

BOARD OF EQUALIZATION

Madison, Nebraska

May 3, 2016

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

Advance notice of meeting was published in the Thursday, April 28, 2016 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 Ron Schmidt 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, County Treasurer Donna Primrose, and County Assessor Jeff Hackerott.

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

Chairman Schmidt opened a public hearing at 9:02 A.M. to receive testimony regarding the following motor vehicle exemption applications:

Community Concern of Norfolk, 307 West Prospect Avenue, Norfolk	2001 Buick 4 Door, 2012 Dodge Van
Heartland Baptist Church, P.O. Box 2235, Norfolk	1999 Ford 15 Passenger Van
Northeast Baptist Association, 708 Georgia Avenue, Norfolk	2012 H & H Trailer
Norfolk Rescue Mission, Inc., 111 North 9th Street, Norfolk	2006 Ford Van

County Treasurer Donna Primrose reported that all applications are renewals previously approved by the Board. No public comments were received.

Chairman Schmidt closed the hearing at 9:05 A.M.

Motion made by Prauner and seconded by Ohl to approve the motor vehicle exemption applications as submitted. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

Motion made by Ohl and seconded by Prauner to approve the minutes of the April 5, 2016 meeting. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

County Assessor Jeff Hackerott presented the following tax list corrections:

- #3128: Clifford and Bobbi Melcher, 83253 Hwy 121, Madison
Addition to the tax rolls in the amount of \$621.90 for correction of 2015 personal property taxes after submission of 2015 depreciation worksheet
- #3129: Mitch Scranton, 55009 840th Road, Norfolk
Deduction from to the tax rolls in the amount of \$583.94 for correction of 2015 personal property taxes after submission of 2015 depreciation worksheet
- #3130: Flooring Solutions, 3206 Raasch Drive, Suite 100, Norfolk
Deduction from the tax rolls in the amount of \$430.62 for correction of 2015 personal property taxes due to clerical error
- #3131: Cletus and Florence Becker, 1612 Hillview Drive, Norfolk
Deduction from the tax rolls in the amount of \$2,123.54 for correction of 2015 real estate taxes after receiving a letter from the Nebraska Department of Revenue approving 100% homestead exemption
- #3132: Barnstormers Restaurant, 4100 South 13th Street, Norfolk
Addition to the tax rolls in the amount of \$407.56 for acceleration of 2016 personal property taxes due to closing of the business in April, 2016
- #3133: Claas Financial Services LLC, 475 Sansome Street, 19th Floor, San Francisco, CA 94111
Deduction from the tax rolls in the amount of \$9,821.22 for correction of 2015 personal property taxes due to reporting of the equipment in the wrong county

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

The Board of Equalization adjourned at 9:08 A.M.

County Clerk Nancy Scheer

Ron Schmidt, Chairman
County Board of Equalization

COMMISSIONERS PROCEEDINGS

Madison, Nebraska

May 3, 2016

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 28, 2016 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, County Clerk Nancy Scheer, and County Highway Superintendent Richard Johnson. Zoning Administrator Heather McWhorter was present until 10:18 A.M. Norfolk Daily News reporter Andrea Larson and WJAG reporter Susan Risinger were present until 10:44 A.M.

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

- 1) Approval of minutes of the April 19, 2016 meeting
- 2) Authorization to advertise for bids for a use dump truck cab and chassis for Road District No. 1 and set the bid date for May 26, 2016
- 3) Authorization to advertise for bids for a use semi-tractor truck for Road District No. 2 and set the bid date for May 26, 2016
- 4) Authorization to advertise for bids for armor coat surfacing and road striping
- 5) Approval of contract with Linsali, Inc. in the amount of \$76,900.00 for re-appraisal service on approximately 1,385 parcels in the City of Norfolk
- 6) Approval of Petersen's Lot Split in the NW $\frac{1}{4}$ of the SW $\frac{1}{4}$ of Section 6, Township 24 North, Range 4 West, located approximately 2 miles North of the City of Tilden on 534th Avenue
- 7) RESOLUTION #2016-16

WHEREAS, Check No. 16040261, dated April 19, 2016, and drawn on the General Fund in the amount of nine hundred forty-four dollars (\$944.00), was made payable to Nebraska U C Fund, Department of Labor-Unemployment Insurance, P.O. Box 94600, Lincoln, NE 68509-4600, and,

WHEREAS, said check was not tendered, but remains in the possession of the Madison County Clerk,

NOW, THEREFORE, BE IT RESOLVED that Check No. 16040261, dated April 19, 2016, and drawn on the General Fund in the amount of nine hundred forty-four dollars (\$944.00), is hereby cancelled.

Motion was made by Ohl and seconded by Schmidt 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.

Pursuant to published legal notice in the Saturday, April 23, 2016 edition of the Norfolk Daily News, Chairman Prauner announced that a public hearing would be held on the application of Richard Anderson to build a house on less than 40 acres in Part of the NW $\frac{1}{4}$ of the NE $\frac{1}{4}$ of Section 27, Township 22 North, Range 4 West, which is located approximately 6 miles of the City of Newman Grove.

Zoning Administrator Heather McWhorter explained that Mr. Anderson is building a new home and wants to split 3.94 acres from his property and move his current home onto the lot split for his daughter and son-in-law to live in. She reported that the property is zoned A1 which is Agricultural Intensive, the lot split meets the density requirements, and the property has access to a County road, so she recommended approval. She reported that the application was unanimously approved by the Planning Commission.

Chairman Prauner asked if the driveway for the property will be located in a safe place to pull onto the road and Mr. Anderson responded that access to the lot split will be approximately one-quarter mile from the top of a hill. Commissioner Schmidt asked if the County would need to build a driveway and install a culvert and Mr. Anderson responded that dirt across the ditch with a culvert will be adequate. Commissioner Schmidt explained that the County would install a 30' culvert, but if the owner wants a longer culvert, he would need to pay for the additional length.

Chairman Prauner opened the public hearing at 9:35 AM. The applicant, Richard Anderson, explained that he is building a new house and the house he is currently living in was built by his great-grandfather in 1901. He stated that they have invested some money into the house and his daughter and son-in-law like the house and want to live in a rural community, so they plan to move the house.

No one spoke in opposition to the special use permit application. Chairman Prauner closed the hearing at 9:38 A.M.

After discussion, the following resolution was introduced:

RESOLUTION #2016-17

A RESOLUTION GRANTING A CONDITIONAL USE PERMIT FOR CERTAIN LAND LOCATED IN THE COUNTY OF MADISON, NEBRASKA UNDER AUTHORITY GRANTED BY THE MADISON COUNTY ZONING AND SUBDIVISION RESOLUTION AND LEGISLATIVE BILL 186 (1978)

WHEREAS, a recommendation has been received from the Madison County Joint Planning Commission and WHEREAS, notice of public hearing was published in the April 23, 2016 edition of The Norfolk Daily News, and a public hearing was held by law.

WHEREAS, the Madison County Joint Planning Commission and the Madison County Board of Commissioners have established the following Statement of Finding of Facts:

1. This application is consistent with the Madison County Comprehensive Plan, Zoning and Subdivision Regulations and the Zoning Map.
2. The property is zoned as A1 Agricultural Intensive and contains 3.94 acres.
3. Mr. Anderson would like to move his existing home to ANDERSON'S LOTSPLIT, a parcel of land in the Northwest corner of his property for his daughter and son-in-law to live in. He is building a new home to replace the current one.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Commissioners of Madison County, Nebraska, hereby grants a Conditional Use Permit to Richard Anderson to build a house on less than 40 acres on ANDERSON'S LOTSPLIT located on the following described land:

A parcel of land in the Northwest $\frac{1}{4}$ of the Northeast $\frac{1}{4}$ of Section 27, Township 22 North, Range 4 West of the 6th P.M., Madison County, Nebraska

This Conditional Use Permit shall be subject to the following conditions in addition to those established with the Madison County Zoning and Subdivision regulations:

1. This Conditional Use Permit is permanent and may be transferred between owners.
2. This Conditional Use Permit allows a single family home on less than 40 acres.
3. With the passage of this permit, the applicant and/or residence builder realizes that the new residence is going to be subject to livestock odors, dust and general nuisances. This does not, however, mean that the applicant is giving up the right to be protected by Madison County and the State of Nebraska.
4. The applicant should be aware it is his responsibility to remove any Nebraska Noxious Weeds found on the property at any time after the approval of this application by the County Board of Commissioners.
5. A copy of the signed permit must be recorded with the County Register of Deeds office by applicant.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that upon taking effect of this Resolution, the above Conditional Use Permit shall be entered and shown on the Official Zoning Map of Madison County, previously adopted by reference, and said zoning map is hereby reincorporated as a part of the Madison County, Nebraska Zoning and Subdivision Resolution as amended.

Motion was made by Ohl and seconded by Schmidt that the foregoing resolution be adopted. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

Pursuant to published legal notice in the Saturday, April 23, 2016 edition of the Norfolk Daily News, Chairman Prauner announced that a public hearing would be held on the conditional use permit application of Tim and Janet Miller to build a house on less than 40 acres in Part of the W $\frac{1}{2}$ of the SW $\frac{1}{4}$ of Section 16, Township 23 North, Range 1 West, which is located approximately 2 miles South of the City of Norfolk on 554th Avenue.

Zoning Administrator Heather McWhorter reported that Mr. and Mrs. Miller are currently living in the former Warnerville school house and they want to build a house. She stated that the property is zoned as AT Agricultural Transition and meets the density requirements. She explained that the property is located in the Airport Hazard District and Mr. Miller has contacted the FAA and received approval to build. She reported that the application was unanimously approved by the Planning Commission and three neighbors were at the Planning Commission meeting speaking in support of the application by stating that they wanted to keep the Millers in the neighborhood.

Chairman Prauner opened the hearing at 9:40 A.M. The applicant, Tim Miller, reported that they are requesting a conditional use permit to begin construction on a house for their family.

Chairman Prauner asked if they would be using an existing driveway and Mr. Miller responded that they would use the current driveway. Chairman Prauner asked if there would be much dirt to move prior to construction and Mr. Miller responded that they have two plans, with one plan to build a house on a slab and the other plan to build with a basement. He explained that they are currently studying the geology.

No one spoke in opposition to the special use permit application. Chairman Prauner closed the hearing at 9:43 A.M.

After discussion, the following resolution was introduced:

RESOLUTION #2016-18

A RESOLUTION GRANTING A CONDITIONAL USE PERMIT FOR CERTAIN LAND LOCATED IN THE COUNTY OF MADISON, NEBRASKA UNDER AUTHORITY GRANTED BY THE MADISON COUNTY ZONING AND SUBDIVISION RESOLUTION AND LEGISLATIVE BILL 186 (1978)

WHEREAS, a recommendation has been received from the Madison County Joint Planning Commission and WHEREAS, notice of public hearing was published in the April 23, 2016 edition of The Norfolk Daily News, and a public hearing was held by law.

WHEREAS, the Madison County Joint Planning Commission and the Madison County Board of Commissioners have established the following Statement of Finding of Facts:

1. This application is consistent with the Madison County Comprehensive Plan, Zoning and Subdivision Regulations and the Zoning Map.
2. The property is zoned as AT Agricultural Transition.
3. Mr. and Mrs. Miller would like to build a home on the tract which consists of 8 acres and has access to an improved county road.
4. Property is located in the Airport Hazard District. Mr. Miller has contacted the FAA and received approval to build no higher than 28 feet.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Commissioners of Madison County, Nebraska, hereby grants a Conditional Use Permit to Tim and Janet Miller to build a house on less than 40 acres on the following described land:

Lot 2 of Earl H. Reed's Lot Split, being a Replat of Reed's Lot Split from the West ½ of the Southwest ¼ of Section 16, Township 23 North, Range 1 West of the 6th P.M., Madison County, Nebraska

This Conditional Use Permit shall be subject to the following conditions in addition to those established with the Madison County Zoning and Subdivision regulations:

1. This Conditional Use Permit is permanent and may be transferred between owners.
2. This Conditional Use Permit allows a single family home on less than 40 acres.
3. With the passage of this permit, the applicant and/or residence builder realizes that the new residence is going to be subject to livestock odors, dust and general nuisances. This does not, however, mean that the applicant is giving up the right to be protected by Madison County and the State of Nebraska.
4. The applicant should be aware it is his responsibility to remove any Nebraska Noxious Weeds found on the property at any time after the approval of this application by the County Board of Commissioners.
5. A copy of the signed permit must be recorded with the County Register of Deeds office by applicant.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that upon taking effect of this Resolution, the above Conditional Use Permit shall be entered and shown on the Official Zoning Map of Madison County, previously adopted by reference, and said zoning map is hereby reincorporated as a part of the Madison County, Nebraska Zoning and Subdivision Resolution as amended.

Motion was made by Ohl and seconded by Schmidt that the foregoing resolution be adopted. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

Pursuant to published legal notice in the Saturday, April 23, 2016 edition of the Norfolk Daily News, Chairman Prauner announced that a public hearing would be held on the conditional use permit application of Mike and Julie Weidner build a house on less than 40 acres in Part of the NW¼ of the NW¼ of Section 12, Township 23 North, Range 2 West, which is located approximately 1 mile South and 2 miles West of the City of Norfolk on Sherwood Road.

Zoning Administrator Heather McWhorter reported that a lot split for this property was approved in 2013 and the Weidners are ready to build a home. She stated that the property is zoned A1 Agricultural Intensive, has access to a county road, and her recommendation is to approve the application. She reported that the application was unanimously approved by the Planning Commission.

The applicant, Julie Weidner, explained that she and her husband Mike would like to build a house Southwest of Norfolk since they are both employed in Norfolk. She stated that their son will be purchasing their acreage and continue their cow/calf operation. She stated that she is tired of the long drive.

Commissioner Schmidt asked if a driveway needs to be installed and Mrs. Weidner responded that there is an existing driveway.

No one spoke in opposition to the special use permit application. Chairman Prauner closed the hearing at 9:48 A.M.

After discussion, the following resolution was introduced:

RESOLUTION #2016-19

A RESOLUTION GRANTING A CONDITIONAL USE PERMIT FOR CERTAIN LAND LOCATED IN THE COUNTY OF MADISON, NEBRASKA UNDER AUTHORITY GRANTED BY THE MADISON COUNTY ZONING AND SUBDIVISION RESOLUTION AND LEGISLATIVE BILL 186 (1978)

WHEREAS, a recommendation has been received from the Madison County Joint Planning Commission and

WHEREAS, notice of public hearing was published in the April 23, 2016 edition of The Norfolk Daily News, and a public hearing was held by law.

WHEREAS, the Madison County Joint Planning Commission and the Madison County Board of Commissioners have established the following Statement of Finding of Facts:

1. This application is consistent with the Madison County Comprehensive Plan, Zoning and Subdivision Regulations and the Zoning Map.
2. The property is zoned as A1 Agricultural Intensive.
3. The Lotsplit for this property was approved in 2013 and the Weidner's would now like to build a home on the tract which consists of 8.12 acres and has access to an improved county road.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Commissioners of Madison County, Nebraska, hereby grants a Conditional Use Permit to Mike and Julie Weidner to build a house on less than 40 acres on the following described land:

Robert C. Werner's Lotsplit in part of the Northwest ¼ of the Northwest ¼ of Section 12, Township 23 North, Range 2 West of the 6th P.M., Madison County, Nebraska

This Conditional Use Permit shall be subject to the following conditions in addition to those established with the Madison County Zoning and Subdivision regulations:

1. This Conditional Use Permit is permanent and may be transferred between owners.
2. This Conditional Use Permit allows a single family home on less than 40 acres.
3. With the passage of this permit, the applicant and/or residence builder realizes that the new residence is going to be subject to livestock odors, dust and general nuisances. This does not, however, mean that the applicant is giving up the right to be protected by Madison County and the State of Nebraska.
4. The applicant should be aware it is his responsibility to remove any Nebraska Noxious Weeds found on the property at any time after the approval of this application by the County Board of Commissioners.
5. A copy of the signed permit must be recorded with the County Register of Deeds office by applicant.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that upon taking effect of this Resolution, the above Conditional Use Permit shall be entered and shown on the Official Zoning Map of Madison County, previously adopted by reference, and said zoning map is hereby reincorporated as a part of the Madison County, Nebraska Zoning and Subdivision Resolution as amended.

Motion was made by Ohl and seconded by Schmidt that the foregoing resolution be adopted. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

The following County officials were in attendance for discussion on health insurance benefits for County employees for the 2016-2017 fiscal year: County Assessor Jeff Hackerott, County Treasurer Donna Primrose, Register of Deeds Nancy Gross, Clerk of the District Court Monica Rotherham, County Attorney Joseph Smith, and County Sheriff Vern Hjorth. Also in attendance were County employees Matthew McCart, Dave McCart, and Jon Downey.

Commissioner Ohl reported that NACO Benefit Services released the health insurance rate changes, which is an increase of 6%. He stated that the Board wants to discuss health insurance benefits, the needs for the County, and other challenges that have come up in the last several years in terms of hiring, and what kinds of benefits are provided to employees in terms of family and spouse benefits. He stated that NACO provided a variety of options for the basic health insurance that can be offered by the County. He explained that the options range from a \$500 deductible plan up to a \$2,750 deductible plan with an HSA. He reported that the current plan offered to County employees is a \$1,500 deductible plan and most of the employees have family and spouses covered on the plan. Commissioner Ohl stated that one of the concerns over the past several years is benefits for employees' spouses and family members. He explained that employees that were hired after September 2010 are not provided with family and spousal benefits paid by the County, even though they have the option to purchase this coverage. He stated that employees hired prior to this date are provided full coverage paid by the County. He said that there were opinions that the Affordable Care Act may consider the coverage difference discriminatory, but the requirement to equalize every employee to the same level has been pushed back the past several years. Commissioner Ohl said that a requirement to equalize coverage may be enacted next year; however, in terms of hiring staff it has been a challenge for the Sheriff's and Road departments, and other departments because new employees aren't offered the same benefits as current employees, so this has been challenging to keep the current work force and the insurance coverage is something that he thinks the Board needs to address this year. He said that a change in the insurance coverage has been an expectation of some of the new hires and some of the staff members in the Sheriff's office thought that the insurance would be changed this year because that is what had been suggested by the Affordable Care Act, so it is something that he wants the Board to address. Commissioner Ohl stated that the insurance coverage is something that he would like to see corrected, but at the same time there is an increase in cost to the County to provide the benefits and the Board needs to look at how the additional costs can be handled and what options are available. He said that some of the suggestions by NACO is looking at a higher deductible plan for all employees, provide a cash in lieu benefit, or take cash if the employees is eligible for Medicare. He explained that a number of organizations in the Norfolk area and other counties allow employees who have spousal or family coverage from a spouse to take cash in lieu of taking the County's insurance. He said that these options may offset or make up for additional costs if the decision is to provide spousal or family benefits for all employees.

Chairman Prauner stated that his personal opinion is that the County is having a hard time getting qualified people, whether it's for the road department or Sheriff's office, because everyone looks at health insurance in addition to wages. He stated that the County could consider raising the deductible. He asked how many new employees would want additional coverage and County Clerk Nancy Scheer responded that additional coverage requirements would need to be voluntarily submitted by employees because she does not have access to this personal data.

Commissioner Ohl stated that he looked at the insurance billing and determined that there may about 40 employees that may be impacted by the insurance change since 2010. He stated that in estimating the cost for additional coverage, the range could be between \$600,000 on the high end if everyone wanted family coverage to \$250,000 based on an average of coverage provided to other staff members. He said that making a change in insurance coverage would require the Board to look at a higher potential cost for the County, but again there may be some ways to make up for some of the additional costs keeping in mind that there is a 6% increase in insurance costs without making any other changes.

Commissioner Schmidt stated that elected officials have talked to him about the difficulty of hiring staff due to the health insurance differences between staff members. He said that he was interested in hearing from employees about the issue.

Clerk of the District Court Monica Rotherham asked if a survey could be submitted to all employees to obtain information about what coverage they want. She said that options could be provided by inquiring if employees prefer a higher deductible, or cash in lieu of coverage. Commissioner Ohl stated that if a survey is done, employees would not be forced to complete the survey, but the information would be helpful. Chairman Prauner said it may be a problem to get all employees to respond. Mrs. Rotherham stated employees may voluntarily provide information if it would benefit their families.

Matthew McCart stated that purchasing family insurance benefits is unaffordable through the County's plan. He stated that he knows one employee who is purchasing the family insurance and the only way he can offset the costs is by going to school full time and collecting money from the G.I. bill. He spoke on behalf of himself and stated that he re-joined the military and moved because he couldn't afford the health insurance last year when employed by the County. He stated that it was a hardship taking a leave of absence in hopes of getting better income and now he is back working for the County. He said that he is out of the military now and if the insurance can't be fixed it seems like employees are going to look elsewhere for employment and he may be looking at the military again.

Dave McCart stated that he hopes that the insurance gets changed so that employees will continue working for the County. He said that other jobs don't pay as well, but they have family insurance benefits and people look at that benefit. He said that the County needs to keep good employees.

Commissioner Schmidt asked if other law enforcement jobs have full family health insurance benefits or if the officers pay a portion of the premium. Dave McCart responded that other jobs have health insurance which is more affordable than the coverage offered by the County. Matthew McCart stated that other employees that he has spoken to pay a lower rate that is between \$200 and \$300 per month compared with much higher amounts for family coverage through the County.

Commissioner Schmidt asked elected officials if employees are willing to have a higher deductible or a less comprehensive plan to make the insurance more affordable so all employees could have the same insurance coverage. He said that employees that currently have full insurance coverage would be giving up some benefits so all employees could have the same coverage. He stated that an additional \$500,000 for insurance benefits is a huge expense and makes it difficult to give raises. He asked if employees who currently have family coverage are willing to give up some benefits in order for every employee to have the same coverage.

County Attorney Joseph Smith said that a lot of employees have worked many years for the County earning low wages. Chairman Prauner reported that the cost is about \$150 per month more per person for a \$1,500 deductible plan compared to a \$2,500 deductible plan.

Commissioner Schmidt stated that another option would be for employees eligible for Medicare. He said that a Medicare eligible employee would have a better policy for lot less money if they would be willing to go on Medicare and the County could pay for part or all of the supplemental premium by giving employees \$400 or \$500 per month. He said that this is just a figure he is suggesting, but it would be more cost effective instead of paying for insurance on the County's plan. He explained that a Medicare eligible employee would have little or no deductible and there are a lot of full-time employees who are 65 years of age and older.

County Treasurer Donna Primrose asked how many employees were over age 65 and Commissioner Schmidt responded that in Road District #1 has 4 or 5 employees that are over age 65m but he doesn't know the exact number. Commissioner Ohl explained that the cash in lieu of County insurance would be offered to all County employees and wouldn't be limited to employees over a certain age. He said that some employees may have a spouse who has coverage somewhere else and they could take the cash in lieu of insurance. He explained that this may offer a cost savings and also benefit some of the employees if they have a spouse who has insurance elsewhere.

Commissioner Schmidt stated that the Board is looking at all options so a decision can be made that is fair to everyone. Chairman Prauner asked if someone would volunteer to get information on which employees need spouse or family coverage. Commissioner Ohl said that he could obtain information from the payroll records, coordinate a voluntary survey, and make sure the survey gets completed. He said that the survey would be completely optional, but could help make a determination on what option may be best. Clerk of the District Court Monica Rotherham offered to assist with the survey and stated that the opinions of all employees would be beneficial if the Board is talking about raising the deductible, not just employees who don't have family insurance coverage paid by the County. Commissioner Schmidt stated that the Board is not saying that the deductible will be raised, or employees will be encouraged to switch to Medicare, so he encouraged officials to explain what was discussed.

County Treasurer Donna Primrose asked if a survey form could be developed listing the information that the Board wants which could be distributed and then be handed in anonymously. Commissioner Ohl stated that a survey could be put together and distributed electronically, so if employees don't have this option available to them, a form could be printed. Mrs. Primrose stated that employees in her office wouldn't have the electronic option. She said that a paper form with no name on it could be deposited in a box at the Clerk's office. She stated that she doesn't feel like she could tell the employees exactly what was discussed and relay the right information. She said that if the deductible is raised, her fear is that the County is paying less money for the premiums, but the insurance won't be used because many of the employees don't use the insurance enough to meet the deductible.

Commissioner Ohl stated that the \$2,500 deductible plan has a \$30 office visit co-pay, so for employees who are making regular office visits this could potentially reduce costs. He said that this plan would not be as much of a cost reduction for the County. Commissioner Schmidt stated that some County employees are completely healthy who don't go the doctor and other employees are going to the doctor all the time.

Chairman Prauner asked if County Sheriff Vern Hjorth was having trouble finding staff to work for his office or if staff are leaving due to the insurance benefits. Sheriff Hjorth responded that the insurance has been an issue ever since the spouse and family insurance benefit paid by the County was eliminated. He said that Matthew and Dave McCart are two examples of employees who don't have full insurance coverage paid by the County. He said that insurance is an issue, especially for young married employees who are raising a family.

Commissioner Schmidt stated that the Board members thought that the Affordable Care Act (ACA) would force the County to provide the same insurance coverage for all employees; however, the implementation date has been delayed the last two years. Chairman Prauner stated that his personal opinion is that an insurance change should be made. Commissioner Schmidt stated that if a change is made there is a possibility that pay raises may be delayed in the coming fiscal year. He said that no one knows now what the budget will look like now.

County Assessor Jeff Hackerott stated that this would be a valid question to put on the survey to see what the response is among employees. He said that it would be important to know if employees value the insurance or a raise more. Sheriff Hjorth stated that this question would probably not provide a realistic result because there would be a division of survey results between employees who have full insurance coverage compared to employees who don't have full insurance coverage. He said that this is a decision that the Commissioners simply need to make. Chairman Prauner stated that it would be good to have a survey to let employees have input.

County Treasurer Donna Primrose asked if the Board could legally take away full family or spousal coverage from employees. Commissioner Ohl responded that some organizations penalize employees if they use the insurance of the company when the spouse has insurance coverage through an employer. He said that, in his opinion, the County could force employees to drop coverage for a spouse if coverage is available with another employer.

Commissioner Schmidt stated that the Board members want to be as honest as possible, but he asked officials to be careful when talking to employees so they don't say something that wasn't said at the meeting. He said it makes it more difficult in the future if employees come up with the wrong idea about what the Board is trying to do. He stated that the Board is trying to do something that is very difficult and trying to be fair. Mrs. Primrose responded that if there was any thoughts about taking some insurance away it would affect a lot of older employees who can't get insurance. Commissioner Schmidt commented that everyone has the opportunity to get health insurance under the Affordable Care Act.

Sheriff Hjorth stated that the Board doesn't understand the prices of insurance. He reported that his daughter has three children and her insurance increased from \$450 per month last year to \$750 per month this year. Commissioner Ohl explained that people with average or above average income are technically subsidizing others and people with a lower income are getting subsidized insurance.

County Sheriff Vern Hjorth stated that he couldn't image that it would be an easy decision for him to make if he was in the shoes of the Board members. He said that he would go with family insurance because he can't imagine anyone not caring about fellow employees enough that they wouldn't agree.

Commissioner Schmidt said that anyone who has input should let the Commissioner know because that helps the Board make a better decision. Commissioner Ohl said that the Board would continue to discuss the issue and a representative from Blue Cross Blue Shield will come to the next Commissioners' meeting. He said that a survey would be distributed to get feedback from all the employees. He stated that they understand that perceptions are going to be different depending upon when employees were hired so they would like feedback from everyone and really getting input to make sure they are making decisions that employees feel like they have been able to communicate with the Commissioners. He said anyone could call one of the Commissioners at any time, or provide additional input in person, through email, or by phone, before they discuss the matter at the next meeting.

County Treasurer Donna Primrose asked how soon a final decision would be made on the insurance and Chairman Prauner responded that a decision must be made by June 1, 2016. Commissioner Schmidt stated that they would gather information and discuss it at the next meeting. He expressed appreciation to everyone who took time to attend the meeting.

Deputy Sheriff Jon Downey said that he personally appreciated the openness that the Commissioners demonstrated in talking about the insurance and making everyone welcome enough to come to the meeting. He said that this breaks down a huge barrier that exists between the Commissioners and staff. He stated that if the Board wants to conduct an electronic survey he could set it up after the Commissioners give him the questions.

Commissioner Schmidt thanked Deputy Downey for his comments and stated that the Commissioners want an open door. He explained that the Board doesn't want to do something that employees read in the paper. He stated that he wants everyone to feel welcome to talk to the Commissioners, especially about issues that affect staff members. He said that he won't say that the Commissioners will make the most popular decision, but they will try to make a decision that is good for employees and also for the County. He said that they would try to do the best they can to come up with a good solution.

Chairman Prauner stated that employees should go to their elected official with their opinions. He explained that Commissioner Ohl was recently appointed to the NACO insurance committee so he knows about the insurance issues.

No action was taken.

Jeff Treu, sales manager for Lifeguard, and Cleone Schwede, Assistant Foreman for Road District #3, were present to discuss the purchase of defibrillators for the County. Commissioner Schmidt reported that NIRMA recommends putting another automated external defibrillator (AED) in the Courthouse.

Mr. Treu reported that has been an EMT for 38 years and a paramedic for 16 years and he uses a defibrillator all the time. He explained that when a person's heart stops, the AED will start up the heart again. He said that the three companies making AED units are Physio, Zoll, and Philips. He explained that he works for a company that sells Philips AED units and all units must be approved by the Food and Drug Administration (FDA). He reported that he likes the Philips AED units because Philips is the only unit that FDA will approve to put into use without a prescription from a doctor and is the only AED which can be used on any surface. Mr. Treu said that the AED units are very easy to use and two different models are available. He reported that the unit has an eight year warranty and the battery has a four year warranty. He recommended that each unit include a fast start kit. He conducted a demonstration of the defibrillator.

Mr. Treu submitted a quote for six DDE-61304 defibrillators in the amount of \$11,761.20 and another quote for six DDE-5066 defibrillators in the amount of \$8,413.20. He explained that cases for the units are not included in the quotes. Commissioner Schmidt asked if grants are available to purchase defibrillators and Mr. Treu responded that grants are available to put defibrillators in patrol cars.

Commissioner Schmidt stated that purchasing a defibrillator for the rotunda is not a critical issue, so they can delay a decision until funds are available. Chairman Prauner stated that he would like to see defibrillators in each road shop. County Highway Superintendent Richard Johnson stated that if the County wants to purchase six defibrillators, additional quotes should be obtained to comply with the County Purchasing Act. Chairman Prauner directed road foreman Cleone Schwede to obtain two additional quotes for defibrillators.

No further action was taken.

The following written reports and correspondence were reviewed:

- 1) Fund balance report
- 2) Sale of surplus property report

The following claims were audited:

GENERAL FUND		
Total Net Payroll		139,611.17
Advanced Correctional Healthcare	Medical Contract, County Jail	11,375.56
Ag Spray Equipment	Repairs, Noxious Weed	95.03
Mark D. Albin	Legal Services, District Court	11,485.73
American Family Life Assurance Co.	Insurance Premiums	833.15
American Life Insurance Corp.	Insurance Premiums	386.80
Antelope County Court	Certified Copies, Law Enforcement	8.50
Appeara	Mat Service, Public Defender	29.91
Appeara	Mat Service, Courthouse	20.00

AS Central Services	Telephone Services, Zoning Department	23.24
AS Central Services	Teletype Service, County Sheriff	262.29
AS Central Services	Teletype Service, County Jail	441.71
AS Central Services	Telephone Services, Noxious Weed	23.24
AS Central Services	Telephone Service, Veterans Service	68.60
Kathy Baker	Professional Services, Mental Health	120.00
Lucinda Bauer	Legal Services, County Court	627.24
Addisen Beck	Mileage, Juvenile Accountability	96.70
Black Hills Energy	Utilities, Zoning Department	17.48
Black Hills Energy	Utilities, Noxious Weed	17.49
Black Hills Energy	Utilities, Veteran Service	47.28
Blue Cross Blue Shield of Nebraska	Insurance Premiums	134,195.05
Bob Barker Company Inc	Supplies, County Jail	365.72
Lori Bohn	Supplies, County Court	18.25
Bomgaars Supply	Supplies, County Sheriff	5.99
Bomgaars Supply	Supplies, Noxious Weed	25.43
Bessie Bove	Prior Services, Courthouse	12.00
John Buck	Contractual Services, Juvenile Accountability	32.50
Business Telecomm Systems	Telephone Repairs, County Attorney	603.73
Business Telecomm Systems	Equipment, Courthouse	924.00
Cableone	Internet Services, Public Defender	149.12
Cableone	Cable Television Services, County Sheriff	163.30
Cableone	Internet Services, Probation Office	255.47
Kay Cantrell	Tutoring Services, Juvenile Accountability	190.00
Carney Law, P.C.	Legal Services, County Court	450.00
CBM Managed Services	Meals, County Jail	7,214.69
Century Link	Telephone Service, County Jail	17.66
Champs, Inc.	Maintenance Contract, County Jail	2,896.82
Maria Izabel Chavez	Interpreter, Public Defender	45.00
City of Madison	Utilities, Courthouse	162.51
City of Norfolk	Utilities, Probation Office	61.36
Colonial Life and Accident Insurance	Insurance Premiums	400.08
Connecting Point	Equipment, County Clerk	136.00
Connecting Point	Equipment, District Court	68.00
Connecting Point	Repair, County Jail	65.00
Connecting Point	Supplies, Probation Office	159.32
Constellation Newenergy	Utilities, Zoning Department	25.03
Constellation Newenergy	Utilities, Courthouse	615.70
Constellation Newenergy	Utilities, County Jail	1,232.61
Constellation Newenergy	Utilities, Noxious Weed	25.03
Karen Coolidge	Tutoring Services, Juvenile Accountability	155.00
Copycraft Printing	Supplies, Public Defender	72.80
Culligan	Supplies, Juvenile Accountability	44.75
Cuming County Clerk	Contractual Services, Juvenile Accountability	955.92
Discount Dent Supply.com	Supplies, County Sheriff	61.55
Douglas County Treasurer	Autopsy, Law Enforcement	313.35
Eakes Office Solutions	Supplies, County Clerk	17.21
Eakes Office Solutions	Supplies, Zoning Department	16.50
Eakes Office Solutions	Supplies, District Court	92.84
Eakes Office Solutions	Courthouse	294.76
Eakes Office Solutions	Supplies, County Sheriff	119.98
Eakes Office Solutions	Supplies, County Jail	1,185.82
Eakes Office Solutions	Supplies, Probation Office	536.84
Eakes Office Solutions	Supplies, Noxious Weed	16.49
Egan Supply Co	Supplies, Courthouse	238.38
Election Systems & Software	Ballot Printing, Programming, Election Commissioner	10,952.26
Electronic Contracting Company	Supplies, County Jail	425.18
Ewalt Law Office, P. C., LLO	Legal Services, County Court	135.00
Fairfield Inn & Suites by Marriott - Kearney	Lodging, County Sheriff	205.90
Helen Finkral	Prior Service Benefits, Courthouse	23.08
First Concord Benefits Group	Administration Fees, Flex Plan	2,530.39
Floor Maintenance & Paper Supply	Supplies, County Jail	72.76
Frontier	Telephone Service, Courthouse	1,050.51
Galls/Quartermaster	Supplies, County Jail	115.42
Gillette Printing	Supplies, County Sheriff	85.00
Goodlife Counseling	Professional Services, Juvenile Accountability	65.00
Gordy's Towing & Repair	Repairs, County Sheriff	138.29
Hall County Court	Certified Copies, Law Enforcement	2.50
Hamilton County Sheriff	Civil Service Fees, County Court	19.00
Hilliges and Associates, LLC	Polygraph Exam, Law Enforcement	250.00
Jeffrey L. Hrouda	Legal Services, County Court	1,318.65
Interstate All Battery Center	Supplies, County Sheriff	203.80
Jack's Uniforms & Equipment	Supplies, County Sheriff	259.83
Nancy Jochum-Schramm	Court Reporting, Mental Health	50.00
K & M Reporting	Deposition, Law Enforcement	73.60
Kiernan Law, P.C., LLO	Legal Services, District Court	727.50

Kelly Supply Company	Supplies, Courthouse	425.18
Linsali, Inc.	Contractual Services, Reappraisal	14,943.00
Love Signs	Signage, Courthouse	100.00
Lynn Peavey Company	Supplies, County Sheriff	157.00
Madison County Clerk	Tax Deposit	53,288.97
Madison County Court	Civil Service Fees, County Court	609.24
Madison District Court	Civil Service Fees, District Court	464.30
Madison County Sheriff Inmate Fund	Furniture, Supplies, County Jail	495.89
Madison County Sheriff	Professional Fees, Mileage, Mental Health	181.93
Madison County Sheriff	Supplies, County Sheriff	227.92
Madison National Life Insurance Co. Inc.	Insurance Premiums	145.58
Maintenance Engineering LTD	Supplies, County Jail	922.14
James Marshall	Mileage, Tutoring Services, Juvenile Accountability	466.82
Dustin Martin	Mileage, Juvenile Accountability	170.64
Susan McKenzie	Transcription Services, County Court	71.45
Menards	Supplies, Zoning Department	19.45
Menards	Supplies, Courthouse	9.90
Menards	Supplies, Noxious Weed	10.17
Metropolitan Compounds Inc.	Supplies, Courthouse	356.26
Midwest Plumbing & Heating	Repairs, County Jail	487.33
Morland, Easland, and Lohrberg	Legal Services, County Court	325.68
Moyer & Moyer	Legal Services, District Court	1,277.50
NACO	Registration, County Clerk	95.00
NACO	Registration, Register of Deeds	95.00
National Enterprise Systems	Garnish of Wages	207.06
Nationwide Retirement Solutions	Deferred Comp	2,005.00
NE Clerk of District Court Assn.	Registration, District Court	35.00
Nebraska Child Support Payment Center	Garnish of Wages	276.92
Nebraska Public Power District	Utilities, Zoning Department	90.64
Nebraska Public Power District	Utilities, Veteran Service	38.96
Nebraska Public Power District	Utilities, Noxious Weed	279.59
Shawn Nielsen	Repairs, County Sheriff	39.78
Maria Nievas Salavera	Meals, Juvenile Accountability	22.92
Norfolk Auto Center	Repairs, County Sheriff	965.47
Norfolk Auto Center	Parts, Repairs, Noxious Weed	20.00
Norfolk Daily News	Publication Costs, Reappraisal	178.50
Norfolk Daily News	Publication Costs, Courthouse	234.34
Northeast Nebraska Economic Development District	Administration Fees	180.90
Northeast Nebraska Juvenile Service	Video Conferencing, Juvenile Accountability	100.00
Northeast Nebraska Juvenile Service	Boarding Fees, Juvenile Detention	217.50
One Office Solution	Supplies, County Clerk	181.26
One Office Solution	Supplies, Furniture, Public Defender	2,033.99
One Office Solution	Supplies, County Sheriff	494.60
One Office Solution	Supplies, County Attorney	168.50
One Office Solution	Supplies, County Jail	439.00
One Office Solution	Supplies, Probation Office	149.00
One Office Solution	Supplies, Equipment, Veterans Service	1,653.38
William Ouren	Contractual Services, Law Enforcement	150.00
Sherry Peterson	Lodging, Meals, Juvenile Accountability	1,078.01
Pfeifer Auto Body	Repairs, County Sheriff	2,181.55
Physicians Laboratory, P.C.	Autopsy, Law Enforcement	2,130.00
Pitney Bowes Inc.	Supplies, Lease, Courthouse	1,185.12
Susan K. Pohlman	Tutoring Services, Juvenile Accountability	345.00
Fabian Ramirez	Supplies, Juvenile Accountability	147.00
Retirement Plans Division of Ameritas	Employee Retirement	9,505.67
Retirement Plans Division of Ameritas	Employer Retirement	13,900.28
Monica Rotherham	Mileage, District Clerk	53.46
Sanne Repair	Repairs, County Sheriff	14,340.82
Judy Schroeder	Prior Service Benefits, Courthouse	11.00
Scottsbluff Co. Sheriff	Civil Service Fees, County Court	21.64
Secretary of State	Certified Copies, Law Enforcement	20.00
Stanton County Court	Certified Copies, Law Enforcement	3.50
Stratton, DeLay, Doele, Carlson & Buettner, P.C., LLO	Legal Services, County Court	1,225.00
Michelle Sullivan	Meals, Juvenile Accountability	26.87
T. O. Haas Tire	Repairs, County Sheriff	23.70
The Change Companies	Books, Juvenile Accountability	290.25
The Farner Co., Inc.	Supplies, County Jail	38.83
Thompson Reuters-West	Subscription, District Court	140.00
Thompson Reuters-West	Subscription, Public Defender	281.67
Thompson Reuters-West	Subscription, County Sheriff	648.00
Thompson Reuters-West	Subscription, County Jail	243.00
Thompson Reuters-West	Subscription, Courthouse	243.00
Tilden Citizen/Meadow Grove News	Publications, Election Commissioner	201.50
Top Quality Glove	Supplies, County Jail	697.69
United States Postal Service	Postage, Probation Office	1,315.00
US Bank Corporate Payment System	Travel Expenses, Supplies, County Sheriff	896.33
US Bank Corporate Payment System	Travel Expenses, Supplies, Juvenile Accountability	1,376.31

Jessica Vaughn	Supplies, Veterans Service Office	7.49
Verizon Wireless	Telephone Services, Courthouse	48.72
Verizon Wireless	Telephone Services, Reappraisal	40.01
Verizon Wireless	Telephone Services, County Sheriff	1,574.27
Verizon Wireless	Telephone Services, Law Enforcement	81.02
Verizon Wireless	Router Services, Courthouse	78.04
Wal-Mart Community	Supplies, County Attorney	40.15
Wal-Mart Community	Supplies, Juvenile Accountability	389.67
Zee Medical Service	Medical Supplies, County Sheriff	66.70
Zee Medical Service	Medical Supplies, County Jail	95.55
Zippy Lube	Repairs, County Sheriff	88.37

ROAD/BRIDGE FUND

Total Net Payroll		29,869.05
American Family Life Assurance Company	Insurance Premiums	519.83
Ameritas Life Insurance Corp.	Insurance Premiums	98.64
AS Central Services	Telephone Service	24.24
B's Enterprises Inc.	Culverts, Grader Blades	5,640.80
Barco Municipal Products Inc.	Supplies	198.86
Battle Creek Farmers Coop	Fuel	6,092.08
Battle Creek Municipal Light & Power	Electrical Service	216.02
Bauerbuilt Tire	Repairs, Tires	7,084.53
Black Hills Energy	Utilities	323.99
Blue Cross Blue Shield of Nebraska	Insurance Premiums	28,131.56
Bomgaars Supply	Supplies	189.24
Brandl Electric	Repairs	163.22
Choice Foods	Supplies	51.96
City of Madison	Utilities	572.46
City of Newman Grove	Utilities	54.00
City of Norfolk	Supplies	10.00
Colonial Life and Accident Insurance	Insurance Premiums	153.37
Constellation Newenergy Gas Division, LLC	Gas Service	1,118.08
Dale R. Johnson Ent. Inc.	Gravel	8,201.48
Eastern Nebraska Telephone	Telephone Service	52.25
Eastern Nebraska Trailer Repairs Inc.	Parts	17.76
Fastenal Company	Parts	15.17
First Concord Benefits Group	Flex Plan, Administration Fees	350.34
Fischer Oil Sales	Supplies	79.20
Frontier	Telephone Service	174.63
Jared Gubbels	Trucking Services	345.00
Jebro Inc	Asphaltic Materials	6,165.67
John Deere Financial	Equipment Lease	1,987.50
Johnson's Ornamental Iron	Repairs	210.00
K & S Door Co./Overhead Door	Repairs	47.00
Kelly Supply Company	Parts	298.15
Ken's Trailer Sales & Repairs	Parts	128.00
Loup Power District	Electrical Services	137.43
Madison County Clerk	Tax Deposit	11,032.92
Madison National Life Insurance Inc.	Insurance Premiums	33.04
Mainelli Wagner & Associates, Inc.	Consulting Services	1,912.50
Matheson Tri-Gas Inc	Supplies	342.72
Matteo Sand & Gravel	Gravel	25,629.48
Medical Enterprises Inc.	Medical Testing	103.00
Menards	Supplies	207.84
Myers Tire Supply	Repairs	47.15
Nationwide Retirement Solutions	Deferred Compensation	135.00
Nebraska Child Support Payment Center	Garnish of Wages	93.24
Nebraska Harvestore Systems	Parts	9.00
Nebraska Public Power District	Electrical Services	130.21
Nedrow's Inc.	Repairs	570.56
Pollard Pumping Inc	Repairs	220.00
Prime Sanitation	Garbage Services	53.75
RDO Trucking	Parts	128.00
Renner Auto Body	Repairs	4,080.00
Retirement Plans Division of Ameritas	Retirement Contributions	4,624.97
Seals and Service Inc	Repairs, Parts	162.28
Jack Sobotka	Repairs	109.49
Steven Sparr	CDL License	31.00
T-Bone North	Fuel	187.01
Telebeep Wireless	Telephone Service	22.11
TWD Lock, Safe & Key	Repairs	70.00
Village of Meadow Grove	Utilities	70.00
Volk Specialties LLC	Parts	439.87
Zoubek Oil Company Inc.	Fuel	3,509.50

VISITORS PROMOTION FUND

Norfolk Area Visitors Bureau	Administration Fees	845.89
------------------------------	---------------------	--------

	VISITORS IMPROVEMENT FUND	
Norfolk Area Visitors Bureau	Administration Fees	3,710.49
	911 EMERGENCY FUND	
Century Link	Telephone Services	779.91
Frontier	Telephone Services	164.10
	LAW ENFORCEMENT OPERATING FUND	
Eakes Office Solutions	Supplies	67.80
Encartele Inc	Phone Cards	3,000.00
Food Express	Supplies	93.60
Madison County Sheriff Inmate Fund	Supplies	433.90
Sherwin-Williams	Paint	53.96
	ROAD/BRIDGE BOND FUND	
Frontier Bank	Interest, Bond Payment	374,957.50

Motion was made by Schmidt and seconded by Ohl 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 11:55 A.M. to Tuesday, May 17, 2016 at 9:30 A.M.

County Clerk Nancy Scheer

Jim Prauner, Chairman
County Board of Commissioners