

## COMMISSIONERS PROCEEDINGS

Madison, Nebraska

September 22, 2015

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, September 17, 2015 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.

Following a moment of silence and the Pledge of Allegiance to the flag of the United States of America, Chairman Christian Ohl 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, County Highway Superintendent Richard Johnson. Road foremen Don Eucker and Jeff Schroeder, Norfolk Daily News reporter Jerry Guenther, US92 reporter Eric McKay, and WJAG reporter Susan Risinger were present until 10:36 A.M.

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

- 1) Approval of minutes of the September 9, 2015 meeting
- 2) Authorization to dispose of nonfunctional computer equipment to Roy Scorup for the sum of \$135.00
- 3) Approval of a contract with Linsali, Inc. in the amount of \$64,000.00 for re-appraisal services in the City of Norfolk
- 4) Approval of Change Order No. 1 on Project No. C-59-405, located on 840th Road approximately 1.5 miles East of Battle Creek, resulting in an estimated net increase of \$3,575.54
- 5) Approval of Change Order No. 1 on Project No. C-59-581, located on 539th Road approximately 5 miles South of Meadow Grove, resulting in an estimated net increase of \$67,683.26

- 6) RESOLUTION #2015-42

WHEREAS, Check No. 15090035, dated September 9, 2015, and drawn on the General Fund in the amount of two dollars and fifty cents (\$2.50), was made payable to Dodge County Court, 428 N. Broad Street, Fremont, Nebraska 68025 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. 15090035, dated September 9, 2015, and drawn on the General Fund in the amount of two dollars and fifty cents (\$2.50), is hereby cancelled.

- 7) RESOLUTION #2015-43

WHEREAS, the final plat of Evergreen Hill 2nd Addition, Phase 1 consisting of Lot 1 through 5, was approved by the Board of Commissioners of Madison County on July 22, 2008; and

WHEREAS, said plat was filed for record in Cabinet 6, Sheet 11A in the office of the Register of Deeds of Madison County; and

WHEREAS, the Board of Commissioners has received a request from Evergreen Hill Golf, Inc., owners of Lot 1 in the addition, that said Lot 1 be vacated.

NOW, THEREFORE, BE IT RESOLVED, that Lot 1 of Evergreen Hill 2nd Addition, Phase 1 is hereby vacated.

BE IT FURTHER RESOLVED that this resolution shall be filed with the Madison County Register of Deeds.

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

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

Ruth Matthew-Mott, program director of CASA of Northeast Nebraska, presented information regarding the Court Appointed Special Advocate program. She reported that the agency advocates for children in the Court system because of abuse and neglect. She explained that she has 11 volunteers who are advocating for 19 children and that there are currently 6 inactive volunteers who aren't currently assigned to a case. She explained that she is starting a new class on October 4th to train volunteers to work with the CASA program. She stated that a background check is completed on each volunteer with the cost ranging between \$25 and \$50.

Ms. Matthew-Mott explained that the CASA program started in Madison County in 1997. She explained that she is always in need of volunteers and the qualifications to become a volunteer are a love for children, a willingness to help families, no criminal history, and be 21 years of age. She stated that no special background is required to become a volunteer because 30 hours of initial training are provided and 12 hours of annual training. She explained that a workbook provided by the National CASA Association is used during the initial training. She reported that they complete five chapters of the study guide together as a group and five chapters are completed individually by each volunteer. She stated that at the end of training the volunteers observe Court and a Judge administers a confidentiality oath before the volunteer is assigned a case.

Commissioner Schmidt asked who the volunteers consult with if they have any questions and Ms. Matthew-Mott responded that volunteers can direct questions to her and if she can't answer them, she consults with the State CASA Director. She explained that she meets with the volunteers several times each year and the CASA Board of Directors meet quarterly. She explained that the volunteers can contact each other and they also must be careful to not disclose any names. She reported that most of volunteers have no preference on the type of case that is assigned to them; however, some volunteers don't want sexual abuse cases. She stated that there is a need for male volunteers and that many of the current volunteers live in the communities of Niobrara, Ponca, Hartington, Tilden, Hoskins, and Creighton, so she has a need for volunteers who live locally. She stated that they are the only CASA program in Northeast Nebraska, but there are 22 programs throughout the State of Nebraska.

Ms. Matthews Mott reported that the office hours are Monday through Thursday from 8 AM to 4 PM. She stated that she shares office space with several other agencies. She explained that funding for the CASA program is received from the County and United Way. She reported that she recently received a grant in the amount of \$6,087 from the State CASA Association.

Commissioner Prauner inquired what the average number of hours that a volunteer dedicates to a case. Ms. Matthew-Mott responded that there are many factors that affect the length of a case and the hours required. She explained that a case closed yesterday that took about one year to complete and another case has been ongoing for three years. She further explained that some cases are not closed until the child is 19 years of age.

Commissioner Schmidt expressed gratitude to Ms. Matthew-Mott for her involvement with the CASA program and also thanked the CASA volunteers.

The County Board took no action.

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 were present for discussion on cost-of-living raises.

Commissioner Schmidt explained that during the last nine years, 3% cost-of-living increases were given six years and 2.5% increases were given three years. He stated that an employee who is currently being paid \$10 an hour received a wage increase of \$2.17 per hour during the last nine years. He reported that an employee earning \$16 per hour received an increase of \$3.06 per hour over the last nine years and an employee earning \$20 per hour received a wage increase of \$4.32 per hour during the last nine years. He stated that Chairman Ohl researched the federal cost-of-living increase with the current rate being 1.7%. Commissioner Schmidt proposed that a 1.7% cost-of-living increase be permitted and allow officials to work within their budgets to determine if an additional raise should be given to some staff members. He stated that when talking to County officials, some indicated that they have employees who are at the lower part of the pay scale and they would like to give a higher increase to some staff members. He stated that the elected officials work with their employees each day and have a better idea of what each employee should be paid and what the outside competition is paying.

County Attorney Joseph Smith stated that as Commissioner Schmidt pointed out, the cost-of-living is calculated on the basis of union contracts and other factors across the country. He stated that every employee should get a cost-of-living increase to stay equal with increased living costs. He stated that every official has employees, including the Commissioners, and there are some employees that a department maybe could do without and some employees that an official may want to give a raise. He stated that departments keep employees by staying competitive. He stated that he agrees that a percentage cost-of-living should be given to each employee and officials should give merit raises to employees to keep their office together. Mr. Smith stated that County jobs used to be very competitive; however, there are several reasons that they are not as competitive at this time. He stated that in previous years, the Courthouse could be filled with people who lived in Madison simply because of the health insurance provided by the County. He said that with budget constraints, the health insurance has been cut back and other businesses also provide health insurance. He stated that he does not agree that every employee should get \$.10 or \$.25, because that would be illogical. He stated that a cost-of-living increase, plus whatever merit raises are within the budget at the officials' discretion, is the way to go.

Commissioner Prauner stated that he doesn't know what the cost-of-living is based on because if you are a family of four, a 1.7% increase is not much. County Attorney Joseph Smith stated that he usually figures a 2% cost-of-living. He said that the formula to calculate the cost-of-living may have changed for some federal programs.

County Sheriff Vern Hjorth said that he discussed salary increases with Commissioner Schmidt. He stated that on July 14, 2015 he received a memo from the County Commissioners asking the departments to keep budget increases to 2.5%. He said that typically the 2.5% increase is translated to salaries, so to discuss salary changes at this point, after the budgets are set, is difficult. He explained that he used a 2.5% increase for all employees in his departments when compiling the budget and now the proposed increase creates an imbalance with regard to using a 1.7 cost-of-living increase along with merit raises for some employees. He stated that he has a real issue with this disparity. He said that he would be in favor of using a 2.5% increase for every employee this year and setting up a committee to look at different ways of making salary adjustments for the next fiscal year. Sheriff Hjorth explained that his budget is set, so 0.5% change is thousands of dollars since his total budgets are approximately \$3 million.

County Attorney Joseph Smith stated that the memorandum given to the departments prior to submitting budgets reflected a 2.5% increase, so most departments assumed it that this also referred to the cost-of-living increase for employees. He suggested that the Board of Commissioners not automatically adopt the cost-of-living established by the federal government next year.

County Sheriff Vern Hjorth stated that he recalls when the federal cost-of-living increase was between 5% and 8%, but the federal government maintained an increase much lower. He said that approximately 65 employees work in the law enforcement departments, which is a significant budget impact. He stated that he doesn't have any fluff in his budgets and the amounts given to the County Board are the actual cost to operate the various divisions of his office.

Commissioner Prauner stated that he understands Sheriff Hjorth's comments since the budget is already set. He agreed that this matter needs to be discussed much sooner for the next this fiscal year.

Chairman Ohl stated that one of the items pointed out by Commissioner Schmidt was to give a 1.7% cost-of-living increase and then allow officials the flexibility to make determinations about the final wage amount for each employee in their departments. He asked if this seems fair to the County officials or if they would prefer the Commissioners to make the decision on wage changes. Sheriff Hjorth responded that by State Statute, part of the Commissioners' responsibility is setting salaries. He stated that traditionally the Commissioners have made the decision on setting wages. He said that he does not have an issue with merit raises; but, he doesn't have time to plan for it in this fiscal year because the budget is already set.

Commissioner Schmidt explained that if the County Commissioners agree on a 1.7% cost-of-living increase, the official could give a 2.5% increase just like Sheriff Hjorth planned. He said that if a different office wanted to vary the salary increases, it could be done. Sheriff Hjorth responded that he will give each employee in his department a 2.5% salary increase because that is how he planned the budget. He said that if he gives his employees a 2.5% increase and another official gives a 3% or 4% increase, then there is an injustice.

Clerk of the District Court Monica Rotherham stated that she is slightly confused because the memorandum received from the Commissioners in July stated that the maximum budget increase should be 2.5%. She said that if the budget could be cut somewhere else to decrease costs in one area to pay somebody who has worked in the office for 18 years a little more, and then once the budget was approved, she thought that was okay. She stated that now it sounds like, even though the budget was approved, that doesn't necessarily mean that the raises that are planned in the budget go into effect.

Commissioner Schmidt stated that the Commissioners did not examine the wages or specific operating costs for every department. He explained that the Commissioners asked that the total budget be limited to a 2.5% increase. He said that if an official wanted to leave the operational costs at the same amount and put the entire budget increase in personnel costs, that is the decision that should be made by each elected official. He said that Sheriff Hjorth said that the wages should be set by the County Commissioners; however, he does not agree with that statement. He stated that, in his opinion, the Commissioners have a responsibility to set the cost-of-living increase. He said that the elected officials work with their employees every day and know who deserves a wage increase. He said that if an official wants to compensate all the employees with a 2.5% increase, he does not have a problem with that; however, if the official wants to give an employee who makes \$17/hour the cost-of-living increase, but give someone else who is only being paid \$12/hour, an extra \$1/hour increase, that is strictly up to the elected official. He said that this is a decision that the Commissioners don't want to get involved with. He explained that the officials are elected and have a budget, so the officials need to work within the budget to give raises. He said that as a Commissioner, he doesn't want to tell the elected officials how much to pay their employees. He explained that if two employees are doing the same work and one is being paid \$16/hour and another is being paid \$14/hour, the Commissioners are giving the official the opportunity to change the wages. He said that the Commissioners are not saying that the employees should be paid the same; however, using his proposal, the officials would have this option. He said that if the Commissioners make a decision that all employees must receive a 2.5% increase, there wouldn't be an option to level the wages for certain employees.

County Sheriff Hjorth stated that a number of years ago, the elected officials work together to develop a salary structure for every County employee based upon their job description. He stated that this proposal should be analyzed again. He explained that some supervisory positions are paid higher wages, but most clerical staff positions should be paid the same. He stated that there should be more compatibility in the wages because there currently is a terrible differential in the current wages. He stated that he didn't know that anyone working for the County was only earning \$10 per hour.

Commissioner Schmidt stated that he reviewed the current payroll and there are two employees being paid in the \$10 per hour range, six employees earning in the \$11 range, seven employees earning in the \$12/hour range, 10 employees earning in the \$13/hour range, 20 employees earning in the \$14/hour range, and so on. He said the County Clerk Nancy Scheer pointed out that this conversation needs to be held in June instead of September. He stated that the elected officials should hold the Commissioners to this next year. Sheriff Hjorth suggested that this conversation should start even earlier, maybe in April or May.

Chairman Ohl stated that the idea of setting an initial 1.7% cost-of-living increase is to create a base and then allow officials to make the determination from that point. He stated that if it is most effective for officials to keep the wage increase at 2.5% increase, then this should be done. He stated that the Board wants to allow the flexibility and opportunity for officials to make adjustments as they see fit rather than mandating from the County Board level what needs to be done. He agreed that the wage adjustment needs to be addressed at a much earlier time because if it's causing a hardship and inconvenience for each office, the County Board does not want to do that. He stated that the recommendation is to allow flexibility if that is an option for the elected official. He asked if there were additional comments based on today's decision.

County Treasurer Donna Primrose questioned what the Board's decision is because it is difficult to know if she is opposed. Commissioner Schmidt stated that he will make a motion to allow a 1.7% cost-of-living increase with each official given the discretion to give merit raises based on the budget approved for the fiscal year. He stated that part of his motion will also include a statement to give one increase through the year.

Clerk of the District Court Monica Rotherham stated that she recently hired an employee and told her that she would have a six-month review to discuss a pay raise at that time. Commissioner Prauner stated that as long as the funds were included in the budget it wouldn't be a problem. He said that, in his opinion, elected officials should set the wages of staff members who are working for them because they know who needs the wage adjustments. He said that the budget was approved at 2.5% increase and it is up to the elected officials to put the 2.5% budget increase in whatever categories they felt necessary. He said that no budget changes can be made now. He explained that there is disparity in the road department because most employees are being paid \$16.40/hour and private contractors are being paid \$22/hour for employees who are doing the same type of work. He explained that the health insurance benefits were decreased because of the cost.

County Treasurer Donna Primrose stated that 1.7% cost-of-living increase for the lower paid employees is considerably less than for employees on the higher end of the pay scale. She said that the employees at the lower end of the pay scale will always be on the lower end of the pay scale and will never catch up, so this is why using a percentage is hard to do.

Chairman Ohl explained that all the Board is suggesting is that the officials need to adjust the wage 1.7% for the cost-of-living, but if there are some employees that are being paid a lower rate, the official has the flexibility to make adjustments. He said that the Board does not want to mandate that all employees wages need to increase at the same rate. He stated that maybe this topic needs further in depth discussion, but the thought was to allow more consideration from each official.

Sheriff Hjorth stated that his opinion is to leave the wage increases at 2.5% for every employee this fiscal year and then next year take a closer look at this issue. He said that the departments that have larger budgets will have more issues with this than officials who only have three or four employees because there isn't a large dollar amount impacting the budget.

Commissioner Schmidt asked how many officials would like a straight 2.5% increase for all employees and no one responded. Commissioner Prauner asked if the raises were already given. County Treasurer Donna Primrose responded that pay rate changes should have been made this pay period and weren't implemented. She said that the officials and employees found out that raises were delayed by reading the article in the newspaper. Commissioner Schmidt said that he didn't know what Mrs. Primrose was talking about because the Board considered the cost-of-living increases at the last meeting and tabled a decision. Mrs. Primrose said that the newspaper said that the Board had to talk about the wage increases and make a decision and that the County employees would not get their raise at the normal time which would have been this pay period. County Clerk Nancy Scheer explained that wage changes are given during the pay period that includes October 1st. Mrs. Primrose stated that it was normally the next pay period after the budget was approved.

Chairman Ohl apologized if the Board didn't get this decision made during the right time period. He said that it wasn't the Board's intent to do that. He explained that everything that the media reports in the newspaper is because the Commissioners are not allowed to discuss topics prior to the meeting. He said that each Board member doesn't know what the other Board members are going to say so each Board member is learning about the thoughts of the other members at the same time as the media. He stated that this is one of the challenges each Board member faces. He explained that they don't want to have a lack of communication with any employees or officials and that he could be improving his communication. He said that it wasn't the Board's intent to have the information provided to everyone through the newspaper. Mrs. Primrose stated that her intention was not to cause a problem. Chairman Ohl stated that he would be frustrated if he was an employee and finding out about this topic in the newspaper. Mrs. Primrose stated that her employees were not aware of a 2.5% budget increase. She stated that she has two situations in her office that she needs to straighten out with a former employee who came back to work and a new employee, so there may be more increases than 2.5% in these situations; otherwise, she is okay with the 2.5% increase.

Commissioner Schmidt asked how many officials would like the flexibility of giving a 1.7% cost-of-living increase and making other salary adjustments. Sheriff Hjorth asked what happens if the officials says to some employees that they are only worth a 1.7% increase and others are worth a 5% increase. He said that this will cause dissent within the office if this is done because everyone is accustomed to equality and everyone being equal. He said that this is something to consider before voting on this issue. He said that if an official has a number of employees and gives one employee a 1.7% increase, another employee a 4% increase, and another employee 3.5%, this will create an inter-office issue. He said that he will give a straight 2.5% increase.

Commissioner Schmidt explained that if an official has an employee making \$12/hour and gets a 2.5% increase, that is \$.30/hour and if an employee is paid \$16/hour, the 2.5% increase will be \$.40/hour. Sheriff Hjorth stated that the difference in hourly wages follows longevity because the employees who receive larger dollar increases have worked 10 to 20 years rather than 5 or 6 years. He said that this issue goes back to setting up a step program because his employees don't get a raise since they are all part of a step program. He said that with a step program, the step gets a salary increase and this step program has worked well for him for a long time.

County Treasurer Donna Primrose asked if the Sheriff's office gives more than one raise and Sheriff Hjorth responded that employees are paid a starting wage with increases given at six months and one year, and after that the salary increase is changed on an annual basis until the fifth year. He explained that after the fifth year, the employee gets a raise whenever the step amount is adjusted. Mrs. Primrose asked what amount of increase is given between the steps and Sheriff Hjorth responded that he doesn't know this information without looking at the pay schedule. Mrs. Primrose stated that these raises are more than she gives her staff.

Commissioner Schmidt stated that the Board doesn't want this issue to be contentious and there have been some disagreements during the discussion. He said that when people disagree with him he learns something. He said that if the Board approves his proposal then Sheriff Hjorth can stay with his 2.5% increase for all his employees and other officials can do something different. He said that the Board would be giving officials some flexibility and if there are interoffice differences, officials will need to work these out.

Chairman Ohl stated that in some of the offices, hiring employees is a challenge. He said that he knows it has been a challenge for the Sheriff and also for the road department. He said that the Board wants to consider that and make sure that the County is taking care of the employees and that the County is competitive in the future to make sure that the services from the County are well provided to the public. He expressed appreciation for the work done by all the officials. He said that the discussion, questions, comments, and suggestions were not intended to cause any kind of contention or argument, but it was simply to allow flexibility for the officials. He said that he doesn't know if that is the right decision, but the Board would certainly like to continue this discussion in the upcoming months and make sure that the County will be competitive, have great employees, and provide great services for the public in the years to come.

Sheriff Hjorth stated that there was a county official working years ago who said at every meeting that employees were lucky to have a job. He said that the reality of that is true; however, the vast majority of his employees are good and the County is lucky to have them employed because they are good people and work hard.

Commissioner Schmidt asked if anyone was strongly opposed to his proposal of giving a 1.7% cost-of-living increase and give officials discretion for additional amounts as permitted by the budget. He stated that County Clerk Nancy Scheer suggested making one pay increase per year. Commissioner Prauner stated that this makes sense. Commissioner Schmidt explained that this causes a problem in the road department if someone is hired because the employee is given a six month pay increase. County Clerk Nancy Scheer stated that her staff deals with pay changes at all times of the year and although there are challenges with pay rate changes her staff has been dealing with this for many years and will continue to deal with it. She said that maybe during the upcoming year many of the issues that were brought forward today could be worked through.

Motion was made by Schmidt and seconded by Ohl to give a 1.7% cost-of-living increase to hourly employees and give the officials discretion to use other funds in their budget for additional raises.

During discussion, County Treasurer Donna Primrose asked when the raises would be implemented. Commissioner Prauner said that if the Board approves the 1.7% increase then the officials will need to advise the Clerk's Office what was done with the other 0.8%. Commissioner Prauner said that personally he thinks this is a mess and he won't vote for the motion since 2.5% is already approved in the budgets. He said that the officials can still make a decision on what to spend the budget on without the Board telling them what to do because budgets increased 2.5% and that included salaries. He stated that if an official wants to give somebody a little bit more money, they can do that as long as they stay within their budget. He said that it will make a nightmare for the Clerk's Office because each employee may be paid a different rate and it will require more paperwork to get the payroll out on time. County Treasurer Donna Primrose stated that in the past the departments have just given the amount of change to the Clerk's Office. County Clerk Nancy Scheer explained that the pay rate changes will come through the time tracker software program and will be updated in the MIPS payroll program. She stated that if the rates were given to her in advance, they could make the changes in the MIPS payroll program prior to processing payroll on the Monday prior to the next meeting. Chairman Ohl reiterated that the Commissioners don't want the officials to make any big adjustments in payroll, so if officials have been planning on a certain increase, such as a 2.5% increase, he encouraged the official to continue to consider that unless there is some reason the official wants to make an adjustment. He stated that the Commissioners don't want to interrupt the plans of the officials, but want to allow flexibility as the official sees fit.

Roll call vote: Ayes, Ohl and Schmidt. Nays, Prauner. Motion carried.

The following written reports were reviewed:

- 1) Fund balance report
- 2) County Clerk August, 2015 fee report
- 3) Register of Deeds August, 2015 fee report

The following claims were audited:

GENERAL FUND		
Total Net Payroll		131,806.14
Adamson Industries Corp	Supplies, County Sheriff	959.90
Mark D. Albin	Legal Services, District Court	850.93
Mark D. Albin	Legal Services, County Court	4995.82

Ronald J. Albin	Legal Services, County Court	797.32
Albracht Disposal Service	Garbage Service, County Jail	155.00
American Family Life Assurance Co	Insurance Premiums	750.49
Ameritas Life Insurance Corp	Insurance Premiums	337.92
Antelope County Clerk	Reimbursement Wages, Juvenile Accountability	207.00
Apex Therapy Services, LLC	Services, Juvenile Accountability	470.00
Appeara	Matt Service, Public Defender	28.18
Appeara	Towel Service, Courthouse	96.18
AS Central Services	Data Processing, County Clerk	52.00
AS Central Services	Data Processing, County Treasurer	120.20
AS Central Services	Data Processing, County Jail	32.00
BI Incorporated	Monitoring Services, Juvenile Accountability	1,101.20
Jennifer A. Bermingham	Witness Fees, Mileage, District Court	89.00
Black Hills Energy	Gas Services, Courthouse	77.68
Black Hills Energy	Gas Services, County Jail	181.26
Blue Cross Blue Shield of Nebraska	Premiums	1,010.94
Blue Cross Blue Shield of Nebraska	Premiums	472.36
Brady and Amy's	Fuel, Noxious Weed	118.90
Brodock LLC, dba Super Suds	Car Washes, County Sheriff	500.00
Brogan & Stafford, PC	Legal Services, County Court	644.50
Cableone	Internet Services, Public Defender	56.44
Cableone	Internet Service, County Sheriff	221.00
Cableone	Internet Services, Courthouse	218.50
CBM Managed Services	Meals, County Jail	10,721.83
Century Link	Telephone Service, County Jail	17.66
Century Link	Telephone Service, Probation	531.97
Champs Inc	Maintenance Contract, County Jail	2,166.00
City of Madison	Utilities, Court House	4,837.22
City of Madison	Utilities, County Jail	3,991.62
City of Norfolk	Funding, Economic Development	152,188.39
Clerk of the Supreme Court	Fees, District Court	250.00
Colonial Life and Accident Insurance	Insurance Premiums	400.12
Companion Animal Clinic	Services, County Sheriff	243.20
Complete Pest Elimination	Pest Control, County Jail	125.00
Connecting Point	Equipment, County Treasurer	132.00
Connecting Point	Supplies, Data Processing	118.44
Connecting Point	Equipment, District Court	126.00
Connecting Point	Services, County Sheriff	280.00
Connecting Point	Equipment, County Jail	132.00
Connecting Point	Software, Probation Office	171.00
Connecting Point	Internet Services, Veterans Service	38.95
Connecting Point	Data Processing Services, Courthouse	600.00
Consolidated Management Company	Meals, County Jail	57.00
Constellation Newenergy	Gas Service, Noxious Weed	11.68
Constellation Newenergy	Gas Service, Planning Department	11.68
Constellation Newenergy	Gas Service, Veterans Office	1.34
Culligan	Drinking Water Service, Juvenile Accountability	29.30
Discount Dent Supply Co.	Supplies, County Jail	1,130.40
Douglas County Court	Certified Copies, Law Enforcement	5.75
Eakes Office Plus	Supplies, County Clerk	92.90
Eakes Office Plus	Supplies, County Treasurer	235.00
Eakes Office Plus	Supplies, County Court	429.31
Eakes Office Plus	Supplies, Probation Office	870.00
Earl Mays Seed & Nursery	Supplies, Courthouse	49.98
Egan Supply Co	Supplies, Courthouse	1,500.16
Entertainment Unlimited	Services, Cameras, County Jail	2,756.82
Faith Regional Health Services	Medical Services, County Jail	749.00
Field's Hardware	Supplies, County Jail	323.52
First Concord Benefits Group	Flex Benefit Plan, Deductible Buy-Down	6,487.26
Fitzgerald, Vetter & Temple	Legal Services, County Court	644.16
Floor Maintenance and Paper Supply	Supplies, County Jail	101.16
Jan Fullner	Mileage, County Treasurer	2.02
Galls/Quartermaster	Supplies, County Sheriff	52.94
Galls/Quartermaster	Clothing, County Jail	159.47
General Reporting Service	Transcript, County Court	32.50
Goodlife Counseling	Services, Juvenile Accountability	564.00
Green Line Equipment	Repairs, Courthouse	8.49
Jeff Hackerott	Mileage, Reappraisal	36.00
Gregg L. Hanson	Mileage, Veterans Service	182.85
Chelsey R. Hartner	Mileage, Public Defender	17.25
Naomi Hemphell	Cleaning Services, Public Defender	100.00
Jack's Uniforms & Equipment	Clothing, County Sheriff	500.72
Jerry's Service Center	Repairs, Juvenile Accountability	261.83
John's Disposal, Inc.	Garbage Service, Planning Department	36.00
John's Disposal, Inc.	Garbage Service, Probation Office	61.00
John's Disposal, Inc.	Garbage Service, Veterans Service	21.00
Sharon E. Joseph, Joseph Law Office	Legal Services, County Court	330.00
Kai Commercial Cleaning	Services, Courthouse	380.00

Kelly Supply Company	Supplies, Courthouse	224.80
Todd Lancaster	Witness Fees, District Court	125.35
Lexis Nexis	Subscription, County Attorney	442.00
Louderback Drug	Medication, Juvenile Detention	404.48
Madison County Clerk	Tax Deposit	49,616.59
Madison County Sheriff	Subscription Supplies, County Jail	628.61
Madison County Sheriff	Service Fees, County Court	117.77
Madison County Sheriff	Service Fees, District Court	384.84
Madison County Sheriff	Fees, Mileage, District Court	53.44
Madison National Life Insurance Co	Premiums	129.55
James Marshall	Tutoring Service, Juvenile Diversion	75.00
Medtox Laboratories, Inc.	Medical Services, Juvenile Accountability	82.74
Microfilm Imaging Systems, Inc.	Equipment Rental, County Court	218.00
Midtown Health Center	Clinic Services Quarterly Funding	22,500.00
MIPS Inc.	Data Processing Services, County Clerk	605.69
MIPS Inc.	Data Processing Services, County Treasurer	1,166.88
MIPS Inc.	Equipment Lease, Register of Deeds	518.00
Andrew Mohr	Mileage, Juvenile Accountability	161.58
Moyer & Moyer	Legal Services, County Court	539.50
National Enterprise Systems	Garnish of Wages	202.44
Nationwide Retirement Solutions	Deferred Compensation	2,005.00
Nebraska Child Support Payment Center	Garnish of Wages	369.23
Nebraska Health & Human Services	State Institution Funding	1,023.00
Nebraska Public Power District	Utilities, Probation Office	608.10
Nebraska State Treasurer	Refund Insurance Tax	9,966.00
NIRMA	Legal Fees	7,500.00
Norfolk Auto Center	Repairs, County Sheriff	122.61
Norfolk Daily News	Publication Costs, Public Defender	184.80
Norfolk Daily News	Publication Costs	232.09
Northeast Community College	Rental, Juvenile Accountability	100.00
Norm Nykodym	Lawn Services, Public Defender	125.00
Mike O'Brien	Mileage, Juvenile Accountability	146.05
Valorie R. Olson	Court Reporting Services, County Court	195.00
Parent To Parent Network	Supplies, Juvenile Accountability	963.37
Stephanie Petersen	Phone Service, Juvenile Accountability	50.00
Phillips 66 Co/SYNCB	Fuel, County Sheriff	886.24
Pierce County Sheriff's Dept.	Boarding Fees, County Sheriff	50.00
Susan Pohlman	Tutoring Services, Juvenile Accountability	115.00
Premier Biotech	Supplies, Juvenile Accountability	447.40
Premier Biotech	Supplies, County Jail	389.13
Donna Primrose	Mileage, County Treasurer	42.38
Racom Corp	Radio Equipment, County Sheriff	1,908.75
Redwood Toxicology Lab	Medical Services, Probation Office	411.13
Retirement Plans Division of Ameritas	Employee Share Retirement	8,835.35
Retirement Plans Division of Ameritas	Employer Share Retirement	12,939.31
RR Donnelley Co	Supplies, County Sheriff	205.29
Schroeder Land Surveying	Services, Equipment, County Surveyor	1,880.00
Secretary of State	Registration, County Clerk	50.00
Security Shredding Services	Services, County Jail	595.00
Shell	Fuel, Reappraisal	115.22
Shell	Fuel, County Sheriff	2,815.76
The Zone	Supplies, Juvenile Accountability	2,810.00
Thomson Reuters West	Subscription, Public Defender	273.47
Transunion Risk & Alternative	Services, County Sheriff	3.00
United States Postal Service	Stamps, Planning Commission	154.00
United States Postal Service	Stamps, Noxious Weed	49.00
Urgent Care Center of Norfolk	Medical Services, Juvenile Accountability	312.00
US Bank Corporate Payment System	Fuel, Supplies, County Sheriff	519.85
US Bank Corporate Payment System	Lodging, Supplies, Meals, Juvenile Accountability	296.13
Van Diest Supply Company	Supplies, Noxious Weed	536.90
Verizon Wireless	Telephone Services, Courthouse	54.79
Verizon Wireless	Telephone Service, Noxious Weeds	63.57
Melissa A. Wentling, Wentling Law Office	Legal Services, District Court	659.25
Melissa A. Wentling, Wentling Law Office	Legal Services, County Court	1,265.50
Western Office Technologies	Repair, County Clerk	69.00
Western Office Technologies	Copier Maintenance, Supplies, County Assessor	128.39
Western Office Technologies	Repairs, County Court	139.06
Western Office Technologies	Supplies, County Sheriff	356.29
Western Office Technologies	Supplies, County Attorney	168.50
Western Office Technologies	Supplies, County Jail	124.75
Western Office Technologies	Supplies, Veterans Service	16.97
Wex Bank	Fuel, County Sheriff	124.75

ROAD/BRIDGE FUND

Total Net Payroll		27,946.67
American Family Life Assurance Co	Insurance Premiums	519.87
Ameritas Life Insurance Corp	Insurance Premiums	98.64

Appeara	Towel, Cleaning Services	215.56
Asphalt & Concrete Materials	Asphalt	6,618.77
Battle Creek Farmer's Coop	Fuel	8,642.64
Bauer Built Tire	Repairs	53.50
Black Hills Energy	Gas Service	104.25
Blue Cross Blue Shield	Insurance Premiums	56.10
Choice Foods	Supplies	24.00
Colonial Life And Accident Insurance	Insurance Premiums	153.38
Cornhusker International Trucks Inc.	Repairs	11,663.44
Courtesy Ford Lincoln Mercury	Parts	61.12
Dale Johnson Ent. Inc.	Gravel	3,224.93
Electrical Engineering & Equipment Co	Parts	29.48
First Concord Benefits Group	Flexible Benefit Plan, Deductible Buy-Down	1,561.69
Graham Tire Norfolk	Services	5,659.50
David Hamilton	Belly Dump Trailer	15,000.00
Island Supply Welding Co.	Supplies	105.03
Jebro Inc	Supplies	56.25
Long Trucking	Transport Services	1,000.00
M & M Farm Supply	Shop Supplies	135.94
Madison County Clerk	Tax Deposit	10,162.00
Madison National Life Insurance Co Inc	Insurance Premiums	32.26
Matheson Tri-Gas Inc.	Shop Supplies	250.68
Matteo Sand & Gravel Company Inc.	Gravel	3,606.59
Meisinger Oil Company	Fuel	8,882.03
Meyer Tire Supply	Parts	76.87
Nebraska Child Support Payment Center	Garnish of Wages	93.24
Nebraska Dairy Systems	Supplies	36.79
Nebraska Public Power District	Utilities	144.78
NMC Exchange, L.L.C.	Parts	474.54
Pioneer Telephone	Telephone Service	49.13
Quick Serve Oil Co Inc	Fuel	309.32
Red Bud Hardware Inc	Supplies	288.93
Retirement Plans Division of Ameritas	Employee Share Retirement	1,722.17
Retirement Plans Division of Ameritas	Employer Share Retirement	2,583.34
Rose Equipment Inc.	Supplies	704.53
Sta-Bilt Construction Inc.	Armor Coat Services	129,017.25
Telebeep Wireless	Internet Service	119.85
Truck Center Companies	Parts	29.01
Verizon Wireless	Telephone Service	170.94
Vic's Engine Service Inc.	Supplies, Repairs	333.97
Weldon Parts Inc	Repairs	776.25

#### VISITORS PROMOTION FUND

Norfolk Area Visitors Bureau	Administrative Fees	10,986.02
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#### VISITORS IMPROVEMENT FUND

Norfolk Area Visitors Bureau	Administrative Expense	2,007.70
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#### ROD PRESERVATION & MODERNIZATION FUN

MIPS, Inc.	Data Processing Fees	514.70
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#### LAW ENFORCEMENT OPERATING FUND

Madison County Sheriff Inmate Fund	Supplies	2,802.90
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#### DRUG COURT FUND

Adam Jorgensen	Supplies	50.00
Putters	Supplies	21.00
Redwood Toxicology Lab	Medical Services	10.00
Urgent Care	Medical Services	100.00

Motion was made by Prauner 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 A.M. to Tuesday, October 6, 2015 at 9:30 A.M.

County Clerk Nancy Scheer

Christian Ohl, Chairman  
County Board of Commissioners