

January 6, 2026

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 January 6, 2026 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 January 6, 2026 at 8:30 a.m.

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

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 December 30, 2025.

Affirmative Vote: Zabrocki, Schmieding, Ahmic	Motion Carried
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Moved by Zabrocki and seconded by Schmieding to approve the consent agenda consisting of:

- a. County Clerk Fee Report for December 2025 - \$37,679.78
- b. District Court Fee Report for December 2025 - \$2,343.80

Affirmative Vote: Zabrocki, Schmieding, Ahmic	Motion Carried
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Jonathan Jank, Executive Director of Seward County Chamber & Development Partnership (SCCDP), updated the Commissioners on activities of the organization.

Emily Manning and Ann Dobesh, Extension Office employees, Wendy Elston, County Attorney, Jon Regnier, Highway Superintendent, and Brandy Johnson, County Clerk, updated the Commissioners on activities of their departments.

Commissioner Reports:

Commissioner Schmieding reported he attended a City of Seward Parks and Recreation Board meeting, will attend an Extension Board Meeting, a Tree Board meeting, a Problem Solving Court graduation in York and a Blue Valley Community Action (BVCA) meeting.

Commissioner Ahmic reported she worked in the Zoning office, attended a retirement reception for the Emergency Management Director, met with a member of Mutual Aid & Rural Fire about the Community Safety Action Plan (CSAP), had a meeting with Marvin Planning, obtained a wireless printer for the Commissioner room, worked on information for the resolutions on today's agenda, worked with legal for guidance on by-laws for Solid Waste Management.

Commissioner Zabrocki reported he attended a retirement reception for the Emergency Management Director, met with the Public Transit Director, and checked abandoned cemeteries and county roads.

Ahmic led discussion on the Moratorium Extension on Renewable Energy. This is an extension of the Moratorium that was imposed on certain renewable energy projects by the Board on August 1, 2023.

Moved by Zabrocki and seconded by Schmieding to adopt Resolution No. 3909 in regard to extending the moratorium on Renewable Energy for six months from the date of this resolution.

**Resolution # 3909 of the
Seward County Board of Commissioners**

WHEREAS, the Board of Commissioners of Seward County, Nebraska ("Board"), recognizes the significance of renewable energy in advancing environmental sustainability and reducing carbon emissions;

WHEREAS, the authority to make, adopt, amend, extend, and implement county zoning regulations is conferred upon the County Board of Commissioners in each county pursuant to *Neb. Rev. Stat. §23-114*;

WHEREAS, the current zoning regulations in Seward County do not contain regulations governing renewable energy projects;

WHEREAS, on August 1, 2023, the Board passed Resolution 3767, which imposed a moratorium on certain renewable energy projects until such time as permanent regulations could be adopted that govern those projects;

WHEREAS, proposed Seward County zoning regulations have been drafted; however, have not yet been formally adopted;

WHEREAS, the proposed zoning regulations include regulations governing renewable energy projects;

WHEREAS, it is imperative to ensure responsible and sustainable development of commercial renewable energy projects that align with the existing community infrastructure and comprehensive plan;

WHEREAS, it is anticipated that new zoning regulations will be adopted before the commencement of any commercial projects currently in development;

WHEREAS, in anticipation of the adoption of new zoning regulations governing commercial renewable energy systems, the continuation or renewal of the prior temporary moratorium, if it has expired by operation of law, is necessary to ensure that all future renewable energy system projects comply with the forthcoming regulations.

WHEREAS, failure to continue or renew the temporary moratorium on commercial renewable energy projects until such time as the new zoning regulations are adopted could result in irreparable harm to Seward County and its resources;

NOW, THEREFORE, BE IT RESOLVED the temporary moratorium on commercial renewable energy projects shall be continued or renewed, effective immediately, upon the following in Seward County:

1. Any solar conversion system consisting of a series of solar modules and equipment connected together, with a nameplate capacity of equal to or greater than 500kW alternating current, in order to commercially supply the converted energy to a community and/or power grid; or
2. Any wind energy conversion system under common or aggregated ownership or operating control that includes substations, MET towers, cables/wires and other building accessories, whose main purpose is to supply electricity to off-site customers; or
3. Any other renewable energy conversion system designed to commercially supply converted energy to any community, power grid, or off-site customers.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the temporary moratorium shall remain in effect for a period of six (6) months from the date of this resolution, or until new zoning regulations governing commercial renewable energy systems are formally adopted, published, and become legally binding within Seward County, whichever occurs first, at which time the moratorium shall automatically expire unless extended by separate resolution of the Board.

Dated this 6th day of January 2026.

Moved by: Zabrocki Seconded by: Schmieding

Ayes: Ken Schmieding, Darrell J. Zabrocki, Misty Ahmic, Chair of the Board

Attest: Brandy M. Johnson, Seward County Clerk

Affirmative Vote: Zabrocki, Schmieding, Ahmic

Motion Carried

Elston led discussion regarding a resolution to dissolve the interlocal agreement with York County for Emergency Management Services and waive the notice requirement. Seward County will no longer be participating in the interlocal agreement with York County for an Emergency Management Director after the retirement of Gary Petersen.

Moved by Zabrocki and seconded by Schmieding to adopt Resolution No. 3910 in regard to dissolving the Interlocal Agreement with York County for Emergency Management Services and Waive the Notice Requirement.

Resolution #3910

WHEREAS, the Seward County Board entered into an Interlocal Agreement with York County Board for Joint Emergency Management Services, hereinafter referred to as the "Interlocal".

WHEREAS, due to the retirement of the current Emergency Manager, Seward and York Counties have decided that it is in the best interests of each county to terminate the Interlocal Agreement.

WHEREAS, termination of the Interlocal is addressed in the Interlocal Agreement. Specifically, provision #23 in the Interlocal states "This Agreement may be terminated by either party giving to the other party written notice of its intention to terminate at least 90 days prior to the proposed date of termination."

WHEREAS, it has been agreed upon by Seward and York Counties to terminate the Interlocal and waive any notice period.

THEREFORE, BE IT RESOLVED THAT, Seward County, a participant of the Interlocal consents to termination of the Interlocal Agreement effective upon full execution of this Resolution and waives any notice period.

THEREFORE, BE IT RESOLVED THAT, York County, a participant of the Interlocal consents to termination of the Interlocal Agreement effective upon full execution of this Resolution and waives any notice period.

FURTHER, all property paid for by each county individually shall be the property of each county that paid for the property. Any property purchased jointly by the Emergency Manager shall be distributed equitably upon a written separate agreement.

FOR Seward County:

Ayes: Ken Schmieding, Darrell J. Zabrocki, Misty Ahmic, Chair of the Board
Dated this 6th day of January 2026.

Attest: Brandy M. Johnson, Seward County Clerk

FOR YORK COUNTY:

***(Awaiting signatures from York County)**

Affirmative Vote: Zabrocki, Schmieding, Ahmic Motion Carried

The Commissioners recessed at 9:09 a.m.

Moved by Zabrocki and seconded by Schmieding to open bids for a fence at the Missile

Base. Assignment Value Table for Calculation Analysis Matrix Grid

Ride were received from:

Bids were received from:
18-M Fencing, American Fence Company of Lincoln, and Outback Fence Co., LLC

The Commissioners recessed at 9:22 a.m.

The Commissioners recessed at 9:22 a.m.

Elston and Marilyn Hladky, Assessor, were present for the discussion regarding salaries for elected officials the 2027 – 2030 term. The Nebraska Association of County Officials (NACO) salary study from October 2025 recommended a minimum base salary of 160% of the Clerk, Treasurer, Clerk of District Court and Assessor salaries for the County Attorney. Elston proposed that the County Attorney salary to be set at 165% of the Clerk, Treasurer, Clerk of District Court and Assessor salaries. She noted that she performs duties above and beyond the statutory requirements for the County Attorney, including child support duties for which the county receives a 66% reimbursement from the state. There was a discussion regarding the recommendation for Assessors, noting that extra compensation should be considered if the assessor or another elected official or county employee is performing the county's appraisal. There was a brief discussion regarding the various factors for recommendations for different departments.

Moved by Zabrocki and seconded by Schmieding to adopt Resolution No. 3911 in regard to setting the salaries for Elected Officials for the 2027-2030 term.

WHEREAS, the laws of the State of Nebraska provide that the salaries of elected officials be fixed by the County Board prior to January 15th of the year in which a General Election will be held for the respective offices; and

WHEREAS, all elected county officials shall be included on an equal basis with other County Employees as to the provisions and benefits of any group insurance, retirement, life insurance or any other benefits adopted by the County Board of Commissioners; and

WHEREAS, salary increases to accommodate cost of living increases should be granted such elected officials on an annual basis; and

WHEREAS, the Nebraska Association of County Officials completed a salary study and published "2027-2030 Salary Guidelines for County Officials" in October of 2025; and

WHEREAS, said salary study states that the minimum base salary recommendation should be the least amount acceptable to provide a livable income for a person maintaining the duties of the county office; and

WHEREAS, said salary study recommends the Attorney minimum salary to be 160% of the minimum base salary, Sheriff minimum salary to be 125% of the minimum base salary, and County Commissioner minimum salary to be 50% of the minimum base salary.

NOW, THEREFORE, BE IT RESOLVED, by the Seward County Board of Commissioners, that the following salaries for the respective offices be established for the term of office encompassing the calendar years of 2027, 2028, 2029, and 2030 for all elected officials who are subject to election in 2026 and being sworn into office in 2027; and 2027 and 2028 for the office of County Commissioner.

Pursuant to the terms of Neb. Rev. Stat. §23-1114(4), salary for the office of County Commissioner shall not be increased by more than the cumulative change in the unadjusted Consumer Price Index for All Urban Consumers published by the Federal Bureau for Labor Statistics for the period since the last salary increase plus one percent. No such salary shall be increased more than once every two fiscal years unless first placed on the ballot at the next statewide general election pursuant to Neb. Rev. Stat. §23-1114(4)(b). The annual salary of the office of County Commissioners is hereby established as follows:

Calendar years 2027 and 2028: 44% of the minimum base salary for 2027

The annual salary of the office of Attorney is hereby established at 162.5% of the minimum base salary for the calendar years of 2027, 2028, 2029, and 2030. The County Attorney shall devote his or her full time to the legal work of the office of the County Attorney and shall not engage in the private practice of law.

The annual salary of the office of Sheriff is hereby established at 130% of the minimum base salary for the calendar years of 2027, 2028, 2029, and 2030.

The annual salary of the office of County Assessor, Clerk, Treasurer, and Clerk of the District Court is hereby established as the minimum base salary, which is as follows:

\$ 96,000 for calendar year 2027;
\$ 99,000 for calendar year 2028;
\$102,000 for calendar year 2029;
\$105,000 for calendar year 2030;

The County Surveyor salary shall be \$ 15,000.00 during the calendar years 2027, 2028, 2029, and 2030.

BE IT FURTHER RESOLVED that in the event the County Board should designate any elected official, who is a qualified individual or who is provided for designation by statute, to provide residential and ag land valuation, he or she shall, beginning in the calendar year 2027 and ending in the calendar year 2030, receive \$10,000.00 for each calendar year valuation is provided.

BE IT FINALLY RESOLVED that in the event the County Board should designate any elected official, who is a qualified individual or who is provided for designation by statute, to serve as the Budget Making Authority, he or she shall, beginning in the calendar year 2027 and ending in the calendar year 2030, receive \$10,000.00 for each calendar year that said official is designated as the Budget Making Authority.

Dated this 6th day of January 2026.

Ayes: Ken Schmieding, Darrell J. Zabrocki, Misty Ahmic, Chair of the Board
Attest: Brandy M. Johnson, Seward County Clerk

Affirmative Vote: Zabrocki, Schmieding, Ahmic Motion Carried

Doug Brand, representing the Seward County Historical Society, was present to discuss directing the Historical Society's request for a tax levy to be placed on the ballot for the next General Election. Statute states that "whenever there is a nonprofit county historical association or society organized under the corporation laws of the state, a tax of not more than three-tenths of one cent on each one hundred dollars upon the taxable property in the county may be levied for the purpose of establishing a fund. No initial levy shall be made for such purpose unless the proposition to make such levy is first submitted to a vote of the people of the county at a general election." In order for this issue to be submitted for the November 2026 general election, the county board would need to pass a resolution allowing the question to be placed on the ballot. Brand noted that the Seward County Historical Society and Museum facilities are maintained and operated by a small group of dedicated volunteer members, and donations from those who visit and tour the museum. To maintain the museum, and upgrade and modernize the exhibits, financial aid will become a necessity in the future.

Moved by Schmieding to allow the Seward County Historical Society Museum to place the levy request on the General Election ballot.

Motion died for lack of second.

Moved by Zabrocki and seconded by Schmieding to adopt Resolution No. 3912 in regard to approving the Seward County Historical Society and Museum's request for a tax levy to be placed on the ballot for the next General Election.

RESOLUTION NO. 3912 OF THE
SEWARD COUNTY BOARD OF COMMISSIONERS

WHEREAS, pursuant to *Neb. Rev. Stat.* §23-355.01, a nonprofit county historical organization or society organized under the corporation laws of this state may request a tax levy of not more than three-tenths of one cent on each one hundred dollars upon the taxable value of all the taxable property of the county for the purpose of establishing a fund to be used for the establishment, management, and purchase of exhibits, equipment, and other personal property and real property and maintenance of such nonprofit county historical association or society;

WHEREAS, the Seward County Historical Society and Museum, located in Goehner, Nebraska, has requested county funding in the levy amount of .003 per \$100 to maintain the museum, and upgrade and modernize the exhibits;

WHEREAS, the Seward County Historical Society and Museum has requested that the above funding request be placed on the ballot for the next general election for voter approval:

WHEREAS, upon proposal by a nonprofit county historical organization or society of such a tax levy to be submitted to the voters of the county, the

proposition for such levy shall be placed on the ballot by the county board at the next general election following receipt of the request;

WHEREAS, the next general election is scheduled for November 3, 2026; NOW, THEREFORE, BE IT RESOLVED that the Seward County Board of Commissioners do hereby direct the following to be placed on the ballot for the General Election on November 3, 2026, to be decided by the voters of Seward County:

Should the County Board of Commissioners of Seward County, Nebraska be authorized to levy an annual tax of not more than three-tenths of one cent on each one hundred dollars upon the taxable value of all the taxable property in the county for the purpose of establishing a fund to be used by the Seward County Historical Society and Museum, located in Goehner, Nebraska, for the establishment, management, and purchase of exhibits, equipment, and other personal property and real property and maintenance of such nonprofit county historical association or society, including the construction and improvement of necessary buildings thereupon?

- YES [a vote "yes" is for authorizing the levy]
- NO [a vote "no" is against authorizing the levy]

Moved by: Zabrocki Seconded by: Schmieding
Ayes: Ken Schmieding, Darrell J. Zabrocki, Misty Ahmic, Chair of the Board
Attest: Brandy M. Johnson, Seward County Clerk

Affirmative Vote: Zabrocki, Schmieding, Ahmic Motion Carried

The Executive Session was tabled until next week.

Known items on the agenda for Board of Equalization on January 13, 2026 are as follows:

8:30 a.m. **Reorganizational Meeting**

1. Convene and announce Open Meetings Law
2. Pledge of Allegiance
3. Discuss/Action – Election of Chair and Vice Chair
4. Discuss/Action - Approve minutes of December 23, 2025
5. Discuss/Action – Motor Vehicle Tax Exemptions for Tax Year 2026
6. Discuss/Action – Assessor Information Update

Known items on the agenda for Board of Commissioners on January 13, 2026 are as follows:

9:00 a.m. **Reorganizational Meeting**

1. Convene and announce Open Meetings Law
2. Pledge of Allegiance

Other Business Matters to Address When Time Allows

3. Discuss/Action – Election of Chair and Vice Chair
4. Discuss/Action – Appoint Office Liaisons, Make Committee Appointments, Select Depositories, Newspapers, Set Wages of Deputy Officials and other Reorganizational Meeting Responsibilities
5. Discuss/Action – Approve Minutes of January 6, 2026
6. Discuss/Action – Claims for the Period through January 2, 2026
7. Discuss/Action – Public/Organizations/Officials

8. Commissioner Reports
9. Discuss/Action – Agenda for January 20, 2026

9:30 a.m. Discuss/Action – Award Bids for Fence at Missile Base
9:45 a.m. Discuss/Action – Executive Session – Personnel

Moved by Zabrocki and seconded by Schmieding to adjourn at 10:07 a.m.
Affirmative Vote: Zabrocki, Schmieding, 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 13th day of January 2026.

County Clerk

Chairperson