPITAL BUSINESS SYS	\$52.53	EHLERS ELECTRONICS	\$63.00
CENTURY BUSINESS PROD	\$338.50	EKOS, INC	\$1,611.00
CENTURY BUSINESS PROD	\$30.62	G & P DEVEL LANDFILL	\$48.12
CHARTER COMMUNIC	\$74.18	JOHNSON SAND & GRAVEL	\$33,387.11
DEPT OF HLTH & HUMAN SERV	\$300.00	JONES BANK (FICA)	\$3,806.08
DIVERSIFIED DRUG TESTING	\$239.00	MEDICAL ENTERPRISES	\$36.00
DODGE CO SHERIFF	\$38.92	MIDWEST PETROLEUM EQUIP	\$2,851.19
DOUGLAS CO SHERIFF	\$28.42	NE ASSN OF CO OFFICIALS	\$160.00
E 911	\$45,440.17	NE EQUIPMENT	\$118.75
EAKES OFFICE PLUS	\$383.40	SAPP BROS PETROLEUM	\$22,063.60
EAKES OFFICE PLUS	\$445.63	SCHLUETER REPAIR	\$850.00
EAKES OFFICE PLUS	\$50.50	SPEECE LEWIS ENGINEERS	\$2,738.75
EAKES OFFICE PLUS	\$80.98	SPORTS EXPRESS	\$79.26
ELIZABETH SAMUELSON	\$5,525.00	TROYER CONCRETE	\$400.00
FARMERS COOP	\$1,632.89	TRUCK EQUIP SERVICE	\$198.72
FARMERS COOP	\$288.76	VERIZON WIRELESS SERV	\$414.55
FEHLHAFERS INC	\$300.00	VILLAGE OF UTICA	\$53.72

FGH LAW OFFICE	\$4,536.69	DALE JOHNSON ENT	\$9,561.69
GARCIA CLINICAL LAB	\$47.00	JOHNSON SAND & GRAVEL	\$41,823.04
GRAHAM TIRE LINCOLN	\$536.00	SOUTHWEST GRAVEL PROD	\$4,722.83
GREAT PLAINS COMMUNIC	\$629.89	CATTLE BANK & TRUST	\$592,805.00
GREAT PLAINS UNIFORMS	\$186.07	CATTLE BANK & TRUST	\$300.00
SPARETIME	\$112.34	BOTTLE ROCKET BREWING	\$30.20
HALL CO SHERIFF	\$26.76	MILES PARTNERSHIP	\$3,000.00
HELMINK PRINTING	\$648.00	SEWARD CO INDEPENDENT	\$175.00
HOMETOWN LEASING	\$75.50	SPORTS EXPRESS	\$460.00
HOMETOWN LEASING	\$82.56	SWEET TEA MARKETING	\$282.94
HOMETOWN LEASING	\$249.73	AMERITAS LIFE INS	\$155.62
JONES BANK (FICA)	\$17,575.92	JONES BANK (FICA)	\$150.33
KOTIK & MCCLURE LAW	\$5,916.94	MID-AMERICAN INS	\$473.60
LANCASTER CO SHERIFF	\$146.68	MILFORD AGING SERV	\$159.70
LEE ENTERPRISES	\$275.00	SEWARD AGING SERV	\$1,316.00
LEE'S REFRIGERATION	\$2,039.80	SEWARD CO HLTH CLM FND	\$1,097.12
LIBERTY LAW GROUP	\$1,525.00	SEWARD CO INDEPENDENT	\$5.91
MARK MOORE	\$2,539.54	UTICA AGING SERVICE	\$469.00
MCKESSON MED SURGICAL	\$142.68	VISA	\$79.27
MEMORIAL HOSPITAL	\$475.20	MAMMOTH CONTAINERS	\$3,600.00
MID-AMERICAN INS	\$41,887.11	VERIZON WIRELESS SERV	\$120.03
MIDWEST DOOR	\$24.00	AMERITAS LIFE INS CORP	\$181.37
MIDWEST PROCESS SERV	\$20.92	JONES BANK (FICA)	\$189.50
MORROW, POPPE	\$818.75	FELSBURG HOLT & ULLEVIG	\$1,451.25
NE ASSN OF CO OFFICIALS	\$160.00	FELSBURG HOLT & ULLEVIG	\$6,575.00
NORRIS PUBLIC POWER DIST	\$214.27	MARVIN PLANNING CONSULT	\$500.00
NUSS, CHANDRA	\$281.25	AMERITAS LIFE INS CORP	\$1,810.48
PAC N SAVE	\$66.99	BLACK HILLS ENERGY	\$49.79
PETTY CASH FUND	\$38.20	CHARTER COMMUNIC	\$51.96
PETTY CASH FUND	\$1,295.00	EAKES OFFICE PLUS	\$203.87
POLK CO SHERIFF	\$6.00	FARMERS COOP	\$20.31
POLLACK AND BALL	\$712.50	HOMETOWN LEASING	\$74.00
POLLACK AND BALL	\$7,575.00	JONES BANK (FICA)	\$1,934.56
QUILL CORP	\$73.23	MID-AMERICAN INS	\$3,628.67
REDWOOD TOXICOLOGY LAB	\$16.80	NORRIS PUBLIC POWER DIST	\$245.00
REGION V SYSTEMS	\$8,788.44	SEWARD CO HLTH CLM FND	\$8,494.16
RJ KOOL	\$543.85	SOARIN GROUP	\$288.00
SARPY CO SHERIFF	\$6.00	SOARIN GROUP	\$1,016.00
SEWARD CO HLTH CLAIM FUND	\$103,973.24	ALLO COMMUNIC	\$596.88
SEWARD CO INDEPENDENT	\$462.25	FIBER PLATFORM	\$327.00
SIDNEY FREY	\$125.00	CHARTER COMMUNIC	\$209.27
SIDNEY FREY	\$125.00	LINCOLN JOURNAL STAR	\$8,724.99
SOARIN GROUP, LLC	\$147.00	SUMMIT FOOD SERVICE, LLC	\$1,514.65
ST OF NE DAS STATE ACCNTNG	\$150.00	SALARIES	\$332,594.70
ST OF NE DAS STATE ACCNTNG	\$22.00	GROSSS SALARIES INCLUDE DEDUCTIONS TO:	
ST OF NE DAS STATE ACCNTNG	\$596.50	AMERITAS DENTAL	
TRANSUNION RISK AND ALT	\$1,120.00	AMERITAS VISION	
TRINITY SERVICES GROUP	\$13,413.43	COLONIAL SUPPLEMENTAL INSURANCE	
UNIV OF NE LINCOLN	\$3,944.13	MID AMERICAN CO WISCONSIN	
VERIZON WIRELESS SERV	\$240.28	POINT C	
VERIZON WIRELESS SERV	\$40.01	LPL FINANCIAL	

Affirmative Vote: Zabrocki, Hain, Schmieding, Pekarek, Ahmic Motion Carried

Jonathan Jank, Executive Director of Seward County Chamber & Development Partnership (SCCDP), updated the Commissioners on activities of the organization.

Marilyn Hladky, Assessor, and Wendy Elston, County Attorney, updated the Commissioners on activities of their departments.

Commissioner Reports:

Commissioner Hain reported that she will have a meeting with Brad Slaughter of Northland Securities regarding bonds, corresponded via email with Nebraska Department Of Transportation regarding potential grant funding for the 420th Road project and will follow up with Congressman Flood's office about potential funding as well, reported on an Executive Committee Board Meeting for 4 Corners Health

Department, led a discussion for the Juvenile Comprehensive Plan team, and met with the Veteran Service Officer regarding County Government Day.

Commissioner Zabrocki reported he received a call regarding road conditions, had a meeting with the Public Transit Director, worked on the updated SouthEast Nebraska Development District (SEND) interlocal agreement, will attend a SEND Board meeting, will attend a Seward City Council meeting and will attend the Bond Issue meeting at the Seward High School.

Commissioner Ahmic reported she worked in the Zoning office, met with Captain Borges from the Sheriff's Office and the Road Department Administrative Assistant regarding the Community Safety Action Plan (CSAP), met with a staff member from the Sheriff's Office regarding a claim, had a call with Tom Nesbitt of Nesbitt & Associates, and received several calls regarding roads.

Commissioner Schmieding reported that the Visitors Bureau meeting that was scheduled was canceled due to weather and will be rescheduled.

Commissioner Pekarek reported he met with Sheriff's Office staff, along with Commissioner Ahmic, regarding a claim, corresponded with the Sheriff's Office regarding asset forfeiture questions, spoke with the Veteran Service Officer regarding County Government Day, and had a call with Tom Nesbitt of Nesbitt & Associates.

Zabrocki tabled the item on the agenda to approve the Seward County Chamber & Development Partnership (SCCDP) interlocal agreement and bylaws, as the document has not been revised. It will be added to the agenda for December 9, 2025.

Moved by Pekarek and seconded by Hain to sign the Surplus Property Disposal Request for the Detention Center.

Affirmative Vote: Pekarek, Hain, Schmieding, Zabrocki, Ahmic Motion Carried

Ahmic led discussion on the Nesbitt & Associates report regarding the Sheriff's Office. Nesbitt & Associates previously performed an independent audit of seized asset forfeiture funds for the Sheriff's Office & County Attorney's Office. Commissioners Zabrocki and Pekarek have been working with the Sheriff's Office, as well as Nesbitt & Associates, to work toward resolving some of the findings on the independent audit. Many of the items have been resolved, but the final report does not reflect those resolutions. Pekarek noted that Nesbitt & Associates would be willing to clarify specific sections of the report but asked if any of the other board members had additional questions before those clarifications are made. There was a lengthy discussion, which ended up being suspended for the 9:15 timed item on the agenda.

Roxanne Knutson, Human Resources Director and Tiffany Allen, Assistant Human Resources Director, were present to discuss Christmas Eve Hours for Seward County offices.

Moved by Pekarek and seconded by Zabrocki that County Offices close on December 24, 2025 in observance of Christmas Eve.

Affirmative Vote: Pekarek, Zabrocki, Schmieding, Hain, Ahmic Motion Carried

Sara Stenger, Detention Center Director and Andrew Truslow, Deputy Detention Center Director, introduced the new Detention Center Programs Sergeant, Jessica Cain. They were also present to request a hiring bonus for the vacant Detention Center Corrections Officer positions. There are positions that have been vacant for more than 90 days, and they are requesting a Tier Three hiring bonus. A Tier Three Bonus consists of a \$2500 bonus after one year and another \$2500 bonus after two years of employment, to be paid out of the Detention Center budget. Ahmic clarified that this request is for the two currently open positions, but this will need to be requested again if other positions come open in the future.

Moved by Hain and seconded by Pekarek to approve the request for a hiring bonus for Detention Center Corrections Officers at Tier Three, which is \$2500 after one year and \$2500 the second year of employment.

Affirmative Vote: Hain, Pekarek, Schmieding, Ahmic

Voting No: Zabrocki

Motion Carried

Next, the Commissioners discussed Callback Pay for the Detention Center. Callback pay is pay for a full-time, non-exempt employee who has already left work and is called back to duty during their off-duty time, when this time does not merge with their regular shift. Stenger noted that, due to the significant shortage of Corrections Officers in the Detention Center, there often isn't sufficient coverage if an employee is not able to come in, without an employee who has already worked being called back in. They would like to offer an incentive of two times their hourly pay rate to those employees being called back in, with some exceptions, such as holiday pay. Elston stated that all policies pertaining to personnel should be county wide policies, even if they're specific to one particular department. There was extensive discussion regarding various options for Callback pay, employee incentives, budgets, and county wide policy specifics. It was decided that Human Resources will work with the County Attorney's Office and the Detention Center administrative staff to draft a potential policy and bring this back before the board.

The Commissioners recessed at 10:09 a.m.

The Commissioners reconvened at 10:15 a.m.

The Nesbitt & Associates report discussion resumed. Pekarek asked the board if they have any additional questions or if there is anything in the report that they'd like more clarification on. After more discussion, it was decided that Pekarek will have Nesbitt & Associates add some additional information to help clarify some things on their final report and that will be brought back.

Known items on the agenda for Board of Equalization on December 9, 2025 are as follows:

8:30 a.m.

1. Convene and announce Open Meetings Law
2. Pledge of Allegiance
3. Discuss/Action - Approve minutes of November 25, 2025
4. Discuss/Action – Assessor Information Update
5. Discuss/Action – Agenda for December 23, 2025

Known items on the agenda for Board of Commissioners on December 9, 2025 are as follows:

9:00 a.m.

6. Convene and announce Open Meetings Law
7. Pledge of Allegiance
8. Discuss/Action - Approve minutes of December 2, 2025

Other Business Matters to Address When Time Allows

9. Discuss/Action - Public/Organizations/Officials
10. Commissioner Reports
11. Discuss/Action – Review & Approval of Purchase Order Policy for the Sheriff's Office Forfeiture Funds
12. Discuss/Action – Approve SouthEast Nebraska Development District (SEND) Interlocal Agreement & Bylaws
13. Discuss/Action – Agenda for December 16, 2025

9:15 a.m. Discuss/Action – Accept letter of Retirement of Gary Petersen, Emergency Management Director, Effective January 2, 2026
Discussion Only – Future of Emergency Management Department

Moved by Zabrocki and seconded by Pekarek to adjourn at 10:29 a.m.
Affirmative Vote: Zabrocki, Pekarek, Schmieding, Hain, Ahmic Motion Carried

State of Nebraska)
County of Seward) ss.

I, Brandy Johnson, 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 9th day of December 2025.

Seward County Clerk

Chairperson