



# Gage County Board Minutes

The Gage County Board of Supervisors met on January 8, 2025, at 8:47 a.m. as per public notice given on the county website and in the Beatrice Daily Sun on December 26, 2024, copy of the proof of publication being on file in the County Clerk's Office. The agenda for all meetings is kept continually current and is available for public inspection at the County Clerk's Office during normal business hours and was communicated in the advance notice of the meeting. The Board of Supervisors has the right to modify the agenda to include items of an emergency nature only, at such public meeting. All of the proceedings hereafter shown were taken while in the convened meeting which was open to the attendance of the public.

Supervisors Terry Jurgens, Emily Haxby, Don Schuller, Erich Tiemann, Eddie Dorn, Dave Swavely and Gary Lytle present.

Let the record show that all proceedings are electronically recorded.

Pledge of Allegiance recited.

Chairman Tiemann announced that a complete copy of the Open Meetings Act is posted at the back of the Board of Supervisors Room.

Consent Agenda included the following items: 1. General Agenda; 2. Minutes from previous meeting and committee meetings; 3. claims audit in the amount of \$12,404.13, which does not include claim # 235010054 to Johnny's Welding Inc. in the amount of \$501.19 and claim #25010061 to R.L. Tiemann Const. Inc. in the amount of \$27,215.52 to be voted on separately; 4. approve correspondence received and place on file; 5. approve appointing Patti Milligan to prepare levy requests; 6. approve appointing Dawn Hill to prepare the County Budget; 7. approve designation of official County Newspaper(s); 8. approve designating Gage County's website [www.gagecountyne.gov](http://www.gagecountyne.gov) as an official method of providing notice of any meetings/public notices; 9. approve Dawn Hill as the NIRMA contact person; 10. approve reappointing Mark Kuhnke as Gage Co. Highway Superintendent for 2025; 11. approve Bank Depositories: a. Security First Bank; b. Adams State Bank; c. Heartland Bank; d. First State Bank of Nebraska; e. Pinnacle Bank; f. First National Bank of Omaha; g. First Interstate Bank; i. NFIT – Union Bank & Trust; j. NPAIT; k. BMO Bank; l. Western National Bank; 12. approve Pledged Securities: a. Pinnacle Bank – ICS (Insured Cash Sweep); 13. approve District Court Summary Fee Report & Register of Deeds Fee Report for the month of December, 2024; 14. approve specifications and call for bids on County Fuel. Bids to be opened on February 5, 2025 at 9:15 a.m.; 15. approve 2024 Annual Noxious Weed Report & authorizing the Chairman to sign report.

<u>General Fund</u>	<u>Description</u>	<u>Amount Allowed</u>
Courthouse Employees	Salaries	188,294.05
Amazon Capital Services, Inc.	Equip.	109.97
Arbor Ink, LLC	DC env.	583.59
Beatrice Mechanical Svcs.	Fridge repair	111.39
Benchmark Gov Solutions, LLC	Cont. ed.	409.30
Black Hills Energy Ext 5089	Utilities	222.73
Capital Business Systems, Inc.	ROD copier lease	79.00
Charm-Tex, Inc.	Inmate provisions	329.90
Cidnet	Shf data	999.90
Clerk of District Court	Court costs	754.80
Comfort Inn, Kearney	Lodging	2499.00
Crowne Plaza, Kearney	Lodging	419.85
Marian DeBuhr	Prior svc retirement	69.24
Eakes Office Solutions	Offc supplies	1250.42
Sandra Eltiste	Prior svc retirement	12.00
Farm & Home Publishers	Plat books	780.00
Gage Co. Treasurer	Insuff funds fees	57.00
Joyce A. Kassing	Prior svc retirement	20.00
Kraviec, Maurstad Law	Child Suppt Enf Atty	2398.05
Lammel Plumbing	Circ. pump, supplies, labor	674.19
Thelma Loemker	Prior svc retirement	57.70
Mahloch Law Office	Atty fees	988.00
Matthew Kosmicki Law, LLC	Atty fees	2645.85
Midwest Card & ID Solutions	Supplies	371.99
MIPS, Inc.	Data processing, programming	5216.49
Murray Law, PC LLO	Atty fees	3366.68

NACO Planning & Zoning	Dues	40.00
NE Clerks of Dist Ct Assn.	Dues	50.00
NE Law Enf. Training Center	Training	250.00
Nebraska Prep Equipment	Jail appliance	1967.44
Nelson, Clark & Timan	Public Defender, NCDAA Mbrshp	6546.15
Otoe Co. Detention Center	Board inmates	260.00
Pinpoint Communications	Internet	270.17
Psychological Resources	Pre-empl eval	150.00
Quadiant Finance	Shipping chgs	196.59
Quill – EMS	Offc supplies	270.52
Quill – Co Ct.	Offc supplies	28.04
Quill – Prob.	Offc supplies	219.45
R&B Arms	Shf ammo, supplies	1697.65
Riverside Technologies	Prob equip	2565.00
Sayler Screenprinting, LLC	Shf uniforms	126.00
Spectrum (Charter)	EMS cable TV	11.53
Summit Food Service	Jail meal svc	2986.97
Taghreed Tara Trindle	Juv court interpreter	361.66
Verizon Wireless EMS 8923-1	EM cell phones	218.87
Verizon Wireless GCSO	Shf cell phones	480.12
Verizon Wireless EMS 6384-1	EM cell phones	328.16

Road Fund

Highway Department Employees	Salaries	42,450.69
All Copy Products	Copy overage	21.42
Beatrice Concrete Sand & Gravel	Rock & gravel	3083.95
Black Hills Energy Hwy 6863	Utilities	105.94
Bomgaars	Supplies, tools	195.67
Capital One, NA	Equip.	49.88
Constellation NewEnergy Gas Div.	Utilities	31.48
Hard Rock Quarries, LLC	Rock	12,404.13
Johnny's Welding	Supplies	501.19
Mainelli Wagner & Assoc.	Engineering consulting	17,451.77
MIPS, Inc.	Hwy program	192.32
Motor Fuels Division	Diesel tax	1409.00
NE Dept. of Revenue	Sales tax	18.61
Nebraska Machinery Co.	Parts, oil	4121.57
Norris Public Power Dist.	Utilities	458.59
R.L. Tiemann Construction	Twp gravel & hauling	27,215.52
Rock On, Inc.	Hauling material	14,007.07
Rose Equipment, LLC	Parts	359.81

Road & Bridge Sinking Fund

JJK Construction, LLC	Pickrell E, C-34(1300) Cert #4	84,653.74
Mainelli Wagner & Assoc.	Engineering consulting	52,695.27

Visitor's Promotion Fund

Beatrice Area Chamber of Commerce	Lodging tax	13,466.62
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Register of Deeds Preservation & Modernization Fund

MIPS, Inc.	Deeds online with numeric indexes	220.08
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Insurance Fund

Gage County Health Insurance	Employee hlth ins claims paid	28,798.80
Lucent Health Solutions	Ins. premiums, admin fees	37,213.40

Covid American Rescue Plan Fund

Dawn Hill	Compensation	3500.00
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General Fund

Ameritas	County share of Employees Retirement	13,761.32
Security First Bank	Co. share of Empl. Soc. Sec. & Medicare	13,732.41
Gage County Clerk – Health Plan	Co. share of Empl. health insurance	27,561.59

Road Fund

Ameritas	County share of Employees Retirement	2,865.40
Security First Bank	Co. share of Empl. Soc. Sec. & Medicare	3,106.90
Gage County Clerk – Health Plan	Co. share of Empl. health insurance	9,011.75

Covid American Rescue Plan Fund

Ameritas	County share of Employees Retirement	236.25
Security First Bank	Co. share of Empl. Soc. Sec. & Medicare	267.75

Schuller pulled #7 for further discussion on the official newspaper.

Motion made by Dorn, seconded by Swavely to approve the consent agenda except #7. Motion carried 7-0.

Motion made by Schuller, seconded by Lytle to add the Voice News and Fairbury Journal News as the official paper as well as the Beatrice Daily Sun. Motion failed 2-5. Schuller & Swavely voting aye and Jurgens, Haxby, Tiemann, Dorn & Lytle voting nay.

It was stated that we currently use The Voice News for notices, but just are not required to publish every notice that we have in The Voice. If we designate all three, all notices will need to be published in each paper.

Motion made by Lytle, seconded by Dorn to approve the Beatrice Daily Sun as the official newspaper. Motion carried 7-0.

Motion by Dorn, seconded by Swavely to approve claim #25010053 to Hard Rock Quarries LLC. in the amount of \$12,404.13 & claim # 25010061 to R.L. Tiemann Const. Inc. in the amount of \$27,215.52. Motion carried 6-0-1 with Tiemann abstaining due to conflict of interest.

Motion by Swavely, seconded by Dorn to approve claim # 235010054 Johnny’s Welding Inc. in the amount of \$501.19, bringing the total amount of claims paid through January 8, 2025 to \$630,947.67. Motion carried 6-0-1 with Jurgens abstaining due to conflict of interest.

No public present for comments or request for future agenda items.

Committee reports were given by Dave Jones on Building & Grounds/Winter Lights; Jurgens on Finance/Insurance; Scott Bates on Veterans’ Service; Lytle on Law Enf & Emg. Mgmt. & Haxby on Road & Bridge.

Motion by Jurgens, seconded by Swavely to approve Program Agreement for the Project Program Agreement – BL2429 NDOT Project Number: STWD-CBMP(9), NDOT Control Number: 00974H, NDOT Project Name: County Bridge Match Program. Motion carried 7-0.

**RESOLUTION**

**SIGNING OF THE PROJECT PROGRAM AGREEMENT – BL2429**

Gage County  
Resolution No. 25-01

**Whereas:** Gage County is proposing a transportation project for which it would like to obtain County Bridge Match funds; and

**Whereas:** Gage County understands that it must strictly follow all State and local laws, rules, regulations, policies, and guidelines applicable to the funding of the project; and

**Whereas:** Gage County and Nebraska Department of Transportation (NDOT) wish to enter into a new Project Program Agreement setting out the various duties and funding responsibilities for the project.

**Be It Resolved:** by the Board of Supervisors of Gage County that:

Chair of the Gage County Board of Supervisors is hereby authorized to sign the attached Project Program Agreement between Gage County and the NDOT.

Gage County is committed to providing local funds for the project as required by the Project Program Agreement.

NDOT Project Number: STWD-CBMP(9)  
NDOT Control Number: 00974H  
NDOT Project Name: County Bridge Match Program

Adopted this 8<sup>th</sup> day of January, 2025, at Beatrice, Nebraska.

The Board of Supervisors of Gage County

/s/ Eddie Dorn

/s/ Don Schuller

/s/ David Swavely

/s/ Emily M. Haxby

/s/ Gary Lytle

/s/ Terry Jurgens

/s/ Erich Tiemann

Board Member Jurgens moved the adoption of said Resolution. Member Swavely seconded the motion.

Roll Call: 7 Yes 0 No 0 Abstained 0 Absent  
Resolution adopted, signed and billed as adopted.

Attest:

/s/ Dawn Hill

(SEAL)

Signature County Clerk

Motion by Jurgens, seconded by Dorn to approve signing Resolution #25-01 for the Project Program Agreement – BL2429 NDOT Project Number: STWD-CBMP(9), NDOT Control Number: 00974H, NDOT Project Name: County Bridge Match Program. Motion carried 7-0.

Discussion took place on the final offer for the FOP contract with Gage County. Haxby read the following statement: We genuinely appreciate our law enforcement and value their work in the county, as demonstrated by our previous negotiations. To provide context, in 2023, we received authorization from the Union to implement a \$3/hr increase for Corrections Officers and Corrections Sergeants, resulting in wage increases of over 12% and 14%, respectively. This adjustment ensured that our wages were at or above the average, helping us to maintain adequate jail staffing.

In the following year, we negotiated with the FOP to increase wages for deputies, investigators, and Sheriff’s Sergeants. These increases ranged from more than \$3/hour to over \$4.50/hour, translating to nearly 10% raises for Sheriff Sergeants, almost 12% for the Investigators, and over 17% for deputies. Additionally, we implemented these increases three months early to demonstrate our appreciation for our law enforcement and their value to us.

These adjustments ensured that our wages remained competitive. The cost of inflation was 7% in 2021, 6.5% in 2022, 3.4% in 2023, and was 2.7% last year. Given these figures, we can see how it was necessary to make some adjustments during years with higher inflation rates. With the most recent inflation rate at 2.7%, we believe our current offer for wage increases is appropriately aligned.

The FOP offer rejected by the Board includes wage increases ranging between 9.68% to 17.86%, and an increase of 220% in comp/holiday time. To put those percentages in perspective, we could see a rough increase of about \$250,000 to our budget. What do we cut to fit that? Is it 4 less cars? Do we cut services and employees in other areas? Is it less equipment? Or, do we go to the taxpayers for more?

Our offer today includes wage increases ranging from 5.88% to 8.82%, which is more than double the cost of inflation.

While we continue to value our law enforcement and their work, we believe the current system is flawed. When one firm represents such a significant number of the employees in counties comparable to ours, the representation becomes monopolistic, leading to artificially inflated outcomes of the true cost of living circumstances. It puts employers, counties, and taxpayers in nearly impossible budgeting situations.

After posting our agenda letting the FOP know of our intention to continue to bargain in good faith, we have heard the FOP filed a wage case in Commission of Industrial Relations (CIR). The FOP was informed prior to the agenda that we would be voting to extend a final offer. This action suggests that the County’s negotiation efforts were disregarded, which is not only unproductive, but also disappointing.

In good faith, the County’s final offer includes several provisions that increase overall compensation and benefits.

Motion by Lytle, seconded by Dorn to approve the final offer for the FOP contract with Gage County. Motion carried 6-1 with Tiemann voting nay.

Tiemann recognized Dave Swavely and Don Schuller as this was their last meeting as Gage County Supervisors. Plaques were presented to each of them in appreciation of all of their work. Tiemann said he has appreciated getting to know both, and the time you’ve put in, bringing a different slice of the community’s voice to the board. He said it’s been wonderful having both of you on the board, and we’ll miss you both. Thank you for your time on the board.

Swavely spoke saying, This is the second opportunity to serve on the board. The first board was a little different, but did the same things. “I think this board gets along real well, even though we don’t agree sometimes. Sometimes we call each other out, but we still get along with each other. That’s the important thing to do.” It is important that a board like this does not have someone that comes in with an agenda, if someone comes up with something it needs to be good for the whole county. Tiemann agreed saying, “We get along really well. That’s a unique situation in any board. There’s a lot more work that gets done that way than if we’re just arguing.”

Schuller stated “That’s what the board is about, bringing ideas together and tossing them around, brainstorming and coming up with a compromise or a good solution to the problems we have. I felt very comfortable here in the discussions we have, and I’ve enjoyed working with all the other board members, and it’s been a very good experience that I’ll never forget.”

Jurgens thanked and congratulated both Swavely and Schuller.

Lytle said he’s known Swavely since he was a kid and really enjoyed the opportunity to get to know him on a different level. He also stated that he’s known Schuller for several years, having good conversations even before he was on the board, and even though they didn’t always agree, he enjoyed the viewpoint and being willing to speak differently.

A cake and punch reception was held following the board meeting in honor of the outgoing members.

Chairman declared Board of Supervisors meeting adjourned at 9:43 a.m. until January 22, 2025.

Board minutes can also be viewed on the Gage County website at [www.gagecountyne.gov](http://www.gagecountyne.gov).

/s/ Dawn Hill  
Dawn Hill  
Gage County Clerk

/s/ Erich Tiemann  
Erich Tiemann, Chairman  
Gage County Board of Supervisors

I, Dawn Hill, County Clerk of Gage County, do hereby certify that the above records are true and accurate to the best of my knowledge.  
Witness my hand and official seal this 8<sup>th</sup> day of January, 2025.

(SEAL)

/s/ Dawn Hill  
Dawn Hill  
Gage County Clerk