

A regular meeting of the Fillmore County Board of Supervisors was convened in open and public session, in the Boardroom of the Courthouse in Geneva. Notice of the meeting was given by publication in the Nebraska Signal and posted on the County Clerk's office door. 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. The agenda is held open until one business day prior to the meeting for appearance before the Board. The Board of Supervisors has the right to modify the agenda to include items of an emergency nature only at such public meeting. All proceedings hereafter shown were taken while in the convened meeting which was open to the attendance of the public.

The Fillmore County Board of Supervisors convened on January 13, 2026, at 9:02 a.m.

Present: Chairman: Jeff Neiman  
 Members: Larry Cerny, Ralph Graham, Kenny Harre, Mark Lightwine, Merle Noel, and Wade Sluka  
 County Clerk: Amy Nelson

Chairman Neiman announced that a complete copy of the Open Meetings Act is available in the Board of Supervisors room.

#### MINUTES APPROVED

Chairman of the Board, Neiman declared the minutes from the December 23, 2025, meeting approved as presented.

#### EXTENSION OFFICE UPDATE

Brandy VanDeWalle, Extension Educator & Lead Educator informed the Board of the activities that the office completed in the month of December and introduced Alise Verhage as the new Extension Associate – Rural Health & Wellbeing.

#### EXTENSION BOARD APPOINTMENTS

Sluka moved and Graham seconded the motion to reappoint Kory Kahlandt (NE Quadrant) and Cody Engle (SE Quadrant) and to appoint Kevin Bonin (at large) to the Extension Board beginning January 1, 2026 and ending December 31, 2028. Upon roll call, the vote was as follows:

Ayes: Cerny, Graham, Harre, Lightwine, Neiman, Noel, and Sluka  
 Nays: None

The Chairman declared the motion carried.

#### CLAIMS

The claims were presented for payment. The following abbreviations describe the expenditures: Equip – equipment, HDM's – home delivered meals, Insur – insurance, Main – maintenance, Mtgs – meetings, Mile – mileage, Misc – miscellaneous, Post – postage, Pro – proceedings, Rep – repairs, Ret – retirement, Ser – service, SS – social security, Sup – supplies, Uti – utilities, Wksh – workshop expense.

#### GENERAL FUND:

911 Custom	Sup	2,728.00
A Street Auto Parts Southwest	Rep	20.17
Amazon Capital Services	Sup, Equip	843.35
Applied Connective Technologies	Ser, Equip	8,936.04
B & J Automotive, LLC	Ser	200.00
Anjanette Bauer	Ser	1,480.00
Todd Bauer	Meetings	105.00
Bear Graphics	Sup	498.87
Benchmark Government Solutions, LLC	Meals	147.40
Mark Betka	Rep	575.00
Black Hills Energy	Uti	2,412.00
Todd Boller	Meetings	135.00
Cidnet	Sup	300.00
City of Geneva	Uti	610.75
Clearfly	Uti	405.51
Contryman Associates, PC	Ser	17,000.00
Cornerstone Bank	SS	8,565.37
Gaylord Cradduck	Meetings, Mile	58.80
Crowne Plaza Kearney	Lodging	4,493.45
Jill R Cunningham	Rent, Dues	372.83
Eakes Office Solutions	Sup, Ser	348.93
James Engle	Meetings, Mile	126.00
Election Systems & Software, Inc.	Sup	1,001.93
Farmers Cooperative	Fuel	303.23
Fillmore County Court	Fees	111.00
Fillmore County Clerk of the District Court	Fees	36.00
Fillmore County HRA	Insur	2,936.75
Fillmore County Treasurer	Interest	52,161.35
First Concord Benefits Group	Ser	52.50
First Wireless	Sup	118.39

Geneva Home Center	Sup	213.55
Geneva Super Foods	Sup	1,634.77
Geneva Tire and Autos, Inc.	Rep, Tires	1,300.30
Glenwood Telecommunications, Inc.	Uti	314.75
Great Plains Uniforms, LLC	Sup	197.98
HD Supply	Sup	749.65
Kimberly J Hirth	Rent	183.33
Carol Hoarty	Meetings	105.00
Hometown Leasing	Ser	1,689.84
Justice Data Solutions, Inc.	Main, Ser	6,700.00
Kalkwarf & Smith Law Offices	Ser	4,216.12
Kopchos Sanitation, Inc.	Uti	251.00
Kraviec Maurstad Law, PC, LLO	Ser, Post	2,334.89
Lancaster County Sheriff	Fees	9.65
Loup Valley Lighting, Inc.	Sup	238.50
Madison National Life Insurance Company	Insur	704.12
MIPS, Inc.	Ser	3,994.15
Murray Law PC LLO	Ser	682.30
NACO Planning & Zoning	Wksh	40.00
Nebraska Association of County Assessors	Dues	100.00
Nebraska Association of County Officials	Dues	75.00
Nebraska Clerks of District Court Assoc.	Dues	50.00
Nebraska Department of Revenue	Sales Tax	44.23
Nebraska Sheriff's Association	Dues	470.00
The Nebraska Signal	Ads, Pro	494.86
Nebraska Weed Control Assoc. – Region 4	Dues	15.00
Nebraska Weed Control Association	Wksh	150.00
Pictometry International, Inc.	Ser	27,866.67
Point C	Insur	352.00
Point C Health	Insur	75.00
Quadient Finance USA, Inc.	Post	700.00
Blaine Richards	Meetings, Mile	138.60
Retirement Plans Division of Ameritas	Ret	8,551.40
State of Nebraska – DAS Central Finance	Ser	537.60
State of Nebraska – Dept Correctional Svcs	Boarding Prisoners, Ser	1,606.51
Dawn M Stites	Rent	183.34
Sullivan Shoemaker PC LLO	Ser	5,580.42
Thayer County Treasurer	Wksh	333.02
TK Elevator Corporation	Rep	341.28
Trailblazer RC & D Council	Dues	400.00
Trans Union Risk and Alternative	Main	352.74
Tyler Technologies, Inc.	Main	951.88
Unifirst Corporation	Sup	541.47
US Bank CPS	Sup, Meals, Wksh	2,145.67
Weaver Pharmacy	Sup	132.71
Windstream	Uti	150.89
Woodward's Disposal Service, Inc.	Ser	117.50
Payroll	Salaries	142,182.90

**ROAD/BRIDGE FUND:**

Amazon Capital Services	Sup	145.07
Auto Value Parts Stores	Parts, Sup, Main	517.20
Anjanette Bauer	Ser	540.00
Black Hills Energy	Uti	1,142.08
City of Geneva	Uti	88.50
Cornerstone Bank	SS	2,512.02
Crowne Plaza Kearney	Lodging	434.85
Cummins, Inc.	Parts	149.90
Lana Daws	Easement, Fencing	439.18
Farmers Cooperative	Fuel	446.66
Galyen Energy Supply, Inc.	Fuel	1,476.30
Geneva Building Supply	Parts, Sup	175.53
Geneva Implement Co., Inc.	Parts, Rep	1,832.07
Geneva Parts City	Rep	4.77
Geneva Super Foods	Sup	10.16
Geneva Tire and Auto, Inc.	Rep	448.34
Geneva Welding & Supply, Inc.	Equip, Sup	112.25
Grafton Mini-Mart	Fuel	74.06
Harre Seed, Inc.	Gravel	10,746.00
Hometown Leasing	Ser	172.26
Jackson's Heavy Equipment Training, LLC	Ser	6,000.00
Kopchos Sanitation, Inc.	Uti	70.00
Mid- Nebraska Aggregate, Inc.	Gravel	42,424.72
MIPS, Inc.	Ser	147.20
Nebraska Department of Revenue	Sales Tax	395.84
Nebraska Machinery Company	Parts, Ser	5,300.08
The Nebraska Signal	Ads	437.00
Nick's Farm Store Co.	Parts, Rep	386.03

Perennial Public Power District	Uti	114.94
Pribyl Ag, LLC	Easement	54.42
Retirement Plans Division of Ameritas	Ret	2,150.63
Spring Creek Repair & Farm Supply	Sup, Tools	688.70
Glen Stych	Easement & Fencing	439.17
US Bank CPS	Meal	26.72
Verizon	Uti	478.24
Village of Exeter	Uti	30.85
Village of Fairmont	Uti	30.29
Village of Grafton	Uti	57.00
Village of Milligan	Uti	45.00
Village of Ohiowa	Uti	48.00
Westover Rock & Sand, Inc.	Rock	12,092.50
Payroll	Salaries	68,397.96

**REGISTER OF DEEDS PRESERVATION & MODERIZATION FUND:**

MIPS, Inc.	Main	154.62
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**INHERITANCE TAX FUND:**

Applied Connective Technologies	Ser	18,752.00
First Wireless, Inc.	Equip	173,730.00

**911 EMERGENCY MANAGEMENT FUND:**

Geneva Home Center	Equip	2.99
Glenwood Telecommunications, Inc.	Uti	64.95
Windstream	Uti	118.17

**HOSPITAL OPERATING FUND:**

Fillmore County Hospital	Dec '25 taxes	19,798.24
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**CLAIMS APPROVED**

Cerny moved and Lightwine seconded the motion to approve the claims as presented. Upon roll call, the vote was as follows:

Ayes: Cerny, Graham, Harre, Lightwine, Neiman, Noel, and Sluka  
 Nays: None

The Chairman declared the motion carried.

**FEE REPORTS FOR DECEMBER 2025**

After review, Lightwine moved and Graham seconded the motion to approve the fee reports for December 2025 as presented:

**County Clerk \$26,796.61 (State \$16,711.61 & County \$10,085.00)**  
**Clerk of the District Court \$2,188.91**  
**County Sheriff \$2,443.31**

Upon roll call, the vote was as follows:

Ayes: Cerny, Graham, Harre, Lightwine, Neiman, Noel, and Sluka  
 Nays: None

The Chairman declared the motion carried

**2025 4<sup>th</sup> QUARTER ACCOUNTABILITY STATEMENTS**

After review, Lightwine moved and Cerny seconded the motion to approve the 2025 fourth (4<sup>th</sup>) quarter accountability statements as presented from Clerk of the District Court, County Attorney, County Clerk (Section 125, HRA Reimbursement, and Register of Deeds), and Soldiers & Sailors. Upon roll call, the vote was as follows:

Ayes: Cerny, Graham, Harre, Lightwine, Neiman, Noel, and Sluka  
 Nays: None

The Chairman declared the motion carried.

**LAPTOPS FOR BOARD MEMBERS**

After discussion, Sluka moved and Lightwine seconded the motion to purchase new laptops for the Board members replacing their current iPads through Applied Connective. Upon roll call, the vote was as follows:

Ayes: Cerny, Graham, Harre, Lightwine, Neiman, Noel, and Sluka  
 Nays: None

The Chairman declared the motion carried.

### **BRYANT TOWNSHIP BILL**

Harre moved and Noel seconded the motion to authorize the County Treasurer to pay the bill for Bryant Township submitted from Manning Associates, PC for preparation of the 2025-26 budget in the amount of \$748.50. Upon roll call, the vote was as follows:

Ayes: Cerny, Graham, Harre, Lightwine, Neiman, Noel, and Sluka  
Nays: None

The Chairman declared the motion carried.

### **GENEVA TOWNSHIP BILL**

Cerny moved and Graham seconded the motion to authorize the County Treasurer to pay the bill for Geneva Township submitted from Manning Associates, PC for the preparation of the 2025-26 budget in the amount of \$748.50. Upon roll call, the vote was as follows:

Ayes: Cerny, Graham, Harre, Lightwine, Neiman, Noel, and Sluka  
Nays: None

The Chairman declared the motion carried.

### **UNIFIRST CUSTOMER SERVICE AGREEMENT**

After discussion, the Board will not approve the signing of a customer service agreement with UniFirst.

### **OCCUPY COUNTY RIGHT-OF-WAY PERMIT**

After review, Sluka moved and Graham seconded the motion to approve the following occupy county right-of-way permit as presented:

Perennial Public Power District – install electrical line between N ½ of the NE ¼, Section 13 and the S ½ of the SE ¼, Section 12 across Road C between Road 24 and Road 25, Exeter Township. The owner will cooperate fully with the officials of Fillmore County and keep them fully and immediately informed of all construction or maintenance work required in the county right-of-way.

Upon roll call, the vote was as follows:

Ayes: Cerny, Graham, Harre, Lightwine, Neiman, Noel, and Sluka  
Nays: None

The Chairman declared the motion carried.

### **MASTER SERVICE AGREEMENT WITH SPEECE LEWIS FOR 2026**

After discussion, Lightwine moved and Noel seconded the motion to approve the Master Service Agreement with Speece Lewis beginning January 2, 2026, and ending December 31, 2026. Upon roll call, the vote was as follows:

Ayes: Cerny, Graham, Harre, Lightwine, Neiman, Noel, and Sluka  
Nays: None

The Chairman declared the motion carried.

### **COMMUNICATIONS UPGRADE QUOTES FOR EQUIPMENT**

Sheriff, McFarland and Emergency Manager, Jean Engle presented two quotes from First Wireless, Inc for equipment to complete the communications upgrade project.

After discussion, Harre moved and Graham seconded the motion to approve the two quotes from First Wireless, Inc. for the communications equipment upgrade. Upon roll call, the vote was as follows:

Ayes: Cerny, Graham, Harre, Lightwine, Neiman, Noel, and Sluka  
Nays: None

The Chairman declared the motion carried.

### **REPAIR EAST BUILDING RESTROOMS IN THE FITNESS CENTER**

GEN2 Construction, LLC presented an estimate for \$2,360.00 to repair the restrooms in the fitness center at the East Building. After discussion, the Board approved to proceed with repair.

### **JAIL INSPECTION**

After reviewing the jail, Lightwine moved and Graham seconded the motion that everything was in order in the jail noting that the floor repair and toilet replacement will begin in February. Upon roll call, the vote was as follows:

Ayes: Cerny, Graham, Harre, Lightwine, Neiman, Noel, and Sluka  
Nays: None

The Chairman declared the motion carried.

## **SETTING ELECTED OFFICIALS SALARIES FOR THE TERM OF 2027 TO 2030**

After discussion, Sluka moved and Cerny seconded the introduction of the following resolution:

### **RESOLUTION #2026 - 05**

**WHEREAS**, Section 23-1114 of the Revised Reissue Statutes of the State of Nebraska, the Fillmore County Board of Supervisors are required to determine and set the salaries of the various elected officials of the County prior to January 15<sup>th</sup> of the year in which a General Election will be held for the respective offices.

**WHEREAS**, the Fillmore County Board of Supervisors, have met in order to establish the salaries of the elected officials of Fillmore County, Nebraska, for the term commencing January 2027, pursuant to Nebraska law. After conferring with county officials; after reviewing the financial situation of county government; after reviewing the Nebraska Association of County Officials' salary study and reviewing salaries of comparable positions in other governmental sectors, the Board finds it is necessary and proper to establish new salaries for the elected officials of Fillmore County.

**NOW, THEREFORE, BE IT RESOLVED** by the County Board of Supervisors of Fillmore County, Nebraska, that:

**County Assessor:** the annual salary for the office of County Assessor be established at \$82,320.00 for the calendar year 2027. That for each year thereafter a 3% cost-of-living increase shall be added to the previous year's salary so the total amount paid for the calendar year 2028 shall be \$84,789.60, for the calendar year 2029 shall be \$87,333.29, and for the calendar year 2030 shall be \$89,953.29.

**County Attorney:** the annual salary for the office of County Attorney be established at \$92,198.40 for the calendar year 2027. That for each year thereafter a 3% cost-of-living increase shall be added to the previous year's salary so the total amount paid for the calendar year 2028 shall be \$94,964.35, for the calendar year 2029 shall be \$97,813.28, and for the calendar year 2030 shall be \$100,747.68.

**BE IT FURTHER RESOLVED**, that the annual salary for the office of Deputy County Attorney be established at 65% of the County Attorney's annual salary.

**County Clerk:** the annual salary for the office of County Clerk be established at \$82,320.00 for the calendar year 2027. That for each year thereafter a 3% cost-of-living increase shall be added to the previous year's salary so the total amount paid for the calendar year 2028 shall be \$84,789.60, for the calendar year 2029 shall be \$87,333.29, and for the calendar year 2030 shall be \$89,953.29.

**Clerk of the District Court:** the annual salary for the office of Clerk of the District Court be established at \$82,320.00 for the calendar year 2027. That for each year thereafter a 3% cost-of-living increase shall be added to the previous year's salary so the total amount paid for the calendar year 2028 shall be \$84,789.60, for the calendar year 2029 shall be \$87,333.29, and for the calendar year 2030 shall be \$89,953.29.

**County Sheriff:** the annual salary for the office of County Sheriff, including his or her services in managing the county jail, be established at \$102,900.00 for the calendar year 2027. That for each year thereafter a 3% cost-of-living increase shall be added to the previous year's salary so the total amount paid for the calendar year 2028 shall be \$105,987.00, for the calendar year 2029 shall be \$109,166.61, and for the calendar year 2030 shall be \$112,441.61.

**County Surveyor:** the annual salary for the office of County Surveyor shall be established at \$500.00 for the calendar years of 2023, 2024, 2025, and 2026.

**County Treasurer:** the annual salary for the office of County Treasurer be established at \$82,320.00 for the calendar year 2027. That for each year thereafter a 3% cost-of-living increase shall be added to the previous year's salary so the total amount paid for the calendar year 2028 shall be \$84,789.60, for the calendar year 2029 shall be \$87,333.29, and for the calendar year 2030 shall be \$89,953.29.

**County Board Supervisors:** the annual salary for the office of County Board Supervisors established at \$23,500.00 for the calendar years 2027 and 2028. For calendar years 2029 and 2030, the annual salary of the office of County Board of Supervisors shall be established at \$23,500.00, plus an increase based on the cumulative Consumer Price Index (CPI-U) as established by the Bureau of Labor Statistics, U.S. Department of Labor in December 2027 and December 2028, plus 1%.

**Chairman of the County Board of Supervisors:** the annual salary of the office of Chairman of the County Board of Supervisors be established at \$26,000.00 for the calendar years of 2027 and 2028. For calendar years 2029 and 2030, the annual salary of the office of Chairman of the County Board of Supervisors shall be established at \$26,000.00, plus an increase based on the cumulative Consumer Price Index (CPI-U) as established by the Bureau of Labor Statistics, U.S. Department of Labor in December 2027 and December 2028, plus 1%.

**Budget Making Authority:** If the County Board designates any elected official who is qualified to serve as the budget-making authority, he or she shall receive \$5,750.00 for calendar years 2027, 2028, 2029, and 2030.

**BE IT FURTHER RESOLVED**, the County Board reserves the right to enter into any program(s) for the benefit of employees of the County, such as insurance programs or other programs as may be approved, with the elected officials granted the right to participate in such programs on the effective date as approved by the County Board. It is the intent of the County Board that participation in such programs shall not constitute an increase in the herein adopted salary. Any mandated benefits by the federal or state government shall be received by the above elected offices; and

**BE IT FURTHER RESOLVED**, that in addition to the above stated salary adjustments, each elected official shall be enrolled in and shall receive benefits from the County Employee's Retirement System as set forth by Section 23-2301 et.seq. Nebraska Revised Statutes; and

**BE IT FURTHER RESOLVED**, that in addition to the above salary each Elected Official shall receive during his or her term of office a single health insurance coverage policy and 50% of any coverage above single, and life insurance policy, the same as offered to all county employees.

**BE IT FURTHER RESOLVED**, that in addition to the above stated salary, an elected official shall receive during his or her term of office at the county expense an opt-out provision (aka "cash in lieu of" provisions) if an employee opts out of the health and medical plan, the same as offered to all county employees. This option will be available as permitted by Federal and State statutes and rules and regulations of agencies, including those promulgated and adopted by the US Department of Treasury, US Internal Revenue Service (IRS), Center of Medicare and Medicaid Services (CMS), and US Department of Health and Human Services (HHS).

Pursuant to the "cash in lieu of" program adopted by the county board and as allowed by State and Federal law and rules and regulations, an elected county official shall receive "cash in lieu" of health insurance the same as offered to all county employees.

**BE IT FURTHER RESOLVED**, the salaries for the appointed chief deputies in the offices of the elected officers of the county must be fixed by the County Board at such times as necessity may require. The salary of one full-time (chief) deputy of the various county offices shall not be less than sixty-five percent (65%) of the officer's salary.

Upon roll call, the vote was as follows:

Ayes: Cerny, Graham, Lightwine, Neiman, Noel, and Sluka

Nays: Harre

The Chairman declared the resolution adopted.

#### **SENIOR SERVICES UPDATE**

Brenda Motis, Senior Services Director, gave her quarterly update to the Board.

#### **ADJOURN**

As there was no other business to come before the Board, Lightwine moved and Graham seconded the motion to adjourn the meeting at 11:01 a.m. until January 27, 2026. Upon roll call, the vote was as follows:

Ayes: Cerny, Graham, Harre, Lightwine, Neiman, Noel, and Sluka  
Nays: None

The Chairman declared the motion carried.

State of Nebraska)  
County of Fillmore) ss.

I, Amy Nelson, the undersigned County Clerk of Fillmore County, Nebraska do hereby certify the foregoing minutes are true and are part of the official records of this office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed by official seal this 13<sup>th</sup> day of January 2026.

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Attest

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Chairman