

May 5, 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 May 5, 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. 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 May 5, 2026 at 8:30 a.m.

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

Deputy County Attorney Barbara Armstead was present as legal counsel.

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 April 28, 2026.
Affirmative Vote: Hain, Zabrocki, Pekarek, Schmieding, Ahmic Motion Carried

Moved by Hain and seconded by Zabrocki to approve claims through April 24, 2026.

SEWARD COUNTY CLAIMS THROUGH APRIL 24, 2026

ACCURATE CONTROLS	\$4,005.22	NATIONAL SIGN CO	\$3,546.31
ADP INC	\$3,179.75	SEWARD ELECTRONICS	\$7.99
AMAZON CAPITAL SERV	\$191.12	SOUTHWEST GRAVEL PROD	\$2,869.13
AMERITAS LIFE INS CORP	\$17,454.52	TRUCK EQUIP SERVICE	\$220.80
BLUE RIVER ELECTRIC	\$3,431.85	VADENBERG ELECTRIC	\$1,902.00
CA MARKETING	\$1,361.07	VERIZON WIRELESS SERV	\$360.27
CAMPBELL CLEANING	\$5,070.00	VILLAGE OF GARLAND	\$57.44
CENTURY BUSINESS PROD	\$225.75	VILLAGE OF UTICA	\$56.12
EAKES OFFICE PLUS	\$2,150.94	BRIAN JACKSON	\$2,000.00
ELIZABETH SAMUELSON	\$7,157.50	MIDWEST INFRASTRUCTURE	\$61,750.00
FGH LAW OFFICE	\$4,807.70	COMMERCIAL RESTORATION	\$5,600.00
GREAT PLAINS UNIFORMS	\$190.48	CHAPTERS BOOKS & GIFTS	\$259.06
HOMETOWN LEASING	\$415.17	KOLTERMAN, CLARK	\$166.92
JENNIFER JOAKIM	\$250.00	PAC N SAVE	\$2,567.05
JONES BANK (FICA)	\$17,324.57	SEWARD CHAMBER	\$195.00
MCKESSON MED SURGICAL	\$89.96	SUE IMIG	\$158.05
MEMORIAL HOSPITAL	\$3,762.45	RED PATH GALLERY	\$1,945.00
MIDWEST SPECIAL SERV	\$1,961.65	SEWARD CO INDEPENDENT	\$25.00
MULTI HEALTH SYSTEMS	\$620.87	SWEET TEA MARKETING	\$129.00
NE LAW ENF TRAINING CT	\$480.00	AMERITAS LIFE INSURANCE	\$87.16
ONESOURCE	\$306.00	SEWARD CO HLTH CLM FND	\$175,000.00
OREILLY AUTOMOTIVE	\$168.65	AMERITAS LIFE INS CORP	\$154.68
PETTY CASH FUND	\$67.75	JONES BANK (FICA)	\$149.70
POLLACK AND BALL	\$3,143.75	MILFORD AGING SERV	\$1,772.00
POTTER REPAIR	\$600.00	SEWARD AGING SERV	\$2,653.30
QUILL CORP	\$248.26	UTICA AGING SERV	\$1,862.60
REGION V SYSTEMS	\$30,406.56	ALL RISE FOR JUSTICE	\$60.00
RJ KOOL	\$673.87	JAMES STECKER	\$2,776.80

SEWARD CO SHERIFF	\$19.50	VERIZON WIRELESS SERV	\$120.03
SEWARD LUMBER	\$6.99	AMERITAS LIFE INS CORP	\$127.49
SOARIN GROUP	\$247.00	JONES BANK (FICA)	\$136.25
SOFTWARE UNLIMITED	\$8,175.34	NATL CURR & TRAIN INST	\$2,065.00
SUMMIT FIRE PROTECT	\$423.05	THE CHANGE COMPANIES	\$3,787.46
SVEHLA LAW OFFICES	\$3,651.50	AMERITAS LIFE INS CORP	\$23.11
THOMSON REUTERS-WEST	\$2,263.74	JONES BANK (FICA)	\$20.03
TRINITY SERVICES GRP	\$8,409.39	EQUIPMENT BLADES	\$31,500.00
ULINE	\$274.45	AMERITAS LIFE INS CORP	\$1,560.89
UNIVERSITY OF NEBRASKA	\$50.00	JONES BANK (FICA)	\$1,628.51
UNIVERSITY OF NEBRASKA	\$9,166.53	ST OF NE DAS COMMUNIC	\$1,382.40
URIBE REFUSE SERVICES	\$156.00	DICK BUSS & ASSOC	\$2,150.00
US BANK EQUIP FINANCE	\$199.80	MOTOROLA	\$41,289.00
VERIZON WIRELESS SERV	\$1,160.90	WATSON FURNITURE GRP	\$2,924.80
VIRTUAL GURUS	\$36.00	BOB BARKER CO	\$501.88
VISA	\$289.32	SUMMIT FOOD SERV	\$1,445.83
AMERITAS LIFE INS CORP	\$3,583.37	SALARIES	\$325,570.85
BLACK HILLS ENERGY	\$648.69	GROSS SALARIES INCLUDE DEDUCTIONS TO:	
DALE JOHNSON ENT	\$15,846.40	AMERITAS DENTAL	
FASTENAL CO	\$613.03	AMERITAS VISION	
JOHNSON SAND & GRAVEL	\$15,358.39	COLONIAL SUPPLEMENTAL INSURANCE	
JONES BANK (FICA)	\$3,678.30	POINT C	
KRAIN CREEK FABRICAT	\$1,662.61	LPL FINANCIAL	
MEDICAL ENTERPRISES	\$36.00		

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

Marilyn Hladky, Assessor, and Carrie Gottschalk, representing the Extension Office, updated the Commissioners on activities of their departments.

Commissioner Reports:

Commissioner Hain reported she received notification regarding an Opioid Settlement Fund payment, provided information to Carrie Gottschalk in relation to an Extension Priority meeting, and drove several roads in various parts of the county.

Commissioner Zabrocki reported he attended a Nebraska Intergovernmental Risk Management Assn. (NIRMA) Claims Committee meeting and Policy Committee meeting, attended an E911 Board meeting, completed a performance evaluation for the E911 Director, continues to check the Sheriff's Office inventory, and reported on a generator test error in the E911 Center.

Commissioner Ahmic reported she drove several roads in various parts of the county, noted that the environmental review in regard to the 420th Road paving project is complete, spent a lot of time doing research for Solid Waste Management, met with the county's contracted Surveyor in regard to a county owned property near Milford, attended an Extension Priority meeting, attended a recap meeting following the Emergency Preparedness Expo event, and worked on the annual American Rescue Plan Act (ARPA) report with the County Clerk.

Commissioner Schmieding reported he will attend a Visitors Bureau meeting, a Blue Valley Community Action Open House and board meeting, a Problem Solving Court graduation in York, and a 4th of July Committee meeting. He surveyed constituents in his district 5, attended candidate events and drove roads.

Commissioner Pekarek reported he attended an E911 Board meeting, participated in the Emergency Preparedness Expo event recap meeting, met with the Emergency Manager, contacted a correctional control system company regarding the camera system for the jail, and performed a spot check on the progression of a zoning permit.

Collin Hain, Community Affairs Coordinator from Seward County Chamber & Development Partnership (SCCDP) updated the Commissioners on activities of the organization.

Ahmic led the discussion on department head evaluations and timeline for evaluations. Department head evaluations have historically been completed by the Commissioners in

May. She suggested that the board members complete their liaison evaluations and share them with the other board members by May 20th, and they can discuss them together on May 26th.

Roxanne Knutson, Human Resources Director, and Tiffany Allen, Assistant Human Resources Director, were present to discuss county wide wage increases for 2026-2027 fiscal year. For the past two years, the board authorized an increase in starting wages by a small percent, in addition to a merit increase. Ahmic suggested a standard increase every year that will compensate for starting wages as well as tenured employee wages, along with potential merit increases based on evaluations. There was discussion about implementing a standard increase every year that would allow departments to plan their budgets accordingly. If all departments knew that there was going to be a standard increase, merit could potentially be used more appropriately as a base increase would already be established. Ahmic proposed a standard 2% increase every year, and up to another 2% merit increase. Hain reminded everyone of the cap on the budget, noting that departments will have to be mindful of that at budget time in case other line items have to decrease to compensate for the increase in wages. Barb Armstead, Deputy County Attorney, clarified that a policy can be created to establish the standard 2% annual wage increase, to be brought before the board for approval at a later date.

Moved by Hain and seconded by Schmieding that the Board of Commissioners make a wage increase of 2% for all positions, including starting wages, for the 2026-2027 Fiscal Year, and the merit award be set at 2%.

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

Sara Stenger, Detention Center Director, presented an updated Audio & Video Applications Services Agreement with Cidnet/Encartele for the Commissioners' consideration. The same agreement was signed by the Chair at the April 28th meeting, but when Stenger returned the completed document to the company, they noted that some language regarding equipment specifications was missing. The language has since been added, and a new agreement needs to be signed.

Moved by Zabrocki and seconded by Hain to authorize the Chair to sign the Audio and Video Applications Services Agreement with Cidnet/Encartele.

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

Blair Yoder, Sheriff's Office Operations Manager, presented an addendum to the CentralSquare Technologies Interlocal Agreement for Cooperated Public Safety Software, Hardware and Related Services, to add Fillmore County as a party to the interlocal agreement. There was a brief discussion about the status of the current Interlocal Agreement with CentralSquare and all participating entities, with Hain noting that it is going to expire at the end of May. Yoder reported that the Saline County Attorney is drafting a new agreement that will be sent to all participating entities for review and signatures before the current agreement expires.

Moved by Zabrocki and seconded by Pekarek to authorize the Chair to sign the CentralSquare Interlocal Agreement Addendum #4 to add Fillmore County as a party to the Interlocal Agreement.

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

The next item discussed was an agreement with CentralSquare Technologies to grant permission to allow access to Fillmore County.

Moved by Zabrocki and seconded by Pekarek to authorize the Chair to sign the agreement with CentralSquare to grant permission to allow access to Fillmore County.

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

Knutson presented an updated Hiring Bonus policy. At the April 28th meeting, Stenger requested a Tier 2 Hiring Bonus for a Detention Center Corrections Office position that had been vacant for more than thirty days. At that time, it was noted that the position qualified for a Tier 1 Hiring Bonus, rather than a Tier 2, due to the amount of time it had been vacant. It was decided at that time to update the policy to potentially allow

for a Tier 2 Hiring Bonus for essential positions or hard to fill positions. Knutson worked with Armstead to remove the parameters of the tiers, but since this was discussed last week, some different ideas have been brought forward. When a department head requests a hiring bonus, it is the Commissioners who grant the requests. By removing the language, it ultimately leaves it up to the board to decide which tier they're going to grant, which could pose challenges with keeping track of past decisions and remaining consistent. Ahmic suggested offering one hiring bonus, rather than tiers, would be a more effective way of maintaining consistency. She noted that hiring bonuses aren't always paid within the same budget year, leading to department heads having to budget additional funds to complete the bonus payments to employees. There was discussion regarding transitioning to one standard hiring bonus amount, and what that amount would be. In addition to that, there was discussion about creating a new hiring bonus policy stating that it will be up to the department heads, rather than the Commissioners, to choose to offer a hiring bonus once positions have been vacant for thirty days or more. It was decided to make a new standard hiring bonus, equivalent to the former Tier 2 bonus, of \$3,500, with \$500 payable after the employee completes 90 days of employment, \$1,000 payable after the employee completes 6 months of employment, and \$2,000 payable after the employee completes 1 year of employment. Knutson will work with Armstead to revise the policy and bring it back for approval.

Although the policy will be revised, Armstead stated that the current request for a Tier 2 hiring bonus for the vacant Detention Center Corrections Officer could still be acted upon at this time.

Moved by Hain and seconded by Pekarek to approve the request for a hiring bonus for the Detention Center Corrections Officer position at Tier 2, \$3500 with \$500 payable after 90 days, \$1000 payable after 6 months, and \$2000 payable after 1 year.

Affirmative Vote: Hain, Pekarek, Schmieding, Ahmic

Voting No: Zabrocki

Motion Carried

Jessica Bodfield, representative from G&P Landfill, was present to discuss accepting waste outside of G&P Landfill Service area and waste that can be used as an alternative daily cover. Bodfield reported that they have a current customer that is undertaking a construction project in Clifton, Kansas that will result in approximately 2600 tons of petroleum contaminated soil, and alternative daily cover that can be used in the landfill. Utilizing petroleum contaminated soil will aid in controlling litter and reduce labor and equipment hours spent hauling dirt from their own pit. Zabrocki asked if there is an impact on ground water. Bodfield reported that there will be no impact on ground water, and will not be harmful, as it is piled on top of the waste and used as cover. She noted that the ground water is tested twice a year.

Moved by Zabrocki and seconded by Pekarek to allow G&P Landfill to accept waste outside the G&P Landfill Service Area, with the waste to be used as an alternative daily cover.

Affirmative Vote: Zabrocki, Pekarek, Hain, Schmieding

Voting No: Ahmic

Motion Carried

Ahmic presented an addendum to the Public Defender Contract. Previously, Tana Fye, the county's contracted Public Defender from FGH Law Office, requested additional funding to hire an expert witness in a misdemeanor case. At that time, there was discussion regarding amending the current contract from stating that misdemeanor cases exceeding \$1000 in costs must be approved by the Board to stating that misdemeanor cases exceeding \$5000 in costs must be approved by the Board. Since that time, Ahmic met with the Policy Board and an addendum to the contract was drafted. It has since been reviewed by the County Attorney's office, leading Armstead to review state statute in regard to this. Armstead reported that her interpretation of the statute is that expert witness fees do not qualify as "other expenses". Generally, best practice is that a motion be filed with the court prior to hiring a witness and the court either approves or doesn't approve hiring the witness. If the court approves it, the Board has to pay it. The money authorized by the addendum is for anything above and beyond what is authorized by the court. It was decided at this time to leave the contract as it is, and Ahmic, being the Public Defender liaison, will follow up with Fye.

Brandy Johnson, County Clerk, requested the Commissioners cancel the May 12, 2026 board meeting, as that is the date of the Statewide Primary Election.

Moved by Zabrocki and seconded by Schmieding to honor request of the County Clerk to cancel the board meeting on Tuesday, May 12th due to the Statewide Primary Election.

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

Marissa Pfile, Zoning Administrator, presented a Short Form Plat for Knuth's Subdivision in the SE ¼ of Section 20, Township 11 North, Range 2 East of the 6th P.M.

Moved by Hain and seconded by Pekarek to adopt Resolution No. 3932 for Knuth's Subdivision in the SE ¼ of Section 20, Township 11 North, Range 2 East of the 6th P.M.

**RESOLUTION NO 3932 OF THE
SEWARD COUNTY BOARD OF COMMISSIONERS**

WHEREAS Twila Fickel owns approximately 152.00 acres of land and has applied for a replat of 5 acres, and described it as a tract of land in the Southeast Quarter of, Section 20, Township 11N, Range 2 East of the 6th P.M, Seward County, Nebraska, and

WHEREAS the replat shall be called KNUTH'S SUBDIVISION REPLAT and

WHEREAS The Seward County Planning Commission held a meeting on April 20,2026 to consider the Replat, and

WHEREAS, the Planning Commission recommended approval of the Knuth's Subdivision Replat, with a vote of 6 For, 0 Against, 0 abstained and 3 Absent Not Voting, and

WHEREAS X No one appeared to oppose the subdivision.

 Individuals appeared to oppose the subdivision

 X No one appeared to support the subdivision

 Individuals appeared to support the subdivision.

 Individuals appeared without commitment, and

THEREFORE, BE IT RESOLVED that the Seward County Board of Commissioners do hereby Approve the Knuth's Subdivision Replat, Replat, with Resolution NO: 3932.

Moved by: Hain Seconded by: Pekarek May 5, 2026

Ayes: Ken Schmieding, Scott Pekarek, Raegan Hain, Darrell J. Zabrocki, Misty Ahmic, Chair of the Board

Attest: Brandy M. Johnson, Seward County Clerk

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

Known items on the agenda for Board of Equalization on May 26, 2026 are as follows:

8:30 a.m.

1. Convene and announce Open Meetings Law
2. Pledge of Allegiance
3. Discuss/Action – Approve minutes of April 28, 2026
4. Discuss/Action – Assessor Information Update

Known items on the agenda for Board of Commissioners on May 19, 2026 are as follows:

9:00 a.m.

1. Convene and announce Open Meetings Law
2. Pledge of Allegiance
3. Discuss/Action - Approve minutes of May 5, 2026
4. Discuss/Action – Claims through May 8, 2026

Other Business Matters to Address When Time Allows

5. Discuss/Action - Public/Organizations/Officials
6. Commissioner Reports
7. Discuss/Action – Agenda for May 26, 2026

9:15 a.m. Service Agreement and Options for Different Providers for Justice Center/Detention Center Cameras

Moved by Zabrocki and seconded by Hain to adjourn at 10:32 a.m.
Affirmative Vote: Zabrocki, Hain, Pekarek, 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 19th day of May 2026.

County Clerk

Chairperson