

Commissioner's Record No. 25

MADISON COUNTY, NEBRASKA

BOARD OF EQUALIZATION

Madison, Nebraska

December 12, 2017

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

Advance notice of meeting was published in the Thursday, December 7, 2017 edition of The Norfolk Daily News and posted on the Madison County website. A copy of said notice was mailed to each Board member. An affidavit of acknowledgment of receipt of notice of meeting as published was executed. Chairman Christian Ohl called the meeting to order and notified the public of the location of the information regarding the Open Meeting Act posted in the meeting room.

Present: Commissioners Christian Ohl, Jim Prauner, and Ron Schmidt, County Clerk Nancy Scheer, and County Treasurer Donna Primrose.

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

Motion was made by Schmidt and seconded by Prauner to approve the minutes of the November 14, 2017 meeting. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

Chairman Ohl opened a public hearing at 9:03 A.M. to receive testimony regarding the following motor vehicle exemption applications:

Midtown Health Center, 302 West Phillip Avenue, Norfolk	2017 Farber Specialty Unit
Norfolk Catholic School, 2300 Madison Avenue, Norfolk	2015 Dodge Caravan
Norfolk Rescue Mission, 111 North 9th Street, Norfolk	1992 Ford Pickup
Wesley Center Inc., 500 West Phillip Avenue, Norfolk	2006 Ford Van

County Treasurer Donna Primrose reported that the applications submitted by Norfolk Catholic School, Norfolk Rescue Mission, and Wesley Center are renewals. She stated that an exemption application submitted by Midtown Health Center has previously been approved for a van used to transport patients to and from the clinic; however, an application was submitted for a new vehicle which is a mobile dental unit used to provide oral health care to the poor, uninsured, and individuals with barriers for traditional care. She reported that a representative from Midtown Health Center stated that individuals are charged for services according to income, which is a policy similar to services provided in the clinic. She explained that the dental unit goes to Tyson Foods.

County Clerk Nancy Scheer reported that a letter was mailed to Kathy Nordby at Midtown Health Center on December 1st requesting someone to attend the hearing.

Commissioners Prauner and Schmidt both stated that they would like additional information prior to making a decision on the exemption application.

No public comments were received. Chairman Ohl closed the hearing at 9:12 A.M.

Motion made by Schmidt and seconded by Prauner to approve motor vehicle exemption applications for Norfolk Catholic School, Norfolk Rescue Mission, and Wesley Center. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

Motion was made by Schmidt and seconded by Prauner to table a decision on the exemption application for Midtown Health Center. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

The Board of Equalization adjourned at 9:13 A.M.

Nancy Scheer
Madison County Clerk

Christian Ohl, Chairman
County Board of Equalization

COMMISSIONERS PROCEEDINGS

Madison, Nebraska

December 12, 2017

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

Advance notice of meeting was published in the Thursday, December 7, 2017 edition of The Norfolk Daily News and posted on the Madison County website. A copy of said notice was provided to each Board member. An affidavit of acknowledgment of receipt of notice of meeting as published was executed.

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

Present: Commissioners Christian Ohl, Jim Prauner, and Ron Schmidt, and County Clerk Nancy Scheer. County Highway Superintendent Richard Johnson was present until 11:16 A.M. Norfolk Daily News reporter Jerry Guenther and WJAG reporter Nick Stevenson were present until 10:50 A.M.

Motion was made by Schmidt and seconded by Ohl to remove the agenda item for authorization for County Board Chairman to execute the 2018 Community Based Juvenile Services Aid grant, 2018 Community Based Services Enhancement grant, and Memorandums of Understanding for Antelope, Boone, Burt, Cuming, Knox, Pierce, Stanton, and Wayne Counties from the consent agenda to the regular agenda. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

Commissioner's Record No. 25

MADISON COUNTY, NEBRASKA

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

- 1) Approval of minutes of the November 28, 2017 meeting
- 2) Authorization for County Board Chairman to execute the license agreement with D-Ware, Inc. for sign manager software used in the road department
- 3) Acknowledge receipt of the Official Bond of Bradley Wiebe as Chairperson of Sanitary Improvement District #3
- 4) Acknowledge receipt of the Official Bond of Stacey English as Vice-Chairperson of Sanitary Improvement District #3
- 5) Acknowledge receipt of the Official Bond for Paula Biehle as Treasurer of the City of Madison

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 Schmidt and seconded by Ohl 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, December 2, 2017 edition of the Norfolk Daily News, Chairman Prauner announced that a public hearing would be conducted to receive citizens' comments regarding the application of Joe and Brenda Fuchs for a Conditional Use Permit to construct a home on less than 40 acres in Section 17-23-1, which is located approximately 3 miles south of the City of Norfolk.

Zoning Administrator Heather McWhorter reported that the applicants own a 22 acre tract and want to build a house on half of the parcel and sell the other half of the property in the future. She explained that the property is zoned Ag Transitional and meets the density requirements for the Zoning District. She stated that the application received unanimous approval of the Planning Commission.

Chairman Prauner opened the public hearing at 9:37 A.M. Joe Fuchs was present and testified that he plans to build a house. Commissioner Schmidt asked if a water well was required and what the water situation is on the parcel. Mr. Fuchs responded that he spoke to a representative from Weiland Well who is very familiar with the property and advised that there shouldn't be any problems drilling a well at this location; but the well would possibly be 160 feet deep.

Chairman Prauner asked if a driveway is required for the property and Mr. Fuchs responded that the County has already installed a driveway. Commissioner Schmidt asked if a permit is required to sell a portion of the property and Ms. McWhorter responded that a conditional use permit would be required to split the property.

No one spoke in opposition to the conditional use permit application.

Chairman Prauner closed the hearing at 9:39 A.M.

After discussion, the following resolution was introduced:

RESOLUTION #2017-43

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 December 12, 2017 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 AT Ag Transitional and meets the density requirements for the Zoning district.
3. Property has been surveyed for a lot split, the house will be on one parcel, and the other parcel will be put on the market.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Commissioners of Madison County, Nebraska, hereby grant a Conditional Use Permit to Joe and Brenda Fuchs to construct a home on less than 40 acres on property described as:

Part of the NE ¼ of the SE ¼ of Section 17, Township 23 North, Range 1 West of the 6th P.M., Madison County, Nebraska.

Legal Description

A Parcel of land located in the Northeast Quarter of the Southeast Quarter of Section 17, Township 23 North, Range 1 West of the 6th P.M., Madison County, Nebraska, being described as follows:

Beginning at the East Quarter corner of said Section 17, thence S01°58'45"E on the East line of said Section and on an assumed bearing, a distance of 1181.42 feet to a point on the centerline of vacated Main Street as per the Plat of the Town of Warner; thence S88°46'41"W on said centerline, a distance of 812.14 feet to a point on the easterly right of way of the Union Pacific Railroad; thence N03°26'42"W on said right of way, a distance of 1174.77 feet to a point on the North line of the Southeast Quarter of said Section 17, thence N88°16'22"E on said North line, a distance 842.13 feet to the Point of Beginning and containing 22.36 acres, more or less.

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 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.
6. A zoning permit must be obtained from the Zoning office before construction begins on the residence.

Commissioner's Record No. 25

MADISON COUNTY, NEBRASKA

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 Schmidt and seconded by Ohl 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, December 2, 2017 edition of the Norfolk Daily News, Chairman Prauner announced that a public hearing would be conducted to receive citizens' comments regarding the application of Brad Hoffman for a Conditional Use Permit to construct a home on less than 40 acres in Section 27-23-1, which is located approximately 5 miles south of the City of Norfolk.

Zoning Administrator Heather McWhorter reported that Brad Hoffman plans to purchase a 3 acre tract of land from Bruce Uecker which is zoned as AG1 Agriculture Intensive and meets the density requirements for the Zoning district. She explained that the parcel is located directly north of the farm site.

The applicant, Brad Hoffman, was present and testified that construction of the house will begin after the application is approved. Commissioner Schmidt asked if a water well is required and Mr. Hoffman responded that the homestead house located south of this subject property has a well that is approximately 200 feet deep. Chairman Prauner asked if a driveway is required. Mr. Hoffman responded that he marked the location for a 50 foot wide driveway on 556th Avenue.

Bruce Uecker testified that he supports the conditional use permit application.

No one spoke in opposition to the conditional use permit application.

Chairman Prauner closed the hearing at 9:43 A.M.

After discussion, the following resolution was introduced:

RESOLUTION #2017-44

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 December 12, 2017 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 AG1 Agriculture Intensive and meets the density requirements for the Zoning district. .

NOW, THEREFORE, BE IT RESOLVED, that the Board of Commissioners of Madison County, Nebraska, hereby grant a Conditional Use Permit to Brad Hoffman to construct a home on less than 40 acres on BRAD HOFFMAN'S LOTSPILT described as:

Tract in the NE ¼ of the SE ¼ of Section 27, Township 23 North, Range 1 West of the 6th P.M., Madison County, Nebraska

Legal Description

A Parcel of land located in the Northeast Quarter of the Southeast Quarter of Section 27, Township 23 North, Range 1 West of the 6th P.M. Madison County, Nebraska, being described as follows:

Commencing at the East Quarter corner of said Section 27, thence S00°03'15"E on the East line of said Section and on an assumed bearing, a distance of 988.33 feet to the Point of Beginning; thence continuing S00°03'15"E on said East line, a distance of 281.31 feet; thence N87°55'59"W and following an existing barbed wire fence line, a distance of 375.02 feet; thence N00°31'15"W parallel with said East line, a distance of 52.01 feet; thence N68°37'52"W, a distance of 148.87 feet; thence N07°48'52"W, a distance of 162.54 feet; thence N89°56'45"E, a distance of 535.30 feet to the Point of Beginning and containing 3.00 acres, more or less.

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 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.
6. A zoning permit must be obtained from the Zoning office before construction begins on the residence.

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

Motion was made by Schmidt and seconded by Ohl to approve Brad Hoffman's Lot Split located in Section 27-23-1. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

Commissioner's Record No. 25

MADISON COUNTY, NEBRASKA

Juvenile Accountability staff member Marci Hjorth was present for discussion on 2018 Community Based Juvenile Services Aid grant, 2018 Community Based Services Enhancement grant, and Memorandums of Understanding for Antelope, Boone, Burt, Cuming, Knox, Pierce, Stanton, and Wayne Counties.

Chairman Prauner expressed concerns about Madison County paying FICA tax for other counties. Ms. Hjorth responded that Knox County submitted a request to the Nebraska Crime Commission to pay for part of FICA taxes and the Crime Commission authorized grant funds to be used for the employer's share of Social Security taxes, but not Medicare taxes. She explained that Madison County taxpayers are not paying the Social Security taxes for Knox County because they are paid with grant funds allotted to Knox County. She explained that when the Knox County payroll is submitted to Madison County, the employees have already been paid by Knox County and Madison County reimburses the City of Crofton for the FICA taxes. Ms. Hjorth explained that Knox County received approximately \$30,000.00 in grant funds; but, didn't utilize all their grant funds, so the balance of the grant funds reverted to Madison County. She reported that Knox County also requested assistance with payment of utilities from grant funds. She stated that Cuming County pays FICA taxes for their part-time diversion officer. She explained that \$5,000.00 of each county's grant funds are allocated to her wages for tracking expense of each grant.

After discussion, a motion was made by Schmidt and seconded by Ohl to authorize the County Board Chairman to execute the 2018 Community Based Juvenile Services Aid grant, 2018 Community Based Services Enhancement grant, and Memorandums of Understanding for Antelope, Boone, Burt, Cuming, Knox, Pierce, Stanton, and Wayne Counties. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

Clerk of the District Court Monica Rotherham, County Assessor Jeff Hackerott, County Treasurer Donna Primrose, Public Defender Matthew Headley, Register of Deeds Nancy Gross, and Public Defender deputies Barbara Masilko and Megan Hoins were present for discussion on setting salaries for county officials for the next elective term of office.

Commissioner Ohl explained that the Nebraska Association of County Officials (NACO) provided recommendations for salary ranges based upon county population, size, and valuation. He said that the salaries for the Madison County elected officials are generally within the recommended ranges; but, there are several exceptions including the salary for the County Sheriff which is slightly under the recommended range and the salary for the County Attorney which is well below the recommended range. He reported that there are several offices that salary recommendations weren't provided by NACO. He explained that the Public Defender's office may not exist in other counties; however, a county the size of Madison County generally has a Public Defender's office. Commissioner Ohl stated that the county employees have been asked to take a lower wage increase the last several years and he wants to use this factor when considering the salaries for county officials for the next term of office, whether it be no raises for the first year of the next elective term office and then continuing with raises for the following years or a reduction in the systematic increases for subsequent years. Commissioner Ohl stated that if this option is approved, his opinion is that an exception should be made for the County Attorney by bringing his salary within a range recommended in the NACO guidelines. He stated that the current salary for the County Attorney is \$86,500 and NACO recommends a minimum of \$103,000. He suggested that an increase to \$105,000 may be within the range recommended by NACO, even though it would be at the low end of the range. He reported that the NACO recommendations are between \$64,500.00 and \$82,000.00 for the Assessor, Clerk, and Treasurer, between \$80,625.00 and \$102,500.00 for the Sheriff, and between \$103,200.00 and \$131,200.00 for the Attorney. He reiterated that the Sheriff and Attorney both appear to be below the NACO recommendations. Commissioner Ohl said that if there was a decrease or no increase in wages for the first year of the elective term, \$1,500.00 annual increases for all officials for the last three years of the elective term have been the standard. He suggested \$2,000.00 annual increases for the Sheriff, Attorney, and Public Defender considering that they are paid a higher rate and \$500.00 annual increases for the Commissioners.

Chairman Prauner stated that the Blue Cross Blue Shield insurance rates increased significantly this year and the employees received a small wage increase.

Public Defender Matthew Headley expressed appreciation for the comments presented by the Commissioners. He said that the wage for a Public Defender is difficult to determine because there are so few elected public defenders since most are contracted. He said that any increase in wages for the County Attorney should also be applied to the Public Defender. He said that the county most similar to Madison County that has a public defender's office is Hall County which has the same number of attorneys and staff and the Hall County Public Defender's salary is \$97,000 annually. He said that he is not advocating for this salary; but, the Public Defender's wage should follow along with the increase for the County Attorney. He said that when looking at the salaries in general, the wages for Madison County officials compared to similar counties appears to be on the lower end and he recommended that this be taken into consideration.

Chairman Prauner asked if Platte County has a public defender's office since they are similar in size. Mr. Headley responded that Platte County has a public defender's office; but, the office are different because the Platte County Public Defender's office does not handle juvenile cases and they also have a smaller case load than Madison County. He said that he spoke to the Platte County Public Defender who is currently the only attorney in the office even though he usually has another attorney working in the office, so the office is actually smaller than Hall and Madison Counties. He said that he understands the thought process regarding population, but the Platte County Public Defender's office is not comparable to Hall or Madison Counties.

Clerk of the District Court Monica Rotherham questioned the current policy of official's who have additional duties getting paid additional wages. She said that she received phone calls from Platte and Buffalo counties who were completing research to inquire if additional compensation was paid by counties with mental health boards and jury commissioners. She stated that she does not get paid extra for these duties; but, other Madison County officials who have additional duties are given a stipend to accommodate for the additional office functions. She clarified that the District Court Clerk or staff is not paid extra for work completed for mental health duties completed for the 7th Judicial District. She explained that she doesn't attend mental health hearings; but, she schedules the hearings, completes in-patient and out-patient commitments, and files reports from daily meetings at Faith Regional and Richard Young. She said that some larger counties have their own staff to complete mental health duties.

Chairman Prauner recommended no raise for Commissioners for the first two years of the elective term and a \$500.00 increase for the last two years of the elective term. He reiterated that the employees only received a small wage increase. In addition, he said that he doesn't want to take the \$1,000.00 cost-of-living increase for 2018; however, County Attorney Joseph Smith said that the salary set by resolution must be paid to elected officials. Commissioner Schmidt suggested that a wage of \$44,650.00 be set for all four years of the next elective term. He concurred that he was not in favor of the \$1,000.00 increase for 2018. Commissioner Ohl agreed that the wage could stay the same for the four year term.

Commissioner's Record No. 25

MADISON COUNTY, NEBRASKA

Commissioner Ohl reported that the 2018 salary for the Assessor, Clerk, and Treasurer is \$69,000.00; but, the Assessor gets paid an additional \$5,000.00 for Appraiser duties and the Clerk gets paid an additional \$5,000.00 for Election Commissioner's duties. Commissioner Schmidt stated that the Clerk also receives \$1,500.00 annually for serving on the budget committee and asked if a newly elected official would automatically get \$5,000.00 additional wage to serve as Election Commissioner. Commissioner Ohl responded that the Commissioners determine if the Clerk also serves as Election Commissioner. He said that members of the budget committee have done a great job of managing the budget and without someone in those positions the County may need to consider a financial officer. He said that there is a nice allocation provided for this position in other counties; but, there is also a great responsibility. He stated that he is unsure how other counties handle the budget work; but, if the County doesn't have anyone who could handle the budget work, the Board may need to establish a new position or re-assign the budget work to someone else. Chairman Prauner said that the person serving on the budget committee wouldn't have to be an elected official.

Chairman Prauner asked for clarification on the 2018 wage for the County Clerk. County Clerk Nancy Scheer responded that the 2018 base salary is \$69,000.00, plus \$5,000.00 annually to serve as Election Commissioner. She stated that the County Board appoints someone annually to serve on the budget committee; so, any elected official or employee could be appointed and the compensation for these duties is set at \$1,500.00 annually.

Commissioner Schmidt recommended that the Clerk position have no wage increase from 2018 to 2019 since a new person will be serving as the elected official; therefore, he suggested a salary of \$69,000.00 for 2019. Commissioner Ohl suggested that the Board members discuss the wage for each elected official individually. County Clerk Nancy Scheer requested the Commissioners to provide options so a resolution could be prepared for consideration at the January 9, 2018 meeting. She explained that it's difficult to prepare an entire resolution during a Board meeting and make sure that the resolution is accurate.

Commissioner Ohl recommended that the standard \$1,500.00 annual increase for most of the offices for the last three years of the elected term could vary for specific offices. Commissioner Schmidt suggested that the Board members agree on a base wage for each official for 2019 so officials could discuss the proposed wage with one or more Commissioner prior to the January 9, 2018 meeting.

County Assessor Jeff Hackerott asked if one Commissioner would meet with the elected officials prior to setting the final wages. Commissioner Ohl stated that he would be willing to meet with elected officials in a group meeting or individually to discuss wages. Chairman Prauner stated that he would also be available to discuss wages with any elected official. He stated that it has been a stressful year for agriculture with low commodity prices and this will weigh heavily on his decision since it affects taxpayers.

Commissioner Schmidt recommended a \$1,000.00 increase for the County Treasurer with the base salary set at \$70,000.00 for 2019. County Treasurer Donna Primrose stated that hopefully there won't be a new Treasurer serving in office for the next elective term. Chairman Prauner agreed with a \$1,000.00 increase for 2019 for the Treasurer.

Commissioner Schmidt stated that a new official will be serving as the Register of Deeds in 2019 since the current official is retiring. He said that the NACO salary committee didn't recommend a salary range for the Register of Deeds' position and the 2018 salary is \$60,500.00. The NACO salary report reflected that the 2018 salaries for the Register of Deeds are \$59,500.00 for Adams County, \$62,950.00 for Scottsbluff County, \$61,095.00 for Scottsbluff County, and 2017 salary for Lincoln County Register of Deeds is \$60,600.00, plus cost-of-living for 2018. Commissioner Schmidt recommended that the Register of Deeds' position has no wage increase from 2018 to 2019 since a new person will be serving as the elected official.

Commissioner Schmidt reported that the 2018 annual salary for the County Assessor is \$69,000.00. He said that since County Assessor Jeff Hackerott hired an appraiser, the Board will be discussing the \$5,000.00 additional compensation paid for the Appraiser duties for 2019. Mr. Hackerott responded that Wayne Cole, who was hired for the Appraiser position, tenured his resignation effective mid-January. Commissioner Schmidt recommended an increase of \$1,000.00 for the County Assessor with the base salary set at \$70,000.00 for 2019.

Commissioner Schmidt stated that the 2018 base salary for the Clerk of the District Court is \$61,000.00. The NACO salary report reflected that the 2018 salaries for Clerk of the District Court are \$62,950.00 for Adams County, \$66,586.00 for Hall County, \$61,095 for Scottsbluff County, and the 2017 salary for Lincoln County is \$60,600.00, plus cost-of-living for 2018. Commissioner Schmidt recommended an increase of \$1,000.00 for the Clerk of the District Court with of base salary of \$62,000.00 for 2019. He stated that it appears that wages for most elected officials are within the range of officials in other counties.

Commissioner Schmidt reported that the 2018 base salary for County Sheriff is \$77,000.00. Chairman Prauner suggested an annual salary of \$78,000.00 for 2019.

Commissioner Schmidt stated that the 2018 annual salary for the County Attorney is \$86,500.00. Commissioner Ohl reiterated that the NACO recommended salary range for the County Attorney is between \$103,200.00 and \$131,200.00. Commissioner Schmidt suggested increasing the 2019 annual salary to \$90,000.00 or higher and also set a larger annual increase than other elected officials. He stated that the current salary is \$17,000.00 below the minimum recommendation from NACO. Commissioner Ohl suggested a \$9,000.00 increase from 2018 to 2019. Commissioner Schmidt stated that this increase would be a significantly larger than other elected officials; however, the current range is much lower than the NACO recommendation. The Board members agreed on a base salary of \$92,500.00 for 2019.

Commissioner Schmidt reported that the 2018 annual salary for the Public Defender is \$76,500.00. Public Defender Matthew Headley reported that the 2018 annual salaries for Public Defenders are \$99,878 in Hall County, \$65,575.00 for Adams County, \$60,300.00 for Platte County, \$78,133.00 for Scottsbluff County, and a 2017 annual salary of \$60,600.00 for Lincoln County with a cost-of-living increase for 2018. He stated that he doesn't have details about the Adams County Public Defender's office; but, the Platte County Public Defender's office is not comparable to Madison County. He said that Hall County is the most comparable in regard to caseload and office staff. In addition, he said that most small counties contract for public defender services.

County Assessor Jeff Hackerott reported that the wages set by Hall County for the next elective term included a substantial increase of approximately \$20,000.00. He said that a newspaper article reported that Hall County considers itself a county of the metropolitan class since the population exceeded the threshold of 50,000. Mr. Headley stated that Hall County set the annual salary of \$99,878.00 for both the County Attorney and Public Defender. Commissioner Ohl asked Mr. Headley what salary rate would be fair for the Public Defender position. Mr. Headley responded that he would like a rate change similar to the increase set for the County Attorney; however, he would accept any decision made by the Commissioners. He said that he has first-hand knowledge of the Hall County Public Defender's office and the work between Madison and Hall Counties is similar and the case load is also similar. Chairman Prauner reported that the current wage for the Public Defender is within the salary range recommended by NACO and the Commissioners are also considering the NACO recommendation for the County Attorney. Mr. Headley stated that he knows the limitations of the office budget and wages for the staff; however, if the Commissioners set the wage for the County Attorney at \$92,500.00 annually and his wage at \$76,000.00 annually, that is a significant difference. He said that he understands that the County Attorney has other duties associated with the office but, at the same time the Public Defender's office provides a good service to the county and saves money relating to defense costs. He asked the Commissioners to consider his comments and make a fair decision. Commissioner Schmidt said that since 2015 the difference between the County Attorney and Public Defender wages has been \$10,000.00 annually.

Commissioner's Record No. 25

MADISON COUNTY, NEBRASKA

Chairman Prauner explained that the salary for the County Attorney is outside of the range recommended by NACO; however, the Public Defender's salary is within the NACO salary range. He recommended an annual salary increase of \$2,000.00 for the Public Defender with a 2019 salary of \$78,500.00.

The Board discussed the salary for the County Surveyor. Commissioner Schmidt asked what services are provided by the elected County Surveyor for \$11,000.00 annually and County Highway Superintendent Richard Johnson responded that the Surveyor maintains all the survey records for the county. Commissioner Schmidt recommended that the annual salary for the County Surveyor remain at \$11,000.00 annually.

Commissioner Ohl asked if the annual salary increases could be based upon cost-of-living for each of last three years of the term. He said that the NACO salary recommendations included cost-of-living increases. County Clerk Nancy Scheer reported that some counties include a cost-of-living raise in the salary resolution; but she recommended that the Commissioners select a specific website to determine the cost-of-living change. County Assessor Jeff Hackerott said that a cost-of-living increase for three years requires the Commissioners and budget committee to deal with an unknown amount for three years. He said that the cost-of-living could be between 0% and 5%. Commissioner Schmidt said that if the cost-of-living is a negative percentage, the officials could have a salary decrease; so, he suggested a minimum and maximum range. He encouraged officials to discuss salaries for the next elective term with each other and provide one or two options to the Commissioners.

Motion was made by Ohl and seconded by Schmidt to table a decision on setting salaries for County officials for the next elective term of office. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

Chairman Prauner reported that he received a phone call from one of the owners of Get Plowed, LLC who read in the newspaper that the County awarded a contract to TMS International for snow removal on roads in the northeast part of the county and he asked if he could submit a bid for other roads in the county. He explained that the snow removal proposal from Get Plowed, LLC was at a rate of \$125.00 per hour by using a pickup with a blade attached to the front. He said that the owner agreed to remove snow on asphalt roads in Road District #3. He asked what insurance was required for the contract with TMS International and County Highway Superintendent Richard Johnson responded that the current snow removal contract with TMS International requires \$5 million of liability insurance. Mr. Johnson stated that the certificate of insurance submitted by Get Plowed, LLC reflects \$300,000.00 of liability insurance per occurrence and \$500,000.00 aggregate.

Commissioner Schmidt said that the value to the county would be if Get Plowed, LLC started removing snow on the asphalt roads at 3:00 A.M. before morning traffic packed down the snow. He said that at this time he is not willing to accept the snow removal proposal. Chairman Prauner said that the county crew would use snow plows to push the snow back; but, if the roads are open, people could get to work and school. He said that his main concern is the liability insurance.

Commissioner Ohl said that there would be some advantages for a contractor to remove snow before the county employees start removing snow. He said that the county could hire more employees to remove snow; but, he doesn't want to have employees get the feeling that they aren't working adequately. He said that the county crews are very efficient, work hard, and the road department is not overstaffed; so, they work hard to keep snow removed.

Commissioner Schmidt said that if a wage increase is authorized for employees who are willing to start snow removal at 2:00 A.M. it would be beneficial because the County owns the equipment to complete the job effectively and the employees know the roads and how to operate snow removal equipment.

County Highway Superintendent Richard Johnson said that the bid is for removal of snow in a territory of U.S. Hwy 275 South to State route 91/32 north to south and Hwy 45 to State Route 121 west to east. He reported that the bid reflects that the company agrees to keep all roads in between cleared of snow and emergency routes would be cleared first. He said if the County decides to accept the proposal, a contract similar to the TMS International document should be drafted. He said that the proposal is for clearing snow with a pickup and the contract with TMS International requires a 5-yard dump truck.

No action was taken.

Motion by Schmidt and seconded by Prauner to table payment of Invoice No. 987084 in the amount of \$22.11 to Telebeep Wireless for voice mail with pager. Roll call vote: Ayes, Ohl, Prauner, and Schmidt. Nays, none. Motion carried.

The following claims were audited:

	GENERAL FUND	
Total Net Payroll		147,128.14
Account Control Technology, Inc.	Garnish of Wages	179.34
Advanced Correctional Healthcare	Medical Health, County Jail	12,126.51
American Family Life Assurance Co.	Insurance Premium	933.86
Anderson Auto Group	Vehicle, County Jail	28,834.00
Appeara	Mat Service, Supplies, Public Defenders	32.14
Donna Bartak	Prior Service Benefits	69.24
Berg Towing Service	Towing, County Sheriff	215.00
Karen Beyke	Contract Services, Community Based Grant	255.00
Black Hills Energy	Utilities, Zoning Department	18.89
Black Hills Energy	Utilities, Courthouse	205.79
Black Hills Energy	Utilities, County Jail	388.56
Black Hills Energy	Utilities, Noxious Weeds	18.89
Black Hills Energy	Utilities, Veteran Service Office	52.84
Blue Cross Blue Shield	Insurance Premium	4,849.57
Bob Barker Company Inc.	Supplies, County Jail	365.64
Bessie Bove	Prior Service Benefits	12.00
Brady & Amy's Inc.	Fuel, Courthouse	54.28
Brady & Amy's Inc.	Fuel, County Sheriff	1,557.13
Brandl Electric	Repairs, County Jail	1,843.39
John Buck	Contract Services, Mileage, Community Based Grant	500.08
Cableone	Internet Services, County Sheriff	237.00

Commissioner's Record No. 25

MADISON COUNTY, NEBRASKA

Cableone	Internet Services, Courthouse	218.50
Carney Law, PC	Legal Services, County Court	5,088.90
CBM	Inmate Meals, County Jail	8,347.61
City Directory Inc.	Supplies, Register of Deeds	177.00
City of Crofton	Contract Services, Community Based Grant	140.85
City of Madison	Utilities, Public Defender	227.29
City of Madison	Utilities, Courthouse	2,546.02
City of Madison	Utilities, County Jail	3,711.83
City of Norfolk	Utilities, Probation Office	51.07
City of Norfolk	Parking Fees, Veteran Service Office	130.00
City of Norfolk	Special Assessment Fees, Capital Acquisitions	86,765.00
Colonial Life and Accident Insurance	Insurance Premium	285.21
Connecting Point	Supplies, County Clerk	78.00
Connecting Point	Supplies, Public Defender	139.00
Connecting Point	Supplies, County Sheriff	30.45
Connecting Point	Equipment, County Attorney	99.00
Connecting Point	Equipment, County Jail	1,514.00
Connecting Point	Internet, Veterans Service	38.95
Connecting Point	Internet, Community Based Grant	59.95
Connecting Point	Contract Services, Courthouse	10,370.00
Constellation Newenergy	Utilities, Courthouse	224.28
Constellation Newenergy	Utilities, County Jail	506.52
Credit Management Services Inc.	Garnish of Wages	139.04
Cubby's	Fuel, Noxious Weeds	86.34
CVSOAN	Association Dues, Veteran Service Office	60.00
DAS Accounting -Central Finance	Data Processing, County Clerk	41.60
DAS Accounting -Central Finance	Data Processing, County Treasurer	96.16
DAS Accounting -Central Finance	Telephone Services, Zoning Department	33.32
DAS Accounting -Central Finance	Teletype Service, County Sheriff	262.29
DAS Accounting -Central Finance	Telephone Services, Law Enforcement	9.10
DAS Accounting -Central Finance	Teletype Services, County Jail	473.71
DAS Accounting -Central Finance	Telephone Services, Weed Department	33.31
DAS Accounting -Central Finance	Telephone Services, Veteran Service Office	69.82
Jesse Dunbar	Contract Services, Community Based Grant	734.50
Eakes Office Solutions	Supplies, County Treasurer	831.04
Eakes Office Solutions	Supplies, County Assessor	78.06
Eakes Office Solutions	Supplies, County Court	965.23
Eakes Office Solutions	Supplies, District Judge	199.00
Eakes Office Solutions	Supplies, County Attorney	277.21
Eakes Office Solutions	Supplies, County Jail	83.46
Eakes Office Solutions	Supplies, Probation Office	780.18
Egan Supply Co.	Supplies, Courthouse	65.59
Egan Supply Co.	Supplies, County Jail	210.86
Egley, Fullner, Montag and Hockabout	Legal Services, County Court	864.75
Ewalt Law Office PC, LLO	Legal Services, County Court	1,471.00
Field's Hardware	Supplies, Data Processing	26.99
Field's Hardware	Supplies, Courthouse	22.47
Field's Hardware	Supplies, County Jail	182.90
Micah Finch	Witness Fees, Mileage, County Court	37.12
First Concord Benefits Group	Flex Plan, Administration Fees	2,752.15
Floor Maintenance & Paper Supply	Supplies, County Jail	236.76
Yvonne Gerrard	Cleaning Services, Probation Office	450.00
GIS Workshop	Data Support, Reappraisal	5,722.47
Goodlife Counseling	Professional Services, Community Based Grant	406.25
Curt Guenther	Tutoring Services, Juvenile Accountability	270.00
Chelsey Hartner	Mileage, Public Defender	68.48
Megan Hoins	Mileage, Public Defender	661.26
Hometown Leasing	Equipment Lease, Probation Office	772.71
Jeffery L. Hrouda	Legal Services, County Court	571.60
IAAO	Membership Dues, County Assessor	210.00
Jack's Uniforms & Equipment	Supplies, County Sheriff	50.89
Jerry's Service Center	Repairs, Juvenile Accountability	111.06
Jewell & Collins	Legal Services, District Court	4,651.00
Nancy Jochum-Schramm	Copies, Public Defender	110.50
John's Disposal	Garbage Services, Zoning Department	51.00
Amber Johnson	Witness Fees, Mileage, County Court	37.12
Joseph Law Office	Legal Services, District Court	625.65
Joseph Law Office	Legal Services, County Court	4,335.11
K & M Reporting	Deposition Costs, Public Defender	117.28
Doug Kelley	Witness Fees, Mileage, County Court	99.18
Leaf	Equipment Contract, Public Defender	573.02
Liberty Mutual Insurance	Insurance Premium, Probation Office	853.00
Madison County Clerk	Tax Deposit, Retirement	83,433.84
Madison Co. Clerk of District Court	Filing Fees, District Court	1,554.00
Madison County Court	Court Cost, County Court	2,568.00
Madison County Sheriff Inmate Fund	Supplies, County Jail	185.44
Madison County Sheriff	Civil Process Fees, County Court	835.21
Madison County Sheriff	Civil Process Fees, District Court	1,580.33
Madison County Sheriff	Civil Process Fees, Mental Health	21.20
Madison County Sheriff	Supplies, County Sheriff	6.60

Commissioner's Record No. 25

MADISON COUNTY, NEBRASKA

Madison County 7th Judicial District Bar Assoc.	Dues, Public Defender	240.00
Madison National Life Insurance Co. Inc.	Insurance Premium	163.13
Major Refrigeration Co., Inc.	Repairs, County Jail	451.90
Mike Mapel	Contract Services, Community Based Grant	277.50
Marathon	Supplies, County Court	139.00
Marathon	Supplies, District Judge	140.00
James Marshall	Tutoring Services, Community Based Enhance Grant	255.00
Menards	Supplies, Zoning Department	19.98
Menards	Supplies, County Sheriff	35.98
Menards	Repair, Noxious Weed	19.99
Microfilm Imaging Systems, Inc.	Equipment Rental, County Court	218.00
Midwest Plumbing & Heating	Repairs, County Jail	401.50
Mimick Motor Company	Repairs, County Sheriff	121.47
MIPS	Data Processing Costs, County Clerk	620.84
MIPS	Data Processing Costs, Treasurer	2,506.66
MIPS	Equipment Lease, Register of Deeds	524.00
Morland, Easland & Lohrberg	Legal Services, District Court	4,207.27
Morland, Easland & Lohrberg	Legal Services, County Court	4,920.38
Moyer & Moyer	Legal Services, County Court	294.00
National Enterprise Systems Inc.	Garnish of Wages	214.55
Nationwide Retirement Solutions	Deferred Compensation	3,670.00
Nebraska Association of County Officials	Membership Dues, County Officials	2,868.92
Nebraska Child Support Payment Center	Garnish of Wages	726.62
Nebraska State Bar Association	Association Dues, Public Defender	240.00
Newman Grove Reporter	Publication Costs, Zoning Department	8.55
Maria Nievas-Salavera	Mileage, Community Based Grant	51.36
Norfolk Area Shopper	Publication Costs, County Jail	122.00
Norfolk Auto Center	Repairs, County Sheriff	1,744.00
Norfolk Daily News	Publication Costs	128.95
Northeast NE Juvenile Services Inc.	Boarding Juveniles, Juvenile Detention	1,558.75
One Office Solution	Supplies, County Clerk	12.51
One Office Solution	Copier Maintenance, County Assessor	52.64
One Office Solution	Copier Agreement, Supplies, County Court	208.36
One Office Solution	Supplies, Public Defender	231.05
One Office Solution	Supplies, County Sheriff	214.24
One Office Solution	Supplies, County Attorney	168.50
One Office Solution	Supplies, Probation Office	320.00
Patricia Peterson	Tutoring Services, Community Based Enhance Grant	155.00
Platte County District Court	Certified Copies, Law Enforcement	5.50
Platte County Sheriff	Civil Process Fees, County Court	206.00
Susan Pohlman	Tutoring Services, Juvenile Accountability	520.00
Postmaster	Postage, Election Commission	4.48
Region IV Behavioral Health System	Quarterly Funding	16,804.25
Relx Inc. dba Lexis Nexis	Subscription, County Attorney	468.92
Reynoldsons	Fuel, Zoning Department	56.58
Schroeder Land Surveying	Equipment Lease, Contact Services, County Surveyor	1,160.00
Judy Schroeder	Prior Service Benefits	11.00
Security Shredding Services	Shredding, County Assessor	35.00
Seward County Pretrial Diversion	Registration, Community Based Grant	150.00
Short Stop	Fuel, County Sheriff	45.87
Joseph Smith	Mileage, Law Enforcement	501.84
Kurt Sock	Postage, Courthouse	4.60
Stratton, DeLay, Doele, Carlson & Buettner, PC, LLO	Legal Services, County Court	1,471.22
Tax Valuation, Inc.	Reappraisal Project, Reappraisal	15,000.00
The Glass Edge Inc.	Window Repairs, Courthouse	693.00
The Zone	Contract Services, Community Based Grant	683.64
Thomas & Thomas Court Reporters	Deposition, Law Enforcement	60.94
Trane	Maintenance Contract, Courthouse	9,530.25
Transunion Risk & Alternative	Records Searches, County Sheriff	25.00
United States Latex Products	Supplies, County Jail	835.08
United States Postal Service	Postage, Probation Office	1,000.00
US Bank Corporate Payment System	Fuel, Subscription, County Sheriff	380.92
US Bank Corporate Payment System	Supplies, Community Based Grant	437.76
US Bank Corporate Payment System	Supplies, County Attorney	6.99
Verizon Wireless	Telephone Services, Community Based Grant	442.14
Vision Service Plan	Insurance Premium	415.83
Irma Watt	Interpreting Services, Public Defender	109.24
Wex Bank	Fuel, County Sheriff	671.70
Zodiac Properties, LLC	Rent, Probation Office	12,029.54

ROAD/BRIDGE FUND

Total Net Payroll		32,088.15
American Family Life Assurance Co.	Insurance Premium	608.12
Appeara	Towel, Uniforms	260.11
B's Enterprises Inc.	Sign Materials	198.00
Battle Creek Farmers Coop	Fuel	1,930.84
Battle Creek Light & Power	Utilities	162.34
Bauer Built Tire	Repairs	826.36
Louis Bierman	Clay	1,621.80
Black Hill Energy	Utilities	196.73

Commissioner's Record No. 25

MADISON COUNTY, NEBRASKA

Blue Cross Blue Shield of Nebraska	Insurance Premium	1,037.19
Brady & Amy's Inc.	Fuel	722.86
City of Madison	Utilities	542.73
City of Newman Grove	Utilities	61.00
Colonial Life and Accident Insurance	Insurance Premium	153.38
Connecting Point	Internet Service	15.00
Constellation Newenergy	Utilities	565.20
Cornhusker Cleaning Systems, Inc.	Supplies	30.60
Cornhusker International Trucks Inc.	Parts	593.81
Credit Bureau Services	Garnish of Wages	165.20
D & D Welding & Repairs	Parts, Repairs	1,000.00
DAS State Accounting	Telephone Service	24.31
Dinkel Implement Co.	Equipment Rental, Parts	2,328.16
Eastern Nebraska Telephone Co.	Telephone Service	52.35
Echo Group Inc.	Supplies	165.37
Field's Hardware	Supplies	23.92
Filter Care of Nebraska LTD	Repairs	295.80
First Concord Benefits Group	Flex Plan, Administration Fees	599.65
Fischer Oil Sales	Oil	241.72
GI Trailer	Parts	77.00
Greenline Equipment	Parts	895.02
Island Supply Welding Co.	Supplies	78.30
Kelly Supply Co.	Parts	204.15
Ken's Trailer Sales & Repair	Parts	184.00
Madison County Clerk	Tax Deposit, Retirement	17,318.36
Madison National Life Insurance Co. Inc.	Insurance Premium	50.53
Matheson Tri-Gas Inc	Supplies	618.63
Matteo Sand & Gravel Co Inc.	Gravel	428.04
Meisinger Oil Company	Fuel	5,478.90
Nationwide Retirement Solutions	Deferred Compensation	275.00
Nebraska Child Support Payment Center	Garnish of Wages	243.24
NMC Exchange LLC	Parts	329.38
Norfolk NAPA	Parts	557.03
Overseas Hardwoods Co.	Supplies	2,135.95
Pioneer Telephone Co.	Telephone Service	41.33
Prime Sanitation	Garbage Service	53.75
Radio.com	Repairs	4.95
RDO Truck Center	Parts	65.67
Red Bud Hardware Inc.	Supplies	78.21
Reigle Implement Co. Inc.	Parts	131.33
Rise Broadband	Telephone Service	127.53
Road Builders Machinery & Supply	Parts, Equipment	97,330.33
Sapp Brothers	Oil	35.34
Scheer's Ace Hardware	Supplies	33.98
T-Bone North	Fuel, Repairs	419.42
Wedekind Manufacturing	Clay	2,300.00
White Star Oil Co.	Fuel	177.59
Zoubek Oil Company Inc.	Fuel	3,882.38
Vision Service Plan	Insurance Premium	68.15
	VISITORS PROMOTION FUND	
Norfolk Area Visitor Bureau	Administration Fees	319.36
	VISITORS IMPROVEMENT FUND	
Norfolk Area Visitor Bureau	Administration Fees	84.88
	REGISTERED OF DEEDS & MODERNIZATION FUND	
MIPS	Data Processing	477.36
	CDBG #2 FUND	
Northeast Nebraska Economic Development District	Administration Fees	510.00
	911 EMERGENCY FUND	
Eastern Nebraska Telephone	Telephone Service	127.88
Electronic Engineering	Repairs	328.80
Frontier	Telephone Service	164.10
	LAW ENFORCEMENT OPERATING FUND	
Choutka Construction	Repairs	1,463.00
Madison Co. Sheriff Inmate Fund	Cable TV	149.18

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

The Board adjourned at 12:32 A.M. to Wednesday, December 27, 2017 at 9:30 A.M.

ATTEST:

Nancy Scheer
Madison County Clerk

Jim Prauner, Chairman
County Board of Commissioners