

# Commissioner's Record No. 25

MADISON COUNTY, NEBRASKA

## BOARD OF EQUALIZATION

Madison, Nebraska

May 2, 2017

The Board of Equalization of Madison County, Nebraska met at 9:00 A.M.

Advance notice of meeting was published in the Thursday, April 27, 2017 edition of The Norfolk Daily News and posted on the Madison County website. A copy of said notice was mailed to each Board member. An affidavit of acknowledgment of receipt of notice of meeting as published was executed. Chairman Christian Ohl called the meeting to order and notified the public of the location of the information regarding the Open Meeting Act posted in the meeting room.

Present: Commissioners Christian Ohl, Jim Prauner, and Ron Schmidt, County Clerk Nancy Scheer, and Deputy County Assessor Judy Bickley.

Motion made by Prauner and seconded by Schmidt to approve the agenda for the meeting. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

Motion made by Schmidt and seconded by Prauner to approve the minutes of the April 4, 2017 meeting. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

Deputy County Assessor Judy Bickley submitted the following tax list corrections:

- #3229: Stanley R. & Sue L. Petersen, Double SP Farms Inc., 53571 843rd Road, Tilden  
Addition to the tax rolls in the amount of \$1,784.06 for correction to the 2016 personal property taxes due to clerical error of omitting equipment from the property schedule
- #3230: Aggie Properties, LLC, 809 Wheeler Street, Suite 110-148, Ames, IA 50010  
Addition to the tax rolls in the amount of \$533.90 for correction to the 2016 real estate taxes for acceleration of taxes due to moving a mobile home out of county
- #3231: Big K Excavating, LLC, Sharon Kurpgeweit, 83080 548th Avenue, Madison  
Addition to the tax rolls in the amount of \$3,538.60 for correction to 2016 personal property taxes for failure to list equipment purchased in 2015 on the property schedule
- #3232: Kimberly R. Dye, 303 South Hickory Street, Norfolk  
Addition to the tax rolls in the amount of \$2,116.42 for correction to the 2016 real estate taxes to add a tax exempt parcel onto the tax roll since the exempt status ended September 28, 2016

After discussion, a motion was made by Prauner and seconded by Schmidt to approve the foregoing tax to list corrections as submitted. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

The Board acknowledged receipt of the Order from Tax Equalization and Review Commission to Show Cause regarding the level of value of commercial property within Madison County. No action was taken.

The Board of Equalization adjourned at 9:07 A.M.

ATTEST:

\_\_\_\_\_  
County Clerk Nancy Scheer

\_\_\_\_\_  
Christian Ohl, Chairman  
County Board of Equalization

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## COMMISSIONERS PROCEEDINGS

Madison, Nebraska

May 2, 2017

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, April 27, 2017 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 Jim Prauner called the meeting to order and notified the public of the copy of the Open Meetings Act posted in the meeting room.

Present: Commissioners Christian Ohl, Jim Prauner, and Ron Schmidt, and County Clerk Nancy Scheer. County Highway Superintendent Richard Johnson was present until 11:35 A.M. WJAG reporter Paul Hughes was present until 10:52 A.M. Norfolk Daily News reporter Jerry Guenther and US92 reporter Eric McKay were present until 10:58 A.M.

Chairman Prauner read the following consent agenda items into the record:

- 1) Approval of minutes of the April 18, 2017 meeting
- 2) Acknowledge receipt of the renewal of the Official Bond of Dennis Kuchar as Treasurer of Elkhorn Rural Public Power District
- 3) Approval of Weston Wallin Lot Split in Section 4-22-3, which is located approximately 5½ miles South and 3½ mile West of the City of Battle Creek on 834th Road
- 4) Authorization for County Attorney to purchase COPS IV case management software
- 5) Award of contract to the low bidder, Jebro, Inc. of Sioux City, Iowa, for supplying asphaltic materials for road construction and maintenance from May 1, 2017 through September 30, 2017
- 6) Award of contract in the amount of \$31,510.00 to low bidder, B's Enterprises, Inc. of Norfolk, Nebraska, for Project No. C-59-876, Madison Northwest which is located 1 mile West and ½ mile North of Enola
- 7) Authorization to advertise for bids for Project No. C-59-817, Agrex Road Paving
- 8) Authorization to advertise for bids for annual armor coating and road striping

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

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

Nebraska Public Power District (NPPD) representatives Steve Zach and James Loutzenhiser presented an energy audit report. Courthouse maintenance employee Kurt Sock was in attendance during the report.

Mr. Zach explained that he met with Commissioner Schmidt and completed a walk-through of the Courthouse. He stated that they are appearing on behalf of the City of Madison who provides utilities to the Courthouse. He said that they will speak about incentives and services that pass through the company and are offered to the County. He said that the first part of this report is a disclaimer that says that NPPD is going to present ideas, but if the County wants to pursue implementation of any of these ideas that the County may want to involve an engineering expertise. He explained that NPPD and the City of Madison don't complete the engineering part; but, will share ideas based on what they have seen at other facilities that may save energy. He explained that there are lots of codes and standards to follow, such as indoor air quality, comfort issues, and safety standards.

Mr. Zach explained that they reviewed the makeup of the system, including the hot water boilers to determine how it all works together which in turn will help them formulate options to save energy. He reported that the heating water pumps were running at a constant volume and if they were slowed down with variable frequency drives, energy could be saved. He stated that additional control work would be required to slow down the pump motor which would require some expense. He explained that an air handling unit may need some adjustment since it was operating at full speed on a very mild 42 degree day when one would expect that a lot of heating or cooling wouldn't be required. He said that the discharge air static pressures were high. Mr. Zach explained that these three items would take a controls contractor and the County uses Trane who has proper expertise. He stated that he talked with Kaylenn Niehueser from Trane and some things have already been implemented to save energy. He said that NPPD has an incentive program that allows the County to work with an engineering firm of the County's choice to develop ways to save energy. He said that the firm the County chooses would put together a proposal and NPPD would review that proposal to determine what incentives are available. Mr. Zach reported that there are some things in place that are currently saving the County energy.

Mr. Zach reported that they saw signs of leakage on one of the gas boilers; so, the county may want to have someone look at this boiler so there won't be a catastrophic failure. He said that the age of the equipment should also be considered. He stated that the air cooling chiller may last another 5 to 10 years or longer; but, the end of its useful life is near and this may be the time to consider budgeting for a replacement. Commissioner Schmidt asked Mr. Zach to explain what the County needs to be looking for, that would indicate that something would need to be done soon. Mr. Zach responded that the main item is the maintenance of the equipment; so, if parts need to be replaced on a routine basis this may be a concern. He said that Mr. Sock may want to start logging maintenance. He stated that there will be a time when a compressor will fail and this would be a costly repair. Commissioner Schmidt asked what would happen is a compressor goes out on a 100 degree day and Mr. Zach responded that there are two compressors; so if one fails, there is a good chance that the other compressor could keep the building cool. Commissioner Schmidt asked if the compressors were redundant and Mr. Zach responded that they aren't fully redundant.

Chairman Prauner stated that there are rooftop units for offices on the East side of the building. Chairman Prauner asked if energy costs will go up. Mr. Zach responded that from the 1990s and through 2007, NPPD rates were very steady and then some things changed in the industry so from 2007 through 2012, the rates increased, but the last several years the rates have held steady. He reported that the NPPD CEO/President wants to incorporate a rate decrease for 2018. He stated that NPPD had some retirements and they are also looking at items to reduce the budget; but, currently they are unsure if there will be a rate decrease. Chairman Prauner stated that NPPD wholesales power so it's up to the entities that sell the power to determine what to charge. Mr. Zach said that most retailers are also trying to hold the line too, so if NPPD passes on an increase, the retailer will probably pass the rate increase on to consumers.

Mr. Zach reported that they like to bench mark the facilities that they review to determine if there are large opportunities. He said that sometimes they see some facilities that are way out of range compared to the average facility. He said that the Courthouse's electricity consumption is a little higher than the average cost in the database and that the natural gas is significantly higher than the average. He explained that their review only looked at the Courthouse, not the jail facility; but the consumption information covers the entire facility. Commissioner Schmidt asked how many courthouses are included in the courthouse averages on the report and Mr. Zach responded that courthouses in Dodge and Platte counties are two-story and are probably less efficient than the Madison courthouse, so if these counties are included in the average, this would indicate that Madison County should take a serious look at energy consumption. He said that the database for courthouses in Nebraska is not as robust as school facilities. He reported that Valley County courthouse is included in the benchmarking chart and this courthouse is an older two or three story building with a new HVAC system. He stated that there is room for improvement in the energy consumption of the Madison County courthouse so there are opportunities to save money.

Jim Loutzenhiser stated that the courthouse is made up of all kinds of technology for lighting including incandescent, T12s, T8s and LEDs and each will vary as far as efficiency. He reported that he modeled the courtrooms and rotunda. He explained that the courtrooms have lower hours of usage and that the County pays a low rate per kilowatt hour, so the payback is low, but he is recommending improvements for a better quality of light. He stated that the courtrooms have three different types of technologies and if these are all combined into LED lights, there would be kilowatt savings, annual energy savings, and an incentive amount. He explained that the estimated cost per fixture is high; but, if a large quantity is purchased, the price would come down and the pay back would be between 6.8 years to 19.5 years. He explained that the numbers aren't good for payback; but, the recommendation is being made so that the courthouse looks better due to different technologies, different colors, and different qualities of light. Mr. Loutzenhiser explained that the County could put in a really clean source of light that will appear a lot brighter in the courtrooms. He stated that the payback in one courtroom is 64 years; however, the payback for the rotunda is only 3.1 years. He said that they could take advantage of daylight sensors so when it is really bright outside, the lights wouldn't be at full brightness. He reported that savings could be from 50% to 75% depending on the amount of light coming into the rotunda. Mr. Loutzenhiser reported that the Clerk's office has the new technology of T8s and based upon \$120 per fixture, the hours of usage, cost per kilowatts hours, the pay back is 14.8 years. He stated that if T12s were installed, the payback would probably be less than 10 years. He said that \$15 incentive per fixture could be received for the Clerk's office. He reported that he figured on average for the courtrooms based upon usage of 3 hours per day, 5 days a week, for 52 weeks. He stated that he calculated usage in the courthouse at 9 hours per day, 5 days a week, for 52 weeks.

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Chairman Prauner said that if they go with LEDs the replacement of bulbs is also minimal. Mr. Loutzenhiser stated that T12s will last 20,000 hours, T8s installed in the Clerk's office will last 30,000 hours, and LEDs will last from 50,000 to 100,000 hours. He said that if the lights are on an average of 2,340 hours per year, they will last about 50 years on a 100,000 hour bulb, and this will save on maintenance. He said that eventually the ballasts in T8s and T12s fixtures will go out; so, he recommended having some in stock so they could be replaced in areas on a case by case or room by room basis as bulbs start burning out. He explained that the County could receive incentives when replacing fixtures or bulbs. He recommended having an electrician or supplier assist with determining if a new fixture would be better than just replacing bulbs.

Commissioner Ohl stated that the employee's lounge has a new LED light and he questioned if this was a trial. Kurt Sock responded that it's a different form of florescent. Commissioner Schmidt said that when the lights in the courtroom need to be replaced it's not the safest job so that's why they were looking at starting with lighting improvements in the courtrooms since maintenance would be zero for a number of years.

Commissioners Schmidt asked for a recommendation on the first strategy. Mr. Loutzenhiser responded that a company who works on a performance contract is one way to proceed. He stated that the typical method is to have a company complete a study and put something out for bids. He stated that the County could also work with Trane to recommend energy enhancements since the courthouse has Trane control equipment. He said that NPPD would be available to be involved in discussions with Trane. Chairman Prauner stated that they could rely on Mr. Sock since he probably knows which bulbs or fixtures cause trouble. Mr. Loutzenhiser reported that they have incentives for LED bulbs and if the County tried to get one technology in the entire building instead of two different types they could start with just one area and swap out bulbs. Commissioner Ohl questioned if the County could purchase in small bulk packages and replace as needed and Mr. Loutzenhiser responded that the County should be able to work with local suppliers who could do layouts at no cost because they want to sell products. Commissioner Ohl asked if different colored lights have an effect on people's mood or if brighter light provides a better work environment. Mr. Loutzenhiser responded that colors are rated and the same color should be used throughout one room for uniformity.

No action was taken.

Chairman Prauner requested an explanation regarding enrollment guidelines for voluntary benefit programs. Clerk of the District Court Monica Rotherham, Public Defender Matthew Headley, Register of Deeds Nancy Gross, Deputy County Assessor Judy Bickley, Chief Deputy Sheriff Mike Prather, and Sheriff's office manager Virginia Thomas were in attendance.

County Clerk Nancy Scheer reported that through the years various insurance companies have made presentations to the County Commissioners and have been authorized to offer their products to county employees. She stated that these companies enroll employees, premiums are collected through payroll deductions, and premiums are mailed on a monthly basis to the insurance companies. She requested the Board to consider establishing a minimum participation of county employees before new companies are permitted to have premiums deducted through payroll. She explained that one problem is that insurance companies sell their products to employees; but, they don't continue to have a representative meet with employees regularly or meet with new employees. She stated that employees discontinue their policies, or employees enroll with different companies, and the County is left with processing payroll deductions for only a few employees with a company. Mrs. Scheer said that she spoke with a representative from National Insurance Company this week who said that they require a minimum of 15 policies to make a group. She requested the Board to consider a minimum participation level before new companies are allowed to form a group requiring premiums to be paid through payroll. She questioned if the company could offer group rates through bank withdrawals if the minimum isn't reached.

Commissioner Schmidt asked what happens if a minimum number is established and in future years the number of policies declines below this threshold. Clerk Scheer responded that this scenario occurred a number of years ago when several groups had less than 10 employees, so she contacted the company who switched the remainder of the employees to premium payments through automatic bank withdrawals. She explained that throughout the years she has worked for the county, she has seen a number of companies come and go to the point where some plans only had one or two employees with policies and it's not administratively feasible to take deductions on a semi-monthly basis for only a few employees.

Commissioner Schmidt asked what minimum number was recommended and Clerk Scheer responded that she requested 15% of employees eligible for benefits; however, if the Board would set a benchmark of 15 employees that would be satisfactory. She stated that the only reason she suggested a percentage was if the employee level increased, the number of participants would increase accordingly.

A motion was made by Ohl and seconded by Schmidt to establish a minimum participation of 15 county employees for new companies to have premiums deducted through payroll.

During discussion on the motion, Commissioner Ohl asked what type of programs would be dropped if the motion was approved. Clerk Scheer recommended establishing the threshold going forward and if the number of policies with a specific company drops below 10 she would bring the issue to the Commissioners for a decision. She stated that one company has 15 policies listed on the monthly billing; however, only 4 employees have policies and the other 11 policies are for spouses or dependents.

Commissioner Schmidt asked for comments from the officials in attendance. Clerk of the District Court Monica Rotherham questioned why it matters if the policy is for an employee versus a dependent. Clerk Scheer responded that the County performs administrative work for people who are not County employees. Mrs. Rotherham stated that if the individual is using the benefit does not have access to these policies elsewhere, it's not a benefit for the employee. She stated that personally she doesn't have any voluntary policies, so she is not affected. Chairman Prauner stated that the voluntary benefits are for the employees, not the dependents. Public Defender Matthew Headley stated that the programs are being offered because the employee is working for Madison County, so subsequently the dependents should be eligible for benefits. He echoed the concerns made by Mrs. Rotherham. He said that the threshold should be 15 participants in the plan, either for employees or their dependents.

Commissioner Ohl explained that the recommendation was brought forward only for the sake of ensuring that a program is desirable for a good portion of participants that are county employees. He stated that there are some employees who may participate with a number of dependents that could bring the total up; but, the recommendation was made so that there was a significant number of participating employees interested in the voluntary program.

Commissioner Schmidt stated that if only dependents are using the voluntary program, not a county employee, then the premium should be paid from the individual's checking account instead of having the county employees do the work of collecting the premium. Clerk Scheer explained that she is concerned that the County is doing administrative work and collecting premiums for only spouses or dependents, and not the County employees. She said that she isn't suggesting to make a change at this time for the plans currently in place; but, would like the Board to establish a threshold moving forward.

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Commissioner Schmidt stated that he is concerned that a decision is being made when there is some uncertainty and he is apprehensive about voting in favor of the motion. Clerk Scheer asked if consideration would be given to amending the motion to 15 policies, instead of 15 employees if there is a concern from department heads. Chairman Prauner asked how the policy threshold would be different than 15 employees. Clerk Scheer stated that one company may offer multiple policies, such as cancer, dental, accident, or long term disability. Commissioner Ohl asked if there were any situations where an employee does not participate, but their family or spouse has policies. Clerk Scheer responded that one company has 15 policies on the billing; however, only 4 of the 15 policies are for employees and the other 11 are for spouses or dependent children.

Chairman Prauner called for a vote on the question. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

Chairman Prauner explained that Legal Shield made a presentation at the April 18, 2017 meeting regarding identity theft and legal services. Clerk of the District Court Monica Rotherham, Public Defender Matthew Headley, Register of Deeds Nancy Gross, Deputy County Assessor Judy Bickley, Chief Deputy Sheriff Mike Prather, and Sheriff's office manager Virginia Thomas were in attendance.

Chairman Prauner explained that some of the services provided by the Legal Shield program include services for consultation on legal matters, preparation of a standard will, assistance with traffic violations if alcohol and drugs weren't involved, and reviewing legal documents.

Commissioner Schmidt explained that Cherry County is the only county in Nebraska that is offering the products as an employee benefit because of mishandling of county funds by an employee. He stated that other counties are offering the products with premiums deducted through payroll.

Chairman Prauner asked if the officials in attendance were interested in offering these products to county employees. Clerk of the District Court asked what the premium cost were for the products and Clerk Scheer responded that the bi-weekly premium for individuals for Legal Shield is \$7.82 and the ID Shield premium is \$4.13. Chief Deputy Sheriff Mike Prather stated that he would like to see the products offered to determine if there was any interest from employees.

Commissioner Ohl commented that he would like to allow employees to see the products and services offered by Legal Shield. He asked if the information could be emailed to employees. Clerk Scheer responded that representatives from Legal Shield would likely want to meet with employees.

Commissioner Schmidt explained that if there was a severe data breach, and someone accessed employee records with sensitive information such as bank account numbers and social security numbers, it would be a big mess. He stated that he spoke to the County's insurance company, NIRMA, who advised that they are well prepared for data breaches. He said that they could see if there was any interest from county employees. County Clerk Nancy Scheer explained that in case of identity theft Legal Shield stated that they provide full restoration and other companies do not provide this service.

Commissioner Ohl stated that Legal Shield asked for some time during working hours to present the programs to county employees. He said that officials could decide if they want to allow employees time during working hours to listen to a presentation. Mrs. Scheer stated that meetings could possibly be set up between 11:00 A.M. and 2:00 P.M. to allow employees to hear a presentation during a portion of their lunch breaks. Chief Deputy Sheriff Mike Prather requested that a session be offered after 5:00 P.M. due to the variable work schedules of the law enforcement staff.

After discussion, a motion was made by Ohl and seconded by Schmidt to allow Legal Shield to make three different presentations to county employees as coordinated by the Clerk's office, preferably during lunch time or break periods, with the premiums to be paid by employees through payroll.

During discussion on the motion, Commissioner Schmidt stated that if there is a significant interest from county employees wishing to participate, the County may consider this program as an employee benefit. Commissioner Ohl stated that identity protection services are already available through Blue Cross Blue Shield for employees enrolled in the County's health insurance plan.

Roll call vote on the motion: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

The Board discussed health insurance benefits for county employees for the 2017-2018 fiscal year. Clerk of the District Court Monica Rotherham, Public Defender Matthew Headley, Register of Deeds Nancy Gross, Deputy County Assessor Judy Bickley, Chief Deputy Sheriff Mike Prather, and Sheriff's office manager Virginia Thomas were in attendance.

Chairman Prauner reported that health insurance premiums through the NACO Blue Cross Blue Shield increased 14% from the prior year effective July 1, 2017. He explained that if no plan changes are made from the prior year, the estimated budget increase would be \$325,274. Commissioner Schmidt stated that he is uncomfortable with this high of an increase, so they need to discuss options.

Commissioner Ohl stated that this increase is a very challenging situation especially because last year there were significant changes made to the health insurance offered to county employees and these changes were painful to some of the employees participating in the health plan. He explained that one benefit of offering a very robust health insurance plan with the premiums predominantly paid by the County is that insurance is not a taxable benefit to employees. He stated that the increase of 14% is significant to the budget and the rate is increasing more rapidly than inflation. He said that there may be opportunities for cost saving measures including alternative insurance options, looking at other insurers, or self-insuring. He stated that a self-insuring option is offered through NACO Benefit Services; but, if the county wants to self-insure entirely, there may be exposure to certain risks. He explained that federal laws that govern re-insurance are not as stringent as laws that govern a regular insurance pool. He also stated that self-insuring may be a significant change to employees and for the Clerk's office in terms of management and oversight. Commissioner Ohl stated that other options are looking at the cash-in-lieu program that is in place and also looking at the amount being paid by employees. He explained that one option being considered was to increase the rate being paid by employees who have family insurance coverage such as increasing the amount from \$40 per pay period to either \$60 or \$80 per pay period. He said that these options are suggestions that have come up for discussion with the officials and some of these may be difficult changes. He explained that another option suggested was spousal carve-out which allows a business to stipulate that working spouses with available health coverage through their own employer are ineligible for coverage under the employer's plan. He stated that if a participant has a spouse that has insurance options elsewhere, but they elect to take the County's insurance, the County could stipulate that health insurance that is offered through the employer must be taken, so this would create a cost savings for the County. He said that he doesn't know what kind of impact this could have on the County's plan. He explained that the reason an employee may have the spouse on the County plan is because they may be paying a lower out-of-pocket cost through the County's plan.

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Clerk of the District Court Monica Rotherham stated that health insurance is not an easy decision because whatever decision is made, employees may lose benefits or it may cost the employees more to keep spouses or dependents on the plan. She said that it won't be easy to go back and tell employees of the possible changes.

Public Defender Matthew Headley stated that there were recent changes requiring employees who were not paying anything to pay a portion of the premium. He said that asking employees to possibly pay more, or having individuals who are covered under the county plan lose coverage, are not good options. He stated that his concern with the carve-out option is how to deal with the dependents. He stated that if both spouses have insurance plans with carve-out options there are competing interests for the dependent children. He said that he understands the issue about costs; but, the Commissioners asked the employees to accept a lot of changes last year and now if additional costs are pushed onto employees there will be a lot of push back and discussion about pay increases related to insurance increases. Commissioner Ohl explained that there is nothing that allows for a carve-out of the family members; therefore, they would be eligible for coverage on the County plan even if the spouse has insurance at a different employer.

Commissioner Schmidt stated that he talked to a number of people about insurance increases. He reported that a family member had a \$500 monthly increase in premiums and three other farm families who don't have spouses working off the farm have seen similar increases. He said that when taxpayers look at their own insurance costs, and County employees don't think it's fair that their insurance costs go up, it can be a very touchy issue. He stated that the premium for an individual is increasing about \$109/month.

Public Defender Matthew Headley asked if the insurance company was asked to explain why the insurance rates were increasing so much. Commissioner Ohl responded that the NACO pool had many catastrophic losses last year. He explained that NACO insurance representatives couldn't attend this meeting, but may attend a special meeting with officials.

Chairman Prauner reported that he received information from Anchor Insurance Agency wanting to offer health insurance to the County. He stated that other counties have switched carriers because the premiums were significantly lower, then the following year the premium increased at a much higher rate. He said that he spoke to Platte County Board members and the premium increases are considerably less than proposed for Madison County. He stated that the County Board may need to look at self-insuring; but, the main problem with this option is that insurance companies look at the age of the group and Madison County has an aging work force.

Norfolk Daily News reporter Jerry Guenther reported that the insurance coverage through his employer recently increased significantly. He stated that this is the first time that employees must pay an additional \$100 per month during mid-year of the plan and staff wages are currently frozen.

Commissioner Ohl reported that there are counties who are self-insured and the first one or two years look great; but, some are now trying to get back into the NACO pool because the rates increased quicker than the rates of the NACO pool. Chairman Prauner explained that the NACO pool has a \$2,500 deductible plan, which would be an 8.4% premium increase; but, this would require more expenses to be paid by the employees. Commissioner Schmidt stated that another option is to have the County pay the premium increase for the employee, but ask that the premium increase for the spouse or family be fully or partially paid by the employee. He said that he realizes that this option would not be popular; however, the Board needs to consider these options because of the premium increases. Chairman Prauner stated that if the insurance rates keep increasing, the County may be forced to discontinue the insurance benefits and only provide a cash in lieu option to employees.

Commissioner Schmidt stated that the County Board values all the county employees and this increase puts the County Board in a difficult spot since keeping the same plan would require the mill levy to increase by 1 cent. He stated that the Board members need to determine how to be fair to the employees and also to the taxpayers. He said that last year the Board asked for input from elected officials, and officials requested to keep the \$1,500 deductible plan. Commissioner Schmidt asked the elected officials to give the Board some direction or ideas.

Clerk of the District Court Monica Rotherham stated that a survey was submitted to employees last year and she questioned if there was good participation. Commissioner Ohl explained that there was a lot of participation and good feedback. He stated that there wasn't a consensus to help provide a feasible solution. He reported that the Commissioners tried to move in the direction of the majority of employees; but, no matter what decision is made, it may be unpopular with some employees. He said that the employees took a hit last year with both the elimination of the deductible buy down and also paying a portion of the premium.

Chairman Prauner asked for input and ideas from officials. Commissioner Schmidt said that it would be good if the elected officials could come to a consensus with a recommendation to the Board. Clerk of the District Court Monica Rotherham stated that age demographics makes it difficult to come to a consensus because what is good for the younger employees with dependent children is different than employees who don't have children on the plan.

Commissioner Schmidt stated that most employees hired after 2010 thought that the health insurance decision last year was great because it allowed their spouses and dependent children to be added to the plan even though they had to pay a portion of the premium; however, employees who worked for the County a long time weren't happy with the change. He summarized that the options discussed were spousal carve-out, asking employees with two party or family plans to pay a portion of the premium increase, or change to a higher deductible.

Register of Deeds Nany Gross suggested a meeting with the employees after working hours to have the changes explained by a Board member. Commissioner Ohl stated that he will follow up with the NACO Benefit Services representative to inquire if someone could meet with the officials prior to the next meeting. He stated that he will prepare a summary of the options to consider prior to a meeting.

Commissioner Schmidt stated that he doesn't like making a decision on health insurance benefits and he is uncomfortable with increasing the budget \$325,000.

No action was taken.

The following written reports and correspondence were reviewed:

- 1) Fund balance report
- 2) Notice of Public Hearing from the City of Norfolk regarding SCM10X Norfolk 1120, LLC Redevelopment Plan located in the Northwest corner of 13th Street and West Omaha Avenue

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The following claims were audited:

## GENERAL FUND

Total Net Payroll	145,533.66
Adams County Sheriff	Civil Process Fees, Mental Health 18.50
Advance Correctional Healthcare	Medical Services, County Jail 144.90
Mark D. Albin	Legal Services, District Court 1,905.15
Mark D. Albin	Legal Services, County Court 286.88
Albracht Disposal Service Inc.	Garbage Services, Public Defender 41.00
Scott Amend	Tutoring Services, Community Based Grant 150.00
American Family Life Assurance Co.	Insurance Premiums 1,109.10
Kim Anderson	Recertification Fees, Noxious Weeds 150.00
Appeara	Mat Service, Public Defenders 30.77
Danielle Bauer	Witness Fees, Mileage, County Court 37.12
Black Hills Energy	Gas Services, Zoning Department 16.36
Black Hills Energy	Gas Services, Weed Department 16.37
Black Hills Energy	Gas Services, Veterans Service Office 44.59
Blue Cross Blue Shield of Nebraska	Insurance Premiums 130,145.80
Bob Barker Company Inc.	Uniforms, Supplies, County Jail 769.52
Bomgaars	Supplies, Noxious Weed 29.99
Bessie Bove	Prior Service Benefits 12.00
Brogan, Stafford, PC	Legal Services, County Court 2,325.95
Cableone	Internet Services, Public Defender 64.97
Cableone	Cable TV Services, County Sheriff 164.14
Cableone	Internet Services, Probation Office 510.00
Carney Law, PC	Legal Services, County Court 316.06
CBM Managed Services	Inmate Meals, County Jail 7,484.27
Century Link	Telephone Service, County Jail 17.66
Century Lumber Center	Repairs, County Jail 50.00
Champs	Maintenance Contract, County Jail 2,166.00
City of Norfolk	Utilities, Probation Office 72.36
Colonial Life and Accident Insurance	Insurance Premiums 284.98
Connecting Point	Supplies, County Sheriff 68.00
Connecting Point	Equipment, County Jail 934.00
Connecting Point	Contract Services, Courthouse 729.00
Copple, Rockey, McKeever & Schlecht, PC, LLO	Legal Services, County Court 417.77
Custom Sports	Uniforms, County Jail 30.00
Corrine Dupsky	Witness Fees, Mileage, County Court 22.14
Eakes Office Solutions	Repairs, District Judge 359.50
Eakes Office Solutions	Supplies, Courthouse 219.96
Eakes Office Solutions	Supplies, County Sheriff 3.98
Eakes Office Solutions	Supplies, Probation Office 166.68
Ecolab	Supplies, County Jail 247.79
Helen Finkral	Prior Service Benefits, Courthouse 23.08
First Concord Benefits Group	Flex Plan, Admin. Fees 2,105.35
Fitzgerald, Vetter, Temple & Bartell	Legal Services, District Court 300.00
Floor Maintenance and Paper Supply	Supplies, Courthouse 91.48
Floor Maintenance and Paper Supply	Supplies, County Jail 340.76
Frontier	Telephone Service, Courthouse 1,039.32
Galls/Quartermaster	Uniforms, County Jail 232.58
Bonnie Gerrard	Cleaning Services, Probation Office 450.00
Leo Gonzalez	Mileage, Extension Office 154.08
Goodlife Counseling	Evaluation Services, Community Based Grant 81.25
Gordy's Towing & Repair	Repairs, County Sheriff 118.39
Greg Hanson	Travel Expenses, Veterans Service Office 726.30
Marci Hjorth	Mileage, Juvenile Accountability 14.77
Jeffrey L. Hrouda	Legal Services, County Court 3,244.80
Ashley Hutson	Witness Fees, Mileage, County Court 37.12
K & M Reporting	Transcripts, Public Defender 378.50
K & M Reporting	Transcripts, Law Enforcement 142.50
Ashley Knust	Contract. Services, Comm. Based Enhancement Grant 145.00
Karla Kush	Witness Fees, Mileage, County Court 59.59
Lancaster County Sheriff	Civil Services Fees, District Court 18.57
Lancaster County Sheriff	Civil Services Fees, County Court 20.26
Love Signs Inc.	Supplies, Courthouse 80.00
Madison County Clerk	Tax Deposit, Retirement 80,299.10
Madison County Court	Transcript, County Court 19.25
Madison County Register of Deeds	Filing Fees, County Board 16.00
Madison County Sheriff Inmate Fund	Supplies, County Jail 21.07
Madison County Sheriff	Civil Process Fees, County Court 414.04
Madison County Sheriff	Civil Process Fees, District Court 876.71
Madison County Sheriff	Civil Process Fees, Mental Health 191.62
Madison County Sheriff	Supplies, County Sheriff 6.60
Madison National Life Insurance Co Inc	Insurance Premiums 146.97
Menards	Supplies, Noxious Weed 9.43
Menards	Supplies, Zoning Department 7.98
Microfilm Imaging Systems, Inc.	Supplies, Register of Deeds 71.61
Mimick Motor Company	Repairs, County Sheriff 47.44
Morland, Easland, and Lohrberg	Legal Services, County Court 1,083.90

# Commissioner's Record No. 25

MADISON COUNTY, NEBRASKA

Moyer & Moyer Law Firm	Legal Services, County Court	1,012.75
National Enterprise Systems Inc.	Garnishment of Wages	214.55
Nationwide Retirement Solutions	Deferred Compensation	2,205.00
Nebraska Child Support Payment Center	Garnishment of Wages	200.00
Nebraska Public Power District	Utilities, Zoning Department	70.50
Nebraska Public Power District	Utilities, Noxious Weeds	261.36
Nebraska Public Power District	Utilities, Veterans Service Office	40.34
Shawn Nielsen	Witness Fees, Mileage, District Court	182.64
Norfolk Auto Center	Repairs, County Sheriff	359.72
Norfolk Auto Center	Repairs, Noxious Weeds	44.70
Norfolk Daily News	Publication Costs, County Assessor	178.50
Norfolk Daily News	Publication Costs, Extension Office	5.14
Norfolk Daily News	Publication Costs, District Court	52.23
Norfolk Daily News	Publication Costs, County Clerk	305.96
Northeast Community College	Maintenance Fees, Extension Office	4,146.25
Northeast NE Juvenile Services, Inc.	Video Services, Community Based Grant	100.00
Northeast Research & Extension Center	Postage, Supplies, Telephone Service, Extension Office	732.96
Rita Olberding	Transcript, County Court	30.86
Valorie Olson	Court Reporting, Mental Health	50.00
Valorie Olson	Transcript, District Court	210.00
One Office Solution	Supplies, Public Defender	21.14
One Office Solution	Supplies, County Sheriff	20.99
One Office Solution	Supplies, County Jail	12.70
Physicians Laboratory, PC	Autopsies, Law Enforcement	1,745.00
Sarah Polacek	Mileage, Extension Office	378.25
Patti Reigle	Witness Fees, Mileage, County Court	22.14
Andrea Rodriguez	Witness Fees, Mileage, County Court	37.12
Nancy Scheer	Mileage, County Clerk	137.50
Judy Schroeder	Prior Service Benefits	11.00
Lee Sherry	Mileage, Extension Office	134.82
Kristen Sindelar	Mileage, Extension Office	95.45
Stratton, DeLay, Doele, Carlson & Buettner, PC, LLO	Legal Services, County Court	591.80
Megan Sutera	Mileage, Community Base Grant	684.11
The Farner Co., Inc.	Supplies, County Jail	28.88
The Windshield Doctors	Repair, County Sheriff	30.00
The Zone	Contract Services, Community Based Grant	663.30
Thompson Reuters - West	Subscription, County Sheriff	744.00
Thompson Reuters - West	Subscription, County Jail	271.00
Thompson Reuters - West	Subscription, Law Library	271.00
Toxicology Labs Inc.	Consulting Fee, Public Defender	350.00
University of Nebraska	Registration, Community Based Grant	185.00
University of Nebraska - Lincoln	Quarterly Salaries, Extension Office	13,079.53
US Bank Corporate Payment System	Lodging, Repairs, Fuel, Supplies, Dues, County Sheriff	764.96
US Bank Corporate Payment System	Supplies, County Attorney	259.98
US Bank Corporate Payment System	Meals, Community Based Grant	23.97
Jessica Vaughn	Travel Expenses, Veterans Service Office	749.85
Verizon Wireless	Telephone Services, Reappraisal	40.01
Verizon Wireless	Telephone Services, Extension Office	226.95
Verizon Wireless	Telephone Services, County Sheriff	1,524.70
Verizon Wireless	Telephone Services, Law Enforcement	59.05
Verizon Wireless	Internet Services, Courthouse	78.04
Vision Service Plan	Insurance Premiums	393.58
Wal-Mart	Supplies, Juvenile Accountability	143.57
Wentling Law Office	Legal Services, District Court	1,446.85
Western Roofing co.	Repairs, Courthouse	363.09
Zippy Lube	Repair, County Sheriff	44.70

## ROAD/BRIDGE FUND

Total Net Payroll		30,547.94
American Family Life Assurance Company	Insurance Premiums	618.75
B's Enterprises Inc.	Culverts	3,852.80
Barco Municipal Products Inc.	Sign Materials	852.04
Battle Creek Municipal Light & Power	Utilities	181.19
Bauer Built Tire	Tire Repairs	901.42
Black Hill Energy	Utilities	205.23
Blue Cross Blue Shield of Nebraska	Insurance Premiums	31,622.41
Bomgaars Supply	Shop Supplies	1,179.92
Colonial Life and Accident Insurance	Insurance Premiums	153.37
Dale R. Johnson Ent. Inc.	Gravel	30,150.96
DAS State Accounting	Telephone Service	24.27
Deere & Company	Equipment Rental	9,513.51
Eckert's Auto Repair	Parts, Repairs	294.00
Elkhorn Paving Construction Co., Inc.	Contract Services	351,397.80
First Concord Benefits Group	Flex Plan, Admin. Fees	351.07
Frontier	Utilities	180.40
Green Line Equipment	Parts, Oil	1,199.62
Island Supply Welding Co.	Shop Supplies	162.65
Johnson Engineering Company	Engineering Services	16,655.00
Kelly Supply Co.	Supplies	416.82

# Commissioner's Record No. 25

MADISON COUNTY, NEBRASKA

Loup Power District	Utilities	125.08
Madison County Clerk	Tax Deposit, Retirement	16,286.43
Madison County Sheriff	Inspection Fee	10.00
Madison County Treasurer	Title Fee	10.00
Madison National Life Insurance Co. Inc.	Insurance Premiums	37.76
Mainelli Wagner & Assoc., Inc.	Consulting Services	4,795.00
Matteo Sand & Gravel Co., Inc.	Gravel	5,555.88
Medical Enterprises Inc.	Medical Screening	62.00
Menards	Supplies	93.39
Nationwide Retirement Solutions	Deferred Compensation	235.00
Nebraska Child Support Payment Center	Garnish of Wages	243.24
Nebraska Powder Coasters LLC	Repairs	300.00
NMC Exchange L.L.C.	Parts	987.23
Norfolk Specialties Inc.	Parts	472.00
Northeast Community College	CPR Instruction Fee	960.00
Rise Broadband	Telephone Service	122.35
T-Bone North	Fuel	332.63
Truck Center Company	Parts	9.78
Village of Meadow Grove	Utilities	70.00
Vision Service Plan	Insurance Premiums	68.10
<b>FEDERAL AID SECONDARY FUND</b>		
Mainelli Wagner & Associates, Inc.	Consulting Services	11,449.00
<b>VISITORS PROMOTION FUND</b>		
Norfolk Area Visitor Bureau	Administration Fees	2,852.83
<b>VISITORS IMPROVEMENT FUND</b>		
Norfolk Area Visitor Bureau	Administration Fees	188.07
<b>REGISTER OF DEEDS PRESERVATION &amp; MODERNIZATION FUND</b>		
MIPS	Data Processing Costs	100.00
<b>CDBG #2 FUND</b>		
Northeast Nebraska Economic	Administration Fees	1,323.17
<b>911 EMERGENCY FUND</b>		
Century Link	Telephone Services	781.69
Frontier	Telephone Services	164.10
<b>LAW ENFORCEMENT OPERATING FUND</b>		
Food Express	Supplies	511.32
Madison Co. Sheriff Inmate Fund	Supplies	403.95
Midwest Plumbing & Heating	Repairs	602.25
Union Supply Company	Supplies	46.80
<b>DRUG COURT FUND</b>		
A Small Affair	Supplies	50.00
Joy Carmichael	Notary Renewal	127.00
Putters	Supplies	25.00
<b>ROAD/BRIDGE BOND FUND</b>		
Frontier Bank	Bond and Interest Payments	392,546.25

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

The Board adjourned at 12:02 P.M. to Tuesday, May 16, 2017 at 9:30 A.M.

ATTEST:

\_\_\_\_\_  
County Clerk Nancy Scheer

\_\_\_\_\_  
Jim Prauner, Chairman  
County Board of Commissioners