

PROCEEDINGS OF THE DODGE COUNTY BOARD OF SUPERVISORS

Regular meeting of the Dodge County Board of Supervisors was called to order by Chairman Missel at 9:01 A.M. on Wednesday, November 12, 2025 in the Board Room of the Courthouse, Fremont, Nebraska with the following members present: Beam, Giesselmann, Strand, Backens, Missel, Tawney and Bendig. Absent: None. Prior to roll call Chairman Missel announced the meeting to be an open public meeting and that the current open meeting laws are posted on the wall and available for anyone to review.

The Board unanimously declared the meeting legally convened.

The Board unanimously approved the agenda as printed and received and placed on file county officials' reports, Bond Continuation Certificate for Mark Cuda, Treasurer, Winslow Rural Fire District, the *National Association of Counties (NACo)* at 90 publication, which celebrates 90 years of NACo and correspondence from NIRMA announcing Dodge County's annual membership dividend of \$18,375 for 2025.

The Board unanimously approved the minutes of the October 29, 2025 meeting as printed.

At 9:05 A.M., the Board recessed as a Board of Supervisors and convened as a Board of Corrections. Chairman Missel dispensed with roll all members being present.

Under any items of discussion, Supervisor Beam reported that there are currently 55 inmates in custody with 31 being held in Saunders County, 18 in Washington County, 2 in Douglas County, 1 at the Lincoln Regional Center and 3 at the Nebraska Department of Correctional Services.

At 9:06 A.M., the Board adjourned as a Board of Corrections until Wednesday, November 26, 2025 at 9:05 A.M.

Immediately thereafter, the board reconvened as a Board of Supervisors. Chairman Missel dispensed with roll all members being present.

The Board unanimously approved the wage & hour claims as submitted in the amount of \$ 290,964.00.

The Board unanimously approved the financial claims as submitted in the amount of \$412,499.27.

The Board commenced discussions about the Memorandum of Understanding (MOU) between the Nebraska Department of Veterans' Affairs and Dodge County for use of the web-based database "VetraSpec" by the Dodge County Veterans Service Office. Dodge County Veterans Service Officer Mark Schneck was involved with County Government Day and was not available to answer questions the Board had about this MOU. The issue was tabled until later in the meeting.

District Court Clerk Judi Wegner addressed the Board about salary issues during the discussion about the newly revised Dodge County Employee Handbook. She apologized if she missed her opportunity to speak about the elimination of merit increases but wanted to let the Board know she thinks this is sending employees the wrong message. She added that this diminishes managers' ability to recognize strong performance, lowers morale and makes it difficult to hire qualified employees. Supervisor Beam said there is still an incentive

after the probationary period where managers can reward employees with a raise of up to \$1.00. Chairman Missel confirmed that merit increases have been eliminated and Cost of Living adjustments are now in place. Supervisor Bendig said that Zelle Human Resource Solutions has done salary studies for each county department using other counties and private sector entities as a comparison. Other changes that were recognized are the 5-day vacation carry-over each year (page 30) and courthouse security (Section 9.3 Building Security, page 41). The new wording in the employee handbook states that all employees are to enter the courthouse using the main entrance on the east side of the building. Sheriff Weitzel (who entered the meeting with students attending Government Day) said the Security Committee will meet and create a plan that will be implemented January 1, 2026. Approval of the employee handbook was tabled until the November 26, 2025 meeting of the Dodge County Board of Supervisors.

Students from Archbishop Bergan Catholic, Scribner Snyder Community and Logan View Public Schools came into the boardroom for County Government Day during the discussion of the employee handbook. Chairman Missel welcomed the students and sponsors and gave them an overview of county government.

The discussion about the Memorandum of Understanding between the Nebraska Department of Veterans' Affairs and Dodge County for use of the web-based database "VetraSpec" resumed since Veterans Service Officer Mark Schneck joined the meeting with the County Government Day students. Mr. Schneck said the software has a high security profile, is well established and widely used; he recommended the Board sign-off on this Memorandum. The Board unanimously approved Chairman Missel's signature on the Memorandum.

The Board unanimously approved the Lease Agreement between Dodge County and Rupert Dunklau Foundation, Inc. for office space located at 33 West 4th Street, Suite 5A, Fremont, NE for operation of a Dodge County Attorney Office, including Juvenile Diversion Services and authorized the signature of Chairman Missel on the agreement.

Committee Reports – Supervisor Bendig reported that a quote was signed with Applied Connective Technologies to install the wiring in the new Election Office along with network equipment for the courthouse to make it all work. He also reported that he is working on a grant application to Homeland Security worth approximately \$60,000 that is due in early December.

The Board unanimously approved the request for payment of 30% completion to Burns & McDonnell for Morningside Road improvements, Project 185002. The payment of \$139,100 will be made by the Fremont Municipal Inland Port Authority but needs to be approved by the Dodge County Board of Supervisors. Dodge County entered into an interlocal agreement with the City of Fremont to form the Fremont Municipal Inland Port Authority; Dodge County will notify the City of Fremont of the Board's approval of this payment.

Highway Superintendent Scott Huppert reported that employees are cleaning out ditches, patching potholes and prepping sand trucks for icy conditions in Scribner and Fremont. He said snow fences have been installed throughout the county. The contractor has started the box culvert project (643) on Luther Road and estimates it will take 3-4 weeks to complete with good weather. Applied Connective is coming tomorrow to install a new computer for the new employee yet to be hired in the Roads Department. The utility plans for the Morningside Road (Port Authority) project continue to be developed; most of that

work is the City of Fremont's responsibility. There will be a Port Authority meeting on November 19, 2025. The new loader has been delivered to Scribner. Speece Lewis Engineers are helping Superintendent Huppert with bridge inspections. A traffic counter has been placed on Judy Ave. to assess traffic counts for the turn lane project onto Judy Ave. from Highway 77.

At 9:49 A.M., the Board recessed as a Board of Supervisors.

At 9:54 A.M., the Board reconvened as a Board of Supervisors. Chairman Missel dispensed with roll all members being present except for Supervisor Giesselmann.

Immediately thereafter, the Board unanimously passed a motion to go into closed session to discuss general assistance claims.

At 10:06 A.M., the Board unanimously passed a motion to go back into open session from the discussion of the claims. No action was taken on any of the claims as a result of the closed session.

At 10:07 A.M., Chairman Missel adjourned the Board as a Board of Supervisors until Wednesday, November 26, 2025 at 9:00 A.M.

Immediately thereafter, the Board convened as a Board of Equalization. Chairman Missel dispensed with roll all members being present except for Supervisor Giesselmann.

The Board unanimously received and referred to County Attorney Hopkins correspondence from the Nebraska Tax Equalization and Review Commission (TERC) regarding the following: Certification of Final Decision & Order for The Kroger Co., Case Nos. 22C 0198, 23C 0351 & 24C 0279, Certification of Final Decision & Order for RVR Bank, Case No. 23C 0115 and Order for Dismissal with Prejudice for Wayne L. Stuehmer, Case Nos. 23A 0218, 23A 0219 & 23A 0220.

At 10:09 A.M., the Board adjourned as a Board of Equalization until November 26, 2025 at 10:00 A.M.

Micki Gilfry
Dodge County Clerk