

# May 26, 2026

## 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 on May 26, 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](http://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 Equalization convened on May 26, 2026 at 8:30 a.m.

Present: Chairperson: Misty Ahmic  
Members: Raegan Hain, Darrell Zabrocki, Ken Schmieding,  
Scott Pekarek  
County Clerk: Brandy Johnson  
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 Zabrocki and seconded by Hain to approve the minutes of April 28, 2026.  
Affirmative Vote: Zabrocki, Hain, Schmieding, Pekarek, Ahmic Motion Carried

Moved by Hain and seconded by Zabrocki to open the Public Hearing at 8:32 a.m. for Permissive Exemption Applications for:

- a. St. Wenceslaus Catholic Church of Bee
- b. Seward Living Center Inc
- c. SRCM Propco LLC
- d. 500 Heartland Park Dr. NE PropCo LLC
- e. Seward United Methodist Church
- f. Seward Urgent Care Partnership LLP (Personal Property)

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

Mary Kay Totty, representing the Seward United Methodist Church, was present to answer questions, should there be any, regarding their application.

Moved by Zabrocki and seconded by Pekarek to close the Public Hearing at 8:36 a.m.  
Affirmative Vote: Zabrocki, Pekarek, Schmieding, Hain, Ahmic Motion Carried

Moved by Zabrocki and seconded by Hain to approve the Permissive Exemption applications for:

- a. St. Wenceslaus Catholic Church of Bee
- b. Seward Living Center Inc
- c. SRCM Propco LLC
- d. 500 Heartland Park Dr. NE PropCo LLC
- e. Seward United Methodist Church
- f. Seward Urgent Care Partnership LLC (Personal Property)

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

Moved by Hain and seconded by Pekarek to approve tax list corrections:

- a. 212-25P – Affordaproit LLC

- b. 213-25P – Clouse Construction
- c. 214-25P – Redbox Automated Retail LLC
- d. 217-25P – Roberts Company LLC (Nick Roberts)
- e. 480-26R – Jeffrey A. Bohaty Trustee

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

Hladky updated the Commissioners on activities of her department.

Known items on the agenda for Board of Equalization on June 9, 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 May 26, 2026
- 4. Discuss/Action – Assessor Information Update

Moved by Zabrocki and seconded by Hain to adjourn at 8:41 a.m.

Affirmative Vote: Zabrocki, Hain, Schmieding, Pekarek, 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 9<sup>th</sup> day of June 2026.

\_\_\_\_\_  
County Clerk

\_\_\_\_\_  
Chairperson

## May 26, 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 9:00 a.m. on May 26, 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](http://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 26, 2026 at 9:00 a.m.

Present:                      Chairperson: Misty Ahmic  
   Members: Raegan Hain, Scott Pekarek, Ken Schmieding,  
   Darrell Zabrocki  
   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 Pekarek to approve the minutes of May 19, 2026.  
Affirmative Vote: Hain, Pekarek, Schmieding, Zabrocki, Ahmic      Motion Carried

**Commissioner Reports:**

Commissioner Pekarek reported he spoke with a developer that is building new homes in his district, had a meeting with the Veteran Service Officer and Assistant Service Officer, met with the Zoning Administrator via phone, and received phone calls regarding Zoning.

Commissioner Schmieding reported that he and Commissioner Zabrocki met with representatives from the City of Seward and worked on employee evaluations. He also reported that he will attend a 4<sup>th</sup> of July Kickoff meeting, an Extension Board meeting, a Blue Valley Community Action (BVCA) meeting via Zoom, and reported on calls from committee chairs who provided updates on meetings and agendas.

Moved by Zabrocki and seconded by Hain to enter into Executive Session to discuss personnel, it being necessary to protect the reputation of the individual(s), at 9:06 a.m.  
Affirmative Vote: Zabrocki, Hain, Schmieding, Pekarek, Ahmic      Motion Carried

Moved by Zabrocki and seconded by Schmieding to come out of Executive Session at 9:14 a.m.  
Affirmative Vote: Zabrocki, Schmieding, Hain, Pekarek, Ahmic      Motion Carried

The Chair stated that personnel was discussed, and no decisions were made.

Ahmic led discussion on the employment status on a county employee, noting that an outside investigation was performed in regard to the employee. Ashley Connell, an attorney from Woods Aitken Law Firm, reported on the investigation their firm provided. Connell recommended the board terminate Brandy Hafer's employment with the county, based on violations of county policies.

Moved by Zabrocki and seconded by Hain to accept the recommendation from Woods Aitken Law Firm, based on the investigation they conducted at the Board's request, to terminate the employment of Brandy Hafer as Public Transit Director.  
Affirmative Vote: Zabrocki, Hain, Schmieding, Pekarek, Ahmic      Motion Carried

**Commissioner Reports, continued:**

Commissioner Ahmic reported she attended a Damaged Property webinar, completed department head evaluations, received phone calls regarding a proposed Conditional Use Permit, and received calls and information regarding ag regulations, as the result of a proposal at a Planning Commission meeting in relation to the regulations.

Commissioner Zabrocki reported the Seward City Council meeting had been canceled last week and was rescheduled for tonight, and that he will attend. He also participated in a Nebraska Intergovernmental Risk Management Assn. (NIRMA) webinar, met with representatives from the City of Seward, completed department head evaluations, had a meeting with employees from the Sheriff's Department, and attended a 911 Security meeting for the 4<sup>th</sup> of July celebration.

Commissioner Hain reported she received a phone call about a proposed Conditional Use Permit, completed department head evaluations, received information that the candidate who had accepted the Aging Services Program Manager position had to rescind their acceptance, so there will be an interview scheduled for another candidate. She also reported that she and Commissioner Ahmic received notification from Congressman Flood's office that the additional \$3 million funding request for paving 420<sup>th</sup> Road was moved forward.

Moved by Hain and seconded by Pekarek to accept the Sheriff's fee & mileage reports for March 2026 in the amounts of \$1,578.00 & \$915.40.  
Affirmative Vote: Hain, Pekarek, Zabrocki, Schmieding, Ahmic      Motion Carried

The discussion regarding appointment of two members to the Veterans Service Committee was tabled.

The Commissioners recessed at 9:30 a.m.  
The Commissioners reconvened at 9:45 a.m.

Ray Foreman, Veteran Service Office, introduced Lucas Brown as the Veteran of the Month. Brown was nominated by the Seward VFW Post. He began his service with the Army National Guard, where he served four years as an IT Specialist, and completed a one year tour in Iraq. After returning from deployment, Brown began working full time with the Air National Guard, where he's been for 21 years and currently serves as a Major. He has been involved with the Seward VFW since his family moved to the area in 2009.

The Commissioners recessed at 9:52 a.m.  
The Commissioners reconvened at 10:00 a.m.


Sarah Ehlers, representing the Staplehurst Volunteer Fire Department, was present to request a road closure for a Fun Run on Branched Oak Road from 336<sup>th</sup> Road to 364<sup>th</sup> Road on October 31<sup>st</sup> from 7 a.m. to 11 a.m.

Moved by Hain and seconded by Schmieding to approve the Staplehurst Volunteer Fire Department's request for a road closure for a Fun Run on Branched Oak Road from 336<sup>th</sup> Road to 364<sup>th</sup> Road on October 31<sup>st</sup> from 7 a.m. to 11 a.m.

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

The Commissioners recessed at 10:02 a.m.  
The Commissioners reconvened at 10:10 a.m.

Roxanne Knutson, Human Resources Director, presented an updated hiring bonus policy for the Commissioners' consideration.

|   |                               |                                      |
|---|-------------------------------|--------------------------------------|
|  | Seward County Employee Policy |                                      |
|   | Policy Name:                  | Hiring Bonus                         |
|   | Revised Date:                 | 05/2026                              |
|   | Approved By:                  | Seward County Board of Commissioners |

### **HIRING BONUS**

#### **PURPOSE**

The purpose of this policy is to establish guidelines for the implementation and payment of the hiring bonus. The hiring bonus is a one-time incentive provided to encourage qualified candidates to accept employment with Seward County. The policy outlines the eligibility criteria, payment schedule, and factors considered for approving hiring bonuses.

#### **IMPLEMENTATION**

If a department fails to receive qualified applications within 30 days of advertising a vacant position, the Department Head may offer a hiring bonus. The Department Head will evaluate factors such as the duration of the position being open and budget availability prior to offering the hiring bonus.

#### **TIERS AND PAYMENT STRUCTURE**

Human Resources will be responsible for tracking hiring bonuses and corresponding payments. The hiring bonus payments of \$3,500 are as follows:

- \$500 payable after the employee completes 90 days of employment
- \$1,000 payable after the employee completes 6 months of employment

- \$2,000 payable after the employee completes 1 year of employment

#### **ELIGIBILITY**

An individual who has not previously been employed with Seward County is eligible to receive a hiring bonus. Rehires, including those previously employed as temporary or part-time employees, are not eligible unless three years have passed since their termination date. Temporary and internship positions are not eligible for hiring bonuses.

#### **REQUIREMENTS**

Upon completion of specified periods of employment as outlined above, the employee will receive the corresponding payment in the following payroll cycle. The employee must be a Seward County employee at the time of payment. Resignation notice periods are not considered when calculating the employment period, and employees giving notice are not eligible for further bonus payments. An acknowledgement form specifying the payment amounts and dates will be provided and signed by the employee during new hire orientation. All bonus payments are dependent upon the employee demonstrating satisfactory performance. In the event of unsatisfactory performance, the unpaid portion of the hiring bonus is forfeited.

#### **POLICY ADJUSTMENTS**

The hiring bonus policy is subject to change or discontinuation at any time, as determined by the Board of Commissioners.

Moved by Pekarek and seconded by Hain to approve the updated Hiring Bonus Policy.

Affirmative Vote: Pekarek, Hain, Schmieding, Ahmic

Voting No: Zabrocki

Motion Carried

Alison Rook, Aging Services Program Director, was present to recommend a change to the Federal and State funding distributions to the three Senior Centers in the county. Aging Services receives \$19,000 annually in Federal and State funding, and those funds are distributed to the three centers. Seward & Milford receive \$6,500 each annually and Utica receives \$6,000 annually. The potential changes reflect changes in current service levels at all three locations. Milford's Senior Center has had a 36% decrease in meals served, while Seward has increased 17% and Utica 25%. Rook recommended a reduction of \$500 annually to Milford's Senior Center, an increase of \$300 annually to Seward's and an increase of \$200 annually to Utica's Senior Center, beginning July 1, 2026. Rook noted that, although the payment amounts would be restructured, the total amount of Federal and State funds allocated would still be \$19,000. There was discussion regarding what services are offered and participation at the centers, what the funds are used for and how often the distributions would be restructured in the future, based on the changes in service levels. Rook suggested reevaluating the distributions either annually or bi-annually. Ahmic noted that her challenge with decreasing Milford's allocation is that they are already receiving less funding, without the decrease in allocated funds, by the decrease in participation in services.

Moved by Hain and seconded by Pekarek to approve the Aging Services proposed changes to Senior Center funding allocations, Seward Senior Center receiving \$6,800 in funding, Utica receiving \$6,200 in funding, and Milford receiving \$6,000 in funding annually.

Affirmative Vote: Hain, Pekarek, Schmieding, Zabrocki

Voting No: Ahmic

Motion Carried

Moved by Hain and seconded by Zabrocki to enter into Executive Session at 10:36 a.m. to discuss Personnel/Strategy, it being necessary to protect the reputation of the individual(s).

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

Motion Carried

Moved by Zabrocki and seconded by Hain to come out of Executive Session at 12:32 p.m.  
Affirmative Vote: Zabrocki, Hain, Pekarek, Schmieding, Ahmic Motion Carried

The Chair stated that Personnel/Strategy was discussed, and no decisions were made.

Known items on the agenda for Board of Commissioners on June 2, 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 May 26, 2026
4. Discuss/Action – Public/Organizations/Officials

**Other Business Matters to Address When Time Allows**

5. Commissioner Reports
6. Discuss/Action – Agenda for June 9, 2026

9:15 a.m. Discuss/Action – Appoint Two Members to Veterans Service Committee

Moved by Zabrocki and seconded by Hain to adjourn at 12:33 p.m.  
Affirmative Vote: Zabrocki, Hain, Schmieding, Pekarek, 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 2<sup>nd</sup> day of June, 2026.

\_\_\_\_\_  
County Clerk

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Chairman