

Commissioner's Record No. 26

MADISON COUNTY, NEBRASKA

COMMISSIONERS PROCEEDINGS

Madison, Nebraska

July 20, 2021

The Board of County Commissioners of Madison County, Nebraska met in regular session at 9:30 A.M.

Advance notice of meeting was published in the Thursday, July 15, 2021 edition of The Norfolk Daily News and posted on the Madison County website. A copy of said notice was provided to each Board member. An affidavit of acknowledgment of receipt of notice of meeting as published was executed.

Following a moment of Silence and the Pledge of Allegiance to the flag of the United States of America, Chairman Troy Uhlir called the meeting to order and notified the public of the copy of the Open Meetings Act posted in the meeting room.

Present: Commissioners Eric Stinson, Ron Schmidt, and Troy Uhlir, County Clerk Anne Pruss, County Sheriff Todd Volk, County Assessor Jeff Hackerott, District Court Clerk Magistrate Monica Rotherham, Register of Deeds Diane Nykodym, County Highway Superintendent Richard Johnson, and Zoning Administrator Heather McWhorter. Norfolk Daily News reporter Jerry Guenther until 11:48 A.M., and WJAG reporter Cody Ronnfeldt until 11:35 A.M.

Commissioner Schmidt read the following consent agenda items into the record:

- 1) Approval of minutes of July 7, 2021 meeting
- 2) Authorization for County Board Chairman to execute the certification of the semi-annual report for Community Development Block Grant (CDBG) Program Income

Motion was made by Schmidt and seconded by Stinson to approve the consent agenda. Roll call vote: Ayes, Stinson, Schmidt, and Uhlir. Nays, none. Motion carried.

Motion was made by Stinson and seconded by Schmidt to approve the regular agenda. Roll call vote: Ayes, Stinson, Schmidt, and Uhlir. Nays, none. Motion carried.

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Ryan Zerbe from the Bohemian One Stop in Verdigre is providing food and alcoholic beverages for a reception that will occur at the Madison County Fair Grounds on August 28, 2021. Mr. Zerbe stated that he has been licensed for 13 years and that all together with his crew they have about 60 years in experience of providing food and drinks at special events. Commissioner Ron Schmidt asked how the alcohol will be controlled for those who are under the legal drinking age. Mr. Zerbe stated that they will check everyone's driver's licenses to verify their age before selling them alcohol. He explained that the couple who asked them to serve guests are also from Verdigre so they will know a lot of the guests there and their ages. Mr. Zerbe stated that owning a convenient store he understands the importance of checking everyone's IDs.

Motion was made by Stinson and seconded by Schmidt to approve the designated license for Bohemian One Stop for dance/reception even scheduled for August 28, 2021, at Madison County Fair Grounds Commercial Exhibit Hall, Madison. Roll call vote: Ayes, Stinson, Schmidt, and Uhlir. Nays, none. Motion carried.

Taylor Made Catering Service is providing bar services for a wedding reception that is to be held at the Arista Ranch outside of Norfolk on October 2, 2021. Taylor Made Catering will check everyone's driver's license in order to verify that they are at least 21 years of age. Those who are 21 and older will receive a wrist band to confirm that they are of age. There will be a fenced in area for a beer garden to also control help where the alcohol can be at and that there won't be anyone bringing in their own alcohol. The couple who is hosting the reception will be having a smaller private party and do not anticipate having any issues with minors.

Motion was made by Schmidt and seconded by Stinson to approve the designated license for Taylor Made Catering Service for a reception event scheduled for October 2, 2021, at Arista Ranch, Norfolk. Roll call vote: Ayes, Stinson, Schmidt, and Uhlir. Nays, none. Motion carried.

Stephanie Vanous representative from Zelle Human Resource Solutions spoke with the board on what they could provide the County for human resource services. Zelle is also able to review all of Madison County's HR processes and procedures and give any guidance on how to handle certain situations. Ms. Vanous explained that they are able to provide full on retainer HR support and that a majority of the surrounding counties are utilizing this resource in the beginning. She stated that Platte County is a great example of this. Platte County started out with the full on retainer support to verify that they are in compliance and make any adjustments as needed. Ms. Vanous stated that even though their retainer with Platte County has decreased, they are still able to help manage support for all of their recruiting, interviewing, funneling applicants, and handling employee issues for their roads department. They also have a representative that comes to the Platte County Courthouse once a week to meet with employees who may have some questions or concerns.

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Each county's needs are different, therefore Zelle offers a wide variety of HR services. Ms. Vanous explained that when they come they perform a process procedure review and see how they are currently do HR through all areas. She stated that this is to help develop consistency and make sure they are doing the HR processes correctly. Having a third party manage the HR procedures is helpful because they are experts in this area and are able to follow in compliance with how things should operate. County Clerk Anne Pruss explained that it would be beneficial to have someone who can assist these employees with HR services such as Family Medical Leave, FMLA. Mrs. Pruss stated that this would guarantee that the FMLA steps are being performed correctly and within the correct time frames. Chairman Troy Uhlir agreed that it would be beneficial to have a third party who is specialized in HR services because currently the County is working on a wage analysis and they would be able to help and give advice on how to go forward with this. Commissioner Ron Schmidt explained that along with this wage analysis it would be helpful to have some guidance on employee reviews as well. Ms. Vanous reported that they do have an individual who is specialized in compensation so they could be a great resource to the County.

Commissioner Schmidt asked if there are some common issues that occur when Zelle comes into a county to help with HR services. Ms. Vanous stated that there are a lot of commonalities but the biggest issue seems to be with the FMLA. She said that there have been some counties that they have had to adjust their paid leave policies because they have been inconsistent and not following the correct standards. Ms. Vanous explained that there's a balance between taking care of the employees and making sure that the County is still protected and that they're not paying out one employee for a certain circumstance but not a different employee with the same circumstance. Chairman Uhlir explained that he can see the benefits of having outside company helping the County with HR services because they are specialized in that department. He said that there might not be enough work to hire a full time HR employee but having someone who is readily accessible to employees at all times would be beneficial. Ms. Vanous stated that they value employees concerns and that they do provide phone numbers or even their cell phone numbers so employees can meet with them and address their issues that have occurred. Another benefit with utilizing Zelle is that the County would not be locked into a contract with them. Ms. Vanous explained that Zelle is not built to require to keep them or be locked into a contract. For example, they come and help build up these HR services and policies and then they are able to train someone on this and then that person would move forward on their own. Ms. Vanous stated if it were found that there is a lot of work that's needed each week and a part time employee was needed at the County, she said that Zelle would be able to hire an employee and train them.

Commissioner Schmidt stated that the County needs to update the handbook and make some modifications on wordage. Mrs. Pruss explained that there is a meeting with NIRMA coming up in September that will help with the handbook but Zelle will be able to also review the handbook changes. Ms. Vanous stated that they would be able to help make these modifications but it would be charged out by the hour. However, with the full retained partnership Zelle would provide 6 months of services that would include a whole handbook review and they will update and make sure that the County is in compliance and that the wordage all makes sense. If Zelle were to provide only FMLA services they would charge \$250 per hour and Ms. Vanous said that she wouldn't envision these situations taking a lot of long hours so it may not be as costly as one would think. For a process and procedure review that would only occur once and would not include handbook review it would be considered a special project. This type of special project they would take a look at what the County is currently doing for all their departments and it would be priced at \$5,000. Ms. Vanous explained that in their experience this amount reflects the typical amount of hours of what it takes to complete the project. Zelle does offer an all encompass service that would start out at \$5,000 a month for 6 months. However, based on what the County would need the amount could be negotiable. Ms. Vanous said that it is very important to them to have a timeline drawn out on how they can accomplish the County's end goal.

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Gina Uhing Director of the Elkhorn Logan Valley Public Health Department, ELVPHD, stated that in April the governor's office gave them notice that a portion of their funding would be ending. These funds were given to the health department as reimbursements on the COVID-19 pandemic recovery work. The reason why these funds are coming to an end is because the governor thought that the health departments could go to the County boards and see if they could assist them with a portion of their funding as they will be receiving funds from the American Rescue Plan Act. Madison County is to get \$6.8 million but there hasn't been updates on rules on how these funds can be spent yet. Ms. Uhing is hopeful that Madison County could use a smaller portion of their funds to go towards helping ELVPHD purchase their office that's located in Norfolk. The ELVPHD shares this building with two other businesses. They have been renting their space but have been able to make renovations to their office to better suit them.

Ms. Uhing explained that they have been renting this office and it would be more cost efficient if they were able to purchase the building. The office is currently in line for receiving an appraisal on how much the office would cost but Ms. Uhing stated that she is unaware on when this appraisal would be done. Chairman Uhlir asked what will be in this Norfolk office. Ms. Uhing explained that there are about 10 employees at this location. Currently, ELVPHD has a contract with Federal Emergency Management Agency to provide COVID-19 vaccines at the old Hallmark store that's located in the Sunset Plaza Mall in Norfolk. Ms. Uhing stated that the mall is under new management so she unsure when the lease is up but thought it will be through the end of September. Once the lease is up they will most likely be performing their vaccine clinics at their Norfolk office. Ms. Uhing reported that also in their Norfolk office they currently have one dental hygienist, two soon to be three nurses that are working in their emergency response, and two minority. The assistant health director is there full time to help manage the office.

Commissioner Schmidt stated that the concern he has with this building is that the parking is not very convenient. Ms. Uhing said one of the offices that is within this building is an orthodontist but they are not open every day however, when they are there the parking lot can be very busy. She said that the ELVPHD's employees currently park in this lot also and explained that maybe they should find a better spot for them to park to better serve the public. Without the pandemic the ELVPHD probably had about 75 visitors a week but it really just depends on what is occurring at that time. Ms. Uhing explained that in the summer months they provide vaccines for kids who are going back to school and then in the winter months they have a lot of people come in to purchase radon kits to test their house. She said it just really depends on the season and what they are offering at that time on how many people could be coming to their office. Commissioner Schmidt asked if it were possible to expand the parking lot. Ms. Uhing explained that they are the only tenants on this property and that the other two businesses own their own portion of the building. In order to expand the parking lot the two owners would have to agree upon the expansion and discuss expenses. Ms. Uhing stated that they have not brought this up to the other two owners yet because they are currently just renting their office but maybe once their office is purchased it could be addressed. Once Ms. Uhing receives an appraisal and the county receives more information on how the American Rescue Plan Act funds can be spent, the ELVPHD funding will not be revisited.

No action was taken.

The board met to further discuss their agreement that is to be set with the City of Madison for the Historical Society Museum. The City of Madison and the Madison County Board would like to see the museum have set hours of operation instead of by appointment only. County Clerk Anne Pruss and Commissioner Schmidt went to the Madison City Council meeting in hopes to get an agreement in place with the three entities. Commissioner Schmidt stated that he would like to see a budget from the Historical Society to see where they are at and if there is any room to hire a part time

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employee for the museum. At this time the Historical Society has not turned in a budget however, City of Madison Mayor Al Brandl was able to estimate a budget if the city were to hire an employee. Mr. Brandl stated that based on the city's wages and benefits, for an employee to work a 40 hour work week it would approximately cost \$44,500 a year. He said that this is a good starting point but he does not know what the Historical Society has in mind for open hours or what kind of budgeting they have available.

Mr. Brandl stated that along with his proposed wages he had some proposed goals that the city would like to see happen. He explained that getting the displays digitized would be helpful to tourists. If the displays had a button that people could push and then it would read a description about the display tourists would be able to further learn about what's in the museum. Mr. Brandl stated that if the historical society did not want to be open for a full 40 hour work week, there needs to be some time set to make updates, record an inventory list for insurance purposes, and document whose artifacts belong to who. Updating the historical society's website would also benefit the museum's curb appeal. Mr. Brandl would like to see that the museum gets put back on the Visitor Bureau's radar as a lot of people may not know that the museum is still actually open.

Commissioner Schmidt asked that if they could not find a part time employee would the museum be able to have the doors open to the public during certain hours. He explained that security cameras would need to be installed but if the museum became more digitized with the having the push button readings really someone could go in there at any time without a tour guide. Mr. Brandl stated that there is a music museum in Vermillion, South Dakota that works similar to this. He explained that they have an employee at the front desk that registers and charges a fee to visitors who tour the museum. This museum is all push button readings therefore, they don't have a big need for a lot of employees. Mr. Brandl said that the employees at the Madison Public Library could even help out with the museum and they actually do have one employee who is very interested in helping out the museum.

Chairman Troy Uhlir stated that in the years past the County has provided about \$15,000 to the historical society to be used towards operations and artifacts in the museum even when they weren't open consistently. In return, the county would like to see some more consistency in the hours of operations. Mr. Brandl stated that the City of Madison also helps with some of the historical society's funding and would agree that they would like to see some more hours of operation occurring. Currently, the City of Madison charges \$4,800 a year for rent on the building that the train display is located and the \$1 dollar a year for the main building and a quarter of the utilities. Librarian Lori Porter from the Madison County Public Library stated that she and her employees have lots of ideas on how they could help museum be open. She explained that they are able to find grants for the library and that maybe there's some grants that they could help the historical society get that could help fund a part time employee.

Ms. Porter stated that since the news has gotten out that the historical society is looking for ways to be open for set hours and that there is a possible need for an employee, they have had two people inquire about it and are interested in helping. Chairman Uhlir and Mrs. Pruss both stated that they have a couple of people inquire about the possible position as well. Commissioner Schmidt stated that the trouble is that the City of Madison and Madison County are unsure on how the historical society wants to work with them and until then they can't draw up an agreement between the three entities. Mr. Brandl stated that they are all here trying to help the historical society because they want to see the museum stay open and continue to grow. Commissioner Schmidt agreed and stated that with the COVID-19 pandemic it's been difficult on a lot of organizations and this could have been a difficult transition for the historical society also so they are here to help get them through. Commissioner Schmidt stated that the historical society needs to have a meeting and invite the City of Madison and Madison County boards to further address on how they are going to move forward.

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County Clerk Anne Pruss stated that there was a meeting the Madison County elected official to try to decide how they can get their rates of their employees to be competitive with the public. She explained that her office and the District Court office have been trying to hire an employee for the past 6 months but the starting wage was just not competitive enough to have interests. The District Court eventually was able to hire someone but the County Clerk's office has not. Over the last 6 months there has been several other offices that have been hiring and they haven't been able to hire someone yet. Mrs. Pruss reported that what was discussed at this meeting was having a merit scale of wages plus the cost of living. She explained that for the first seven years of employment the employee would receive a 2% as a merit increase plus what the board would agree on as the cost of living raise. After those first seven years of employment the employee would only receive the cost of living raise.

Chairman Uhlir state that they could put in some incentives in with the merit side of the pay raises with things such as employee evaluations. Clerk of the District Court Monica Rotherham stated that in her office she performs employee valuations in order to help determine the employee's pay wage. Mrs. Rotherham explained that when it gets close to October for pay raises she discusses with her employees their duties and descriptions, and what areas they excelling in and what areas could use some adjusting. These factors then play into determining the raise for the employee. Commissioner Schmidt questioned if these employee evaluations needed to be required for each department or if it should be left up to that elected official on how they determine the raise. Mrs. Pruss stated that it would probably be more so up to the elected official of that office but NIRMA would be able to give further guidance on who has the authority.

Chairman Uhlir stated that one of the other areas of concern is those employees who have been working for the county already for well over seven years. He explained that it's not really fair to raise the starting wage but not give the long term employees a decent raise also. If you were to put an employee into the merit scale at the years of service it could potentially be a large raise increase and it may not work in the budget. Chairman Uhlir said he would like to know what everyone would be at and the total amount of all wages would be at if everyone was put into the merit scale at their correct years of employment. He stated that it may be an amount that couldn't be done all in one year but maybe spread out into a couple years to get them to where they need to be. Mrs. Pruss stated that the County Attorney's office has many employees in their office who have worked for the County a long time and they decided that they could put those employees at the 7 year rate and then add \$2 to the rate. She explained that over time that employee would eventually get them up to where they needed to be and it wouldn't be one large number at once.

Madison County offers a great line of benefits but having the higher starting wage along with benefits would help get new employees to apply. Chairman Uhlir stated that it seems to be that people are more concerned about what their starting wage will be and what it will be as they progress and never ask much about the benefits. He explained that the benefits cost the County a lot of money so there needs to be some sort of balance between the two. Register of Deeds Diane Nykodym asked if there were any other counties that are similar in size and have about the same pay rates. Mrs. Pruss stated that NACO performs a survey of all the counties to give recommendations as to where employees pay rates should be. She explained that for her particular office she called a few similar counties and asked them what they are paying employees for these certain departments, how long they have worked there, and what their job titles were.

Commissioner Eric Stinson stated that there are some employees who have been working for the County for 20 years and there are only making a dollar or two more than the projected starting wage. He said that the new employees shouldn't be starting out at the same wage as the long term employees and that he agreed that it may take a couple years to get them where they need to be but they deserve to have that raise. Chairman Uhlir stated that maybe hiring Zelle to help the County get the correct wages for their employees would be a good option to go. He explained that having someone specialized in compensation help the County also with their budget so they aren't going to run into an issue. County Highway Superintendent Richard Johnson stated that one of the concerns might be that with raising wages it's going to also raise the amount of taxes and retirement. Mrs. Pruss stated that to go forward the County offices should still work with their wage figures to come up with a proposal to go along with their budget just to

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see where they will be sitting at. Mrs. Rotherham stated that she appreciates the board considering the wage increase as she values her employees and who all work for the County as in the years past it had gotten kind of pushed aside. She said that the employees who have been dedicated to the County for many years deserve to be rewarded for their hard work and time.

No action was taken.

County Clerk Anne Pruss stated that there needs to be some clarification in the handbook on paid holidays for the County's employees. She reported that the handbook states "a full-time non-exempt employee required to work on a designated paid holiday will be paid compensatory time at time and one-half for all hours worked, plus holiday pay." Mrs. Pruss explained that the County pays out for 92 hours of holiday in a typical year, however this year Juneteenth holiday was added and with Christmas on a Saturday this year employees will receive 108 hours of holiday pay this year. When you divide these hours out evenly it comes up to be 8 hours per holiday. There are a couple offices that work 10 hours a day and have to use their compensation time to fill in the rest of their time to get the full holiday pay. Mrs. Pruss stated that there is a department that is questioning this and would like to see what could be done to get their full 10 hours of paid holiday without having to use their personal compensation time. Chairman Uhlir stated that with the board approving the amount of holiday hours that are being paid each year that there does need to be some clarification the handbook on those employees who work over the 8 hours.

Commissioner Stinson stated that the handbook states "usually hours worked" therefore those employees who are working of the 8 hours really maybe should receive their whole shift of paid holiday. Commissioner Schmidt stated that his road district is on five 8 hours days and road district 3 is on four 10 hours work days. He explained that it's not consistent that those 10 hour employees have to use their compensation time on a holiday to get their full 40 hours that week but then the other district doesn't have to use compensation time because they only work 8 hours. Paying the extra 2 hour difference for holidays would end up being an additional 26 hours of holiday pay in a year. Mrs. Pruss stated that a majority of the county's employees work 8 hours a day so this also needs to be taken into consideration.

Planning and Zoning Administrator Heather McWhorter stated that working with other counties she has found that those employees who work 10 hours days receive the full 10 hour holiday pay. She explained that this is because they are not allowed to work during those holiday hours and they do not have an option to be able to make up for the 2 hours difference between the other county employees. Ms. McWhorter asked for those employees in Madison County who work 10 hours a day and are only receiving 8 hours of holiday, would they be able to work an extra 2 hours throughout the week in order to avoid using their time and then they will get their full 40 hours. Mrs. Pruss stated that when it comes to updating the employee handbook that this could be considered. For now, Chairman Uhlir stated that they shouldn't make any changes until the handbook is revised.

No action was taken.

County Sheriff Todd Volk explained that the Merit Commission was established by state statute in the early 1980's to assist a certain amount of population counties with hiring maintenance, wages, and different disciplinary issues that come along with a sheriff's office. He stated that in the sheriff's department he has several employees who are getting close to retirement and will eventually need to be replaced. Just like in the other offices who are hiring throughout the County, the sheriff's department could run into the issue of new employees may not see the starting wage very appealing.

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Sheriff Volk stated that he has been very fortunate that he was able to hire a couple of new good employees recently and wants to make sure that this would continue in the future. With the upcoming retirements and terminations Sheriff Volk explained that he started to do a salary study last fall and was then updated again this spring. It's interesting to see that there are some counties that are almost 12% hire in wages that in Madison County. Sheriff Volk reported that with as much as Madison County and the City of Norfolk alone is growing, there is potential that he may even need more officers than he has now in order to keep up with the growing population.

Sergeant James Vrbsky is representing the Merit Commission as he was voted on by the other deputies in the sheriff's department. Mr. Vrbsky stated that a lot of these bigger counties and agency's like state patrol are going to a lateral transfers now. He explained that as an 8 year law enforcement officer they could be starting out a significant higher rate in these larger departments and unfortunately Madison County can't compete with that. Mr. Vrbsky reported that Madison County is losing a lot qualified applicants to these larger departments because of the wage differences and there needs to be a way that Madison County can raise their wages up within reason to be more appealing to applicants. Sheriff Volk stated that he has lost a couple of good employees within the last 9 months to different law enforcement jobs because they had better hours and would make a lot more money. He explained that not only do they want themselves to look appealing to apply as a new applicant but also keep the ones that they have and reward them for their hard work and dedication they've had to the county.

Sheriff Volk stated that with being shorthanded in employees and a lot of them having to work over time he would like to see a 6% increase in wages this year and then 5% increase next year. He explained that the Merit Commission recommended at 5% increase but with the need for new employees he believes raising that starting wage will help applicants to come in. Sheriff Volk had planned to ask to hire another patrol deputy but because he is asking for a larger increase in wages he is willing to wait for a replacement. Commissioner Schmidt asked if the County was able to pay for overtime in the sheriff's department to add as another benefit to current and future employees. Sheriff Volk said that out of the 17 counties he did a study with on wages Madison County and one other county were the only two that did not offer overtime. One county has a limit of paying up to 100 hours of overtime but the other counties did not have a limit. Sheriff Volk stated that he would like to start using the overtime pay but have a certain limit of hours that would be paid.

Previously, the sheriff's department was able to have an overtime line item added to their budget to payout some of the holiday, vacation, and compensation hours that the dispatchers had accumulated. Sheriff Volk explained that with his budget he took what everyone's salaries would be with the 6% increase and 100 hours of the salaries and then added it all up and that's what would be in the overtime line item. The deputies that are on the road patrol tend to have longer shifts with overtime but the correctional deputies have set hours so they rarely have overtime. On the patrol side Sheriff Volk has \$42,876 budgeted for overtime and on the corrections side \$61,038 budgeted for overtime. Commissioner Schmidt asked if these employees would prefer the compensation time for and hours worked over 40 or if they would rather be paid the time and half for overtime pay. Sheriff Volk responded that his employees would rather the overtime and it also gives an incentive for the benefit of some overtime pay when trying to hire a new employee. He understands that it is quite a jump in the budget but he also thinks it's necessary after talking to other sheriffs it's becoming difficult to get people into law enforcement.

County Highway Superintendent Richard Johnson suggested that before approving the wage increase at this meeting that maybe the board should take a look at the whole budget and see if it's even possible. County Clerk Anne Pruss explained that by punching in the numbers before approving the 6% wage increase there would be room for adjustments to be made if needed. Commissioner Schmidt asked how the moral of the County would be if the sheriff's department received a 6% increase in wages but the rest of the county only received at 2% increase. It has been about 10 years since the Sheriff's department has been able to receive a true raise for their deputies' wages therefore, Sheriff Volk is almost having to play catch up to be competitive with other employments. The wage increases can't occur until October 1st however, Sheriff Volk stated that he would like to have

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this increase locked in right now so when he goes to advertise for employment opportunities this fall the applicants can see the hire rate. He explained that he if the budgeting on the overtime pay did not occur this year because the board wanted to further calculate the budget to verify that it is possible he is ok with that but he would like to have the approval of a 6% increase in wages.

Motion was made by Schmidt and seconded by Stinson to follow Madison County Sheriff Todd Volk's recommendation for the 6% increase in wages. Roll call vote: Ayes, Schmidt, Stinson, and Uhlir. Nays, none. Motion carried.

The following written reports and correspondence were reviewed:

- 1) Fund balance report
- 2) Clerk's June, 2021 fee report
- 3) County Sheriff June, 2021 fee report
- 4) Register of Deeds June, 2021 fee report
- 5) Planning and Zoning 2nd quarter report
- 6) County Treasurer 6-month report ending June 30, 2021
- 7) Sale of surplus property items
- 8) CASA of Northeast Nebraska 2
- 9) Acknowledgment of membership from Northeast Nebraska Economic Development District fiscal year 2021-2022
- 10) Public hearing notice regarding Amendment to the Legacy Bend Redevelopment Plan
- 11) Public hearing notice of the Madison County Joint Planning regarding recommendation to Madison City Council to declare proposed Madison Mid-town Area Amendment #1 as blighted and substandard
- 12) Public hearing notice of the Madison County Joint Planning Commission to consider making a recommendation to the Madison City Council to approve a General Redevelopment Plan Redevelopment Madison Mid-town Area Amendment #1
- 13) Public hearing notice of the Madison City Council to consider declaring Proposed Redevelopment Madison Mid-town Area Amendment #1 as blighted and substandard
- 14) Public hearing notice of the Madison City Council to consider approving a General Redevelopment Plan for Redevelopment Madison Mid-town Area Amendment #1

The following claims were audited:

	GENERAL FUND	
Total Net Payroll		162,259.90
Ag Spray Equipment/Fimco Inc.	Supplies, Courthouse	59.31

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Mark Albin	Legal Services, Juvenile Court	5,830.21
Albracht Disposal Service	Garbage Removal Services, Public Defender	41.00
Albracht Disposal Service	Garbage Removal Services, County Jail	155.00
American Family Life Assurance Company	Insurance Premiums	1,112.79
Appeara	Rug Service, Supplies, Public Defender	33.02
Appeara	Towel and Mop Service, County Jail	74.54
ARL Credit Services	Garnish of Wages	412.88
BI Inc.	Electronic Monitoring , Community Based Grant	202.50
Black Hills Energy	Gas Service, Courthouse	50.41
Black Hills Energy	Gas Service, County Jail	117.63
Blue Cross Blue Shield of Nebraska	Insurance Premiums	5,176.03
Bomgaars	Supplies, Courthouse	24.99
Brady & Amy's Inc.	Fuel, Courthouse	58.48
Brady & Amy's Inc.	Fuel, County Sheriff	1,665.13
Brady & Amy's Inc.	Fuel, Noxious Weed Department	362.81
Brandl Electric	Electrical Repairs, Courthouse	110.00
Brogan & Stafford, P.C.	Legal Services, Juvenile Court	824.16
Marcy Brown	Mileage, Mental Health Board	16.80
CASA of Northeast Nebraska	Payroll, Taxes, Rent, Software Fee	10,414.51
Cash-Wa Distributing	Supplies, County Jail	93.43
Century Link	Telephone Service, Probation Office	696.42
Maria Izabel Chavez	Interpreting Services, Public Defender	65.00
City of Madison	Utilities, Public Defender	168.58
City of Madison	Utilities, Courthouse	3,716.45
City of Madison	Utilities, County Jail	4,111.86
CMBA Architects	Professional Services, Courthouse	2,618.00
Colonial Life and Accident Insurance Company	Insurance Premiums	225.60
Complete Pest Elimination Inc.	Pest Control Services, County Jail	125.00
Complete Products	Supplies, County Treasurer	203.75
Constellation Newenergy	Gas Service, Courthouse	126.13
Constellation Newenergy	Gas Service, County Jail	294.29
Cor Therapeutic Services LLC	Professional Services, Community Based Grant	487.50
Cornhusker Auto Center	Vehicle Repairs, County Sheriff	71.10

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Courtesy Ford	Vehicle Repairs, County Sheriff	1,051.21
Credit Management	Garnish of Wages	256.17
Cubby's	Fuel, Zoning Department	61.94
Cubby's	Fuel, Extension Office	22.47
Cubby's	Fuel, Noxious Weed Department	903.72
Culligan	Supplies, Juvenile Accountability	9.50
Culligan	Supplies, Probation Office	71.00
Culligan	Supplies, Community Based Grant	23.25
Cuming County Clerk	Contract Services, Community Based Grant	1,385.64
Cummins Sales and Service	Repairs, County Jail	1,867.19
Custom Sports	Uniforms, County Sheriff	50.00
DAS State Accounting	Network Connection, County Clerk	41.60
DAS State Accounting	Network Connection, County Treasurer	96.16
Eakes Office Solutions	Copier Contract, Clerk of District Court	54.82
Eakes Office Solutions	Copier Contract, Juvenile Accountability	126.04
Eakes Office Solutions	Supplies, County Jail	30.05
Egan Supply Company	Supplies, County Jail	321.27
Egley, Fullner, Montag, Morland & Easland PC	Legal Services, Juvenile Court	255.40
James Egley	Mileage, Mental Health Board	16.80
Elite Office Products	Copier Contract, Extension Office	168.10
Ewalt Law Office PC, LLO	Legal Services, Juvenile Court	518.75
Ewalt Law Office PC, LLO	Contracted Legal Services, County & District Court	12,500.00
Farmers Pride	Fuel, Courthouse	281.90
Farmers Pride	Fuel, County Sheriff	1,325.39
Field's Hardware	Supplies, County Jail	217.74
First Concord Benefits Group LLC	Flex Plan, Administration Fees	2,690.67
Fitzgerald, Vetter, Temple, Bartell & Henderson	Legal Services, Juvenile Court	2,765.34
Floor Maintenance & Paper Supply	Supplies, County Jail	279.48
Galls Inc.	Uniforms, County Jail	428.95
Leo Gonzalez	Mileage, Extension Office	78.40
Guaranteed Lawn Care	Lawn Care Services, Extension Office	123.00
Guaranteed Lawn Care	Lawn Care Services, Veterans Service Office	82.00
Curt Guenther	Tutoring Services, Juvenile Accountability	40.00

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Gregg Hanson	Mileage, Veterans Service Office	31.36
Naomi Hemphill	Cleaning Services, Public Defender	80.00
Hollman Media	Marketing Services, County Sheriff	600.00
Hollman Media	Website Hosting, County Offices	50.00
Hometown Leasing	Copier Lease, Probation Office	544.02
Jeffrey Hrouda	Legal Services, Juvenile Court	2,751.35
Hy-Vee Food Stores	Meals, County Attorney	384.33
Jack's Uniforms & Equipment	Uniforms, Supplies, County Sheriff	2,094.12
Jack's Uniforms & Equipment	Uniforms, County Jail	298.84
John's Disposal Inc.	Waste Removal Services, Zoning Department	26.50
John's Disposal Inc.	Waste Removal Services, Probation Office	140.00
John's Disposal Inc.	Waste Removal Services, Noxious Weed Department	26.50
Justice Works	Subscription, Public Defender	150.00
Lynette Kasik	Phone Usage Reimbursement, County Sheriff	50.00
Michelle Kroupa	Cleaning Services, Extension Office	370.00
Lakeview Title Company	Search Fees, Noxious Weed Department	150.00
Louderback Drug	Supplies, County Jail	52.89
Madison County Clerk	Payroll Taxes, Retirement	86,021.41
Madison County Clerk of District Court	Filing Fees, District Court	1,029.00
Madison County Court	Court Costs, County Court	1,604.00
Madison County Sheriff Inmate Fund	Telephone Service, Supplies, County Jail	34.64
Madison County Sheriff	Civil Process Fees, County Court	580.97
Madison County Sheriff	Civil Process Fees, District Court	1,499.89
Madison County Sheriff	Civil Process Fees, Mental Health	171.25
Madison County Sheriff	Civil Process Fees, District Court	6.00
Madison County Sheriff	Medical Testing Fee, County Jail	10.00
Madison County Treasurer	Cash-in-Lieu and Insurance Reimbursement	221.13
Madison National Life Insurance Company, Inc.	Insurance Premiums	285.27
Christal McDonald	Court Reporting, Mental Health	200.00
Menards	Supplies, County Jail	97.93
Microfilm Imaging Systems Inc.	Equipment Rent, Clerk of District Court	12.00
MIPS, Inc.	Data Processing Costs, County Clerk	640.48
MIPS, Inc.	Data Processing Costs, County Treasurer	1,416.24

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MIPS, Inc.	Data Processing Costs, Equip. Lease, Register of Deeds	540.00
Moyer, Moyer & Lafleur	Legal Services, Juvenile Court	1,913.35
Jacob Mrsny	Mileage, Community Based Grant	51.52
Nationwide Retirement Solutions	Deferred Compensation	1,255.00
Nebraska Child Support Payment Center	Garnish of Wages	257.08
Nebraska Health and Human Services	State Institution Costs	720.00
Nebraska.gov	Record Searches, County Attorney	8.00
Nebraska Public Power District	Electric Service, Probation Office	574.16
Norfolk Area Shopper	Advertising Costs, Noxious Weed Department	237.50
Norfolk Daily News	Advertising Costs, Public Defender	371.80
Norfolk Daily News	Publication Costs, County Offices	284.18
Norfolk GM Auto Center	Vehicle Repairs, County Sheriff	1,159.05
Norfolk GM Auto Center	Vehicle Repairs, Noxious Weed Department	137.97
Northeast Nebraska Juvenile Services Inc.	Boarding Juveniles, Juvenile Detention	2,356.25
Northeast Nebraska Shooting Association	Range Fees, County Sheriff	500.00
Brian Nykodym - Nykodym Lawn Services	Lawn Care Services, Public Defender	217.00
Mike O'Brien	Mileage, Community Based Grant	56.00
One Office Solution	Supplies, Public Defender	5.99
One Office Solution	Supplies, County Sheriff	37.08
One Office Solution	Supplies, County Jail	4.54
Osborne Motors Inc.	Vehicle Repairs, County Sheriff	107.00
William Ouren	Autopsy Services, Law Enforcement	75.00
Paul Davis Restoration	Building Repairs, Extension Office	1,084.58
Paul Davis Restoration	Building Repairs, Veterans Service Office	723.06
PCS Mobile	Vehicle Repairs, County Sheriff	695.36
Peters Distributing Inc.	Equipment, Renovation, County Sheriff and Jail	8,550.23
Phillips 66 Company	Fuel, County Sheriff	42.48
Pitney Bowes	Equipment Lease, Courthouse	783.24
Precision IT	Data Processing Costs, Probation Office	170.00
Premier Biotech Inc.	Medical Supplies, Law Enforcement	902.77
Presto-X	Pest Control Services, Courthouse	111.00
Anne Pruss	Postage, Election Commissioner	164.45
PT Holdings LLC	Rent, Juvenile Accountability	2,150.00

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Region IV Inc.	Quarterly Services	9,147.75
Reigle Implement Company	Repairs, County Sheriff	21.40
Relx Inc. dba Lexis Nexis	Record Searches, County Attorney	609.00
Maria Nieves Salavera	Mileage, Community Based Grant	52.08
Short Stop	Fuel, County Sheriff	437.17
Sparklight	Fax Line Services, Public Defender	66.62
Stealth Broadband	Internet Service, Probation Office	410.00
Stealth Broadband	Internet Service, Courthouse	2,479.60
Ryan Stover	Mileage, Mental Health Board	16.80
Stratton, DeLay, Doele, Carlson, Buettner, & Stover	Legal Services, Juvenile Court	11,067.71
Summit Food Service LLC	Inmate Meals, County Jail	7,742.40
Donald Svitak	Postage, Noxious Weed Department	28.30
T.O. Haas Tire	Tire Repairs, County Sheriff	1,078.33
Teeco	Supplies, Zoning Department	7.60
Teeco	Supplies, Noxious Weed Department	7.60
Thompson Reuters-West	Subscription, Public Defender	384.41
Thompson Reuters-West	Subscription, Law Library	986.00
Tilly's	Fuel, County Sheriff	224.80
Trane	HVAC Repairs, Courthouse	1,854.50
UNL Eastern Nebraska Research & Extension	Supplies, Extension Office	87.77
US Bank Corporate Payment System	Uniforms, Supplies, Fuel, County Sheriff	506.04
Verizon Wireless	Telephone Service, Extension Office	450.99
Verizon Wireless	Telephone Service, Noxious Weed Department	49.21
Vision Service Plan	Insurance Premiums	481.96
Wagz Parking Lot Striping	Parking Lot Striping, Courthouse	2,268.36
Waste Connections	Waste Removal Services, Extension Office	19.19
Waste Connections	Waste Removal Services, Veterans Service Office	12.80
Wex Bank	Fuel, Reappraisal	204.13
Wex Bank	Fuel, County Sheriff	2,574.44
Elizabeth Wilke	Contract Services, Community Based Grant	195.00
Zodiac Properties LLC	Rent, Probation Office	12,309.61
	Total General Claims with Payroll	413,806.49

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ROAD/BRIDGE FUND

Total Net Payroll		35,879.09
Akrs Equipment	Parts	74.84
American Broadband	Telephone Service	53.96
American Family Life Assurance Company	Insurance Premiums	810.42
Appeara	Towel and Uniform Service	615.84
Barco Municipal Products Inc.	Signs	8,419.30
Bauer Built Tire	Tire Repairs	257.88
Black Hills Energy	Gas Service	120.63
Blue Cross Blue Shield of Nebraska	Insurance Premiums	1,132.29
Brady and Amy's Inc.	Fuel	662.74
City of Newman Grove	Utilities	61.00
Colonial Life and Accident Insurance Company	Insurance Premiums	70.28
Constellation Newenergy	Gas Service	33.19
Cornhusker Cleaning Supply	Shop Supplies	20.52
Cornhusker International Trucks, Inc.	Parts	145.18
Dale R. Johnson Ent. Inc.	Gravel	10,353.74
Micah Ellenberger	Parts, Repair Service	2,093.00
Farmers Pride	Grease, Repair Service, Shop Supplies	52.04
Filter Care of Nebraska Ltd.	Repair Service	90.05
First Concord Benefits Group	Flex Plan, Administration Fees	723.82
Hotsy Equipment Company	Maintenance Contract, Parts	447.75
Island Supply Welding Company	Shop Supplies	130.16
Ken's Trailer Sales & Repair	Parts	24.00
Kimball Midwest	Shop Supplies	243.84
M & M Farm Supply	Shop Supplies	111.50
Madison County Clerk	Payroll Taxes, Retirement	18,451.80
Madison National Life Insurance Company Inc.	Insurance Premiums	43.76
Mainelli Wagner & Associates Inc.	Consulting Services	26,174.36
Matheson Tri-Gas Inc.	Shop Supplies	26.20
Matteo Sand & Gravel Co., Inc.	Gravel	9,375.91
Meisinger Oil Company	Fuel	11,441.07
Menards	Shop Supplies	37.46

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Midwest Builders	Parts	2,120.00
Mitchell Equipment	Parts	180.00
Nationwide Retirement Solutions	Deferred Compensation	1,175.00
Nebraska Child Support Payment Center	Garnish of Wages	287.55
NMC Exchange LLC	Parts	132.86
Norfolk Daily News	Advertising	702.60
One Office Solution	Shop Supplies	46.08
Pioneer Telephone Company	Telephone Service	26.61
Polt Brothers Equipment LLC	Parts	290.14
Power Plan	Parts, Repair Service	1,311.60
Reigle Implement Co., Inc.	Parts	71.68
Road Builders Machinery & Supply	Parts	378.96
Stealth Broadband	Telephone Service	716.39
Teeco Inc.	Shop Supplies	56.95
Theo's Corner	Fuel	269.61
Truck Center Companies	Parts	24.22
Verizon Wireless	Telephone Service	161.02
Vision Service Plan	Insurance Premiums	144.67
Weldon Parts, Inc.	Parts	823.21
Zee Medical	Shop Supplies	25.25
Zoubek Oil Company, Inc.	Fuel	4,552.21
	Total Road/Bridge Claims with Payroll	<u>141,674.23</u>

FEDERAL AID SECONDARY FUND

A & R Construction, Inc.	Paving Project	535,925.72
Mainelli Wagner & Associates Inc.	Consulting Services	147,776.62
	Total Federal Aid Secondary Fund	<u>683,702.34</u>

VISITORS PROMOTION FUND

Norfolk Area Visitors Bureau	Administration Fees	10,093.11
	Total Visitors Promotion Fund	<u>10,093.11</u>

VISITORS IMPROVEMENT FUND

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MADISON COUNTY, NEBRASKA

Norfolk Area Visitors Bureau	Administration Fees	8,283.42
	Total Visitors Improvement Fund	8,283.42

REGISTER OF DEEDS PRESERVATION & MODERNIZATION FUND

MIPS Inc.	Data Processing Costs, Register of Deeds	568.24
	Total ROD Preservation & Modernization Fund	568.24

911 EMERGENCY FUND

American Broadband	Telephone Service	127.88
Stealth Broadband	Connection Fees	280.00
	Total 911 Emergency Fund	407.88

LAW ENFORCEMENT OPERATING FUND

Madison County Sheriff Inmate Fund	Cable TV Services	146.15
US Bank Corporate Payment System	Supplies	35.40
	Total Law Enforcement Operating Fund	181.55

DRUG COURT FUND

Behavioral Health Specialists, Inc.	Professional Services, Travel Fee	330.00
Matthew McManigal	Supplies	25.00
Putters	Supplies	35.00
	Total Drug Court Fund	390.00

Motion was made by Schmidt and seconded by Stinson to approve the claims as audited and authorize the County Clerk to issue checks for payment of said claims. Roll call vote: Ayes, Stinson, Schmidt, and Uhlir. Nays, none. Motion carried.

The Board adjourned at 12:08 P.M. to Tuesday, August 3, 2021 at 9:30 A.M.

ATTEST:

County Clerk Anne M. Pruss

Troy Uhlir, Chairman
County Board of Commissioners