

## **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 9:00 A.M. on Wednesday, December 10, 2025 in the Board Room of the Courthouse, Fremont, Nebraska with the following members present: Beam, Giesselmann, Strand, Missel, Tawney and Bendig. Absent: Backens. 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, correspondence from Charter Communications regarding a change in channel lineup, Crime Coverage Insurance documentation from Kent Giesselmann, Treasurer, Scribner Rural Fire Protection District, Certificate of Insurance from LaPointe Utilities, DBA: R & R Companies, LLC and Bond Continuation Certificate for Jeremy Horvatich, Treasurer, Logan Township.

The Board unanimously approved the minutes of the November 26, 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 except for Supervisor Backens.

Under any items of discussion, Supervisor Beam reported that there are currently 49 inmates in custody with 29 being held in Saunders County, 15 in Washington County, 1 at the Lincoln Regional Center, 1 at the Nebraska Department of Correctional Services and 3 onsite (Dodge County). County Attorney Hopkins explained that the individuals in custody being held in Dodge County have specific medical needs that cannot be met in Saunders or Washington County. She added that the judges are becoming less accommodating to those with specific medical needs because they don't want that used as an excuse to avoid incarceration.

At 9:08 A.M., the Board adjourned as a Board of Corrections until Tuesday, December 23, 2025 at 9:05 A.M.

Immediately thereafter, the Board reconvene as a Board of Supervisors. Chairman Missel dispensed with roll all members being present except for Supervisor Backens.

The Board unanimously approved the wage & hour claims as submitted in the amount of \$331,020.38.

The Board unanimously approved the financial claims as submitted in the amount of \$246,486.52.

The Board unanimously approved an Interlocal Agreement between the Fremont Public School District and Fremont/Dodge County Communications for Emergency Situation Access to the District's security cameras. Shelly Holzerland, 911 Director for Fremont/Dodge County 911, explained that this interlocal would allow dispatchers access to the live feed from security cameras inside the buildings only in the event of an emergency. The dispatchers will have the ability to relay what they are seeing to the first responders on

the scene. She said there will be extensive training to utilize the security cameras and learn the protocols during an emergency. She added that the training will take place when no students are in the building. The PSAP Board has approved the interlocal agreement and County Attorney Hopkins has reviewed it for Dodge County.

The Board unanimously approved the FY2027 Community-based Juvenile Services Aid [CB] Application before submittal to the Nebraska Crime Commission and authorized Chairman Missel's signature on the application. Meggie Studt, Dodge County Juvenile Diversion Director said this grant will cover the same things it has in the past including her salary and benefits and additional contracted services including therapy, transportation and alternatives to detention to name a few.

The Board unanimously approved the FY2027 Community-based Juvenile Services Aid [EB] Application before submittal to the Nebraska Crime Commission and authorized Chairman Missel's signature on the application. This grant covers the salary and benefits for Dodge County Juvenile Diversion employee Claudia Castaneda.

The Board unanimously approved the reappointments of Bonnie Nebuda and Sid Ready to three-year terms on the Dodge County Extension Board expiring December 31, 2028.

A discussion about the newly revised Dodge County Employee Handbook began with County Attorney Hopkins voicing her concern about some of the proposed changes. She said her biggest concern is that the policies in the employee handbook may impede elected officials' and department heads' ability to hire and retain qualified employees. She added that it is hard to retain attorneys especially if she is hampered by what pay she can offer them. It is her understanding that since merit increases have been eliminated, if she wants to give an employee a raise, she must ask for an exception. Chairman Missel and Supervisor Beam asked County Attorney Hopkins if she has any suggestions as to what amendments need to be made to the handbook. She said without further review of the handbook, she does not have any specific recommendations. Supervisor Bendig said Zelle Human Resources Solutions are in the process of identifying what employees should be making based on an evaluation of the job duties and comparisons to comparable size counties. He added that it could possibly take up to a year for Zelle to evaluate job descriptions in all departments in Dodge County. He also pointed out that the elimination of merit increases and the possibility of cost-of-living increases each year have already been approved by the Board. County Attorney Hopkins and District Court Clerk Wegner both said they think the wage information from Zelle should be available before the handbook issues are resolved. However, with the projected timeline for completion of the wage study in Dodge County being nearly one year, it isn't feasible to push back approval of the revised handbook too much further. Supervisors Strand and Tawney both said they don't have a problem tabling this discussion, but there needs to be a clear-cut timeline identified as to when these issues can be resolved. The Board unanimously approved tabling this agenda item until the January 7, 2026 meeting.

Committee Reports – The Board unanimously received correspondence from Ian Peterson with the Dodge County Extension Office inviting them to an appreciation luncheon on January 21, 2026, 11:00 A.M. at the Dodge County Extension Office. On that day, the Board will recess and reconvene at the appreciation luncheon. All Board members are welcome to attend the luncheon.

Supervisor Strand reported that Jeff Ray, zoning administration consultant, is working

on multiple projects and Mr. Ray has been asked to make some minor changes to his contract before the final sign-off.

Highway Superintendent Scott Huppert reported that employees have done a good job on the snow events that have occurred and they continue to patch potholes. He said he is getting calls about the bridge weight limit signs that he has been mandated to post a specific distance ahead of the bridges. There is some education needed for residents as to how to interpret these signs. Superintendent Huppert announced that Joann Pruess has been hired as Highway Assistant. The box culvert project on Luther Road should be completed no later than next week. The railroad's plans for the crossing at Shoreline Drive and County Road 6 are being finalized and will be sent to the state when they are done. Burns & McDonnell continue to work with the City of Fremont utilities on Morningside Road for the Fremont Municipal Inland Port Authority. Bridge inspections are ongoing. The Dodge County Highway Safety Committee will be meeting tomorrow. Superintendent Huppert will be at the NACO Annual Meeting next week. Supervisor Bendig asked if there are any updates on the status of Platte River Road and the relinquishment contract with the State. County Attorney Hopkins said she has been behind on getting the contract finalized with the State. Supervisor Strand said this issue needs to be taken care of as soon as possible.

At 9:48 A.M., the Board unanimously passed a motion to go into closed session to discuss general assistance claims.

At 9:59 A.M., the Board unanimously passed a motion to go back into open session from the discussion of the claims with the following members present: Beam, Strand, Missel, Tawney and Bendig. Absent: Backens and Giesselmann. No action was taken on any of the claims as a result of the closed session.

Immediately thereafter, the Board adjourned as a Board of Supervisors until Tuesday, December 23, 2025 at 9:00 A.M.

At 10:00 A.M., the Board convened as a Board of Equalization. Chairman Missel dispensed with roll all members being present except for Supervisors Backens and Giesselmann.

The Board unanimously approved tax roll corrections #5802 through #5826.

The Board unanimously received and referred to County Attorney Hopkins correspondence from the Nebraska Tax Equalization and Review Commission (TERC) regarding the following: Decision & Order Affirming the Decisions of the Dodge County Board of Equalization for Terry R. Clarke, Case Nos. 22R 0213 & 22R 0215 and Notice of Appeal for RTG-WLG-QAICB LLC, Case No. 25C 1321.

At 10:01 A.M., the Board adjourned as a Board of Equalization until Tuesday, December 23, 2025 at 10:00 A.M.

Micki Gilfry  
Dodge County Clerk