

The Wayne County Board of Commissioners meeting was called to order by Chairman James Rabe at 9:00 a.m on Tuesday January 6, 2026, in the Wayne County Courthouse courtroom. Chairman Rabe, Members Dean Burbach and James Rabe, Sheriff Jason Dwinell, Ted Lohrberg, Deputy County Attorney and County Clerk Joni Tietz were present. Notice of this meeting was published in the Wayne Herald, a legal newspaper, on December 19, 2025. A copy of the Open Meetings Act was posted and accessible to the public.

Chairman Rabe presented the following consent agenda items:

- a. Approve December 16, 2025, minutes as printed in the Commissioners Record
- b. Approve payroll; commissioners abstain from approving personal claim
- c. Approve fee reports: Jason Dwinell, Wayne County Sheriff-\$1002.45; Diane Pieper, Clerk of the District Court- \$860.15

A motion to approve the consent agenda was made by Sievers and seconded by Burbach. Roll call vote: Sievers, Burbach, Rabe- aye; motion carried.

A motion to approve the agenda was made by Burbach and seconded by Sievers. Roll call vote: Burbach, Sievers, Rabe – aye; motion carried.

Motion was made by Sievers to retain James Rabe as Chairman, Dean Burbach as Vice-Chairman of the Board of Commissioners; Terry Sievers as Chairman, Dean Burbach as Vice-Chairman of the Board of Equalization and Kyle Huff as County Highway Superintendent. Motion seconded by Burbach. Roll call vote: Sievers, Burbach, Rabe-aye. Motion carried.

On motion made by Sievers, seconded by Burbach the following representatives to the positions and boards were appointed for 2026:

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| a. | County Coroner’s Physician | Dr Mark McCorkindale |
| b. | Flood Plain Administrator | Kyle Huff |
| c. | Northeast NE Area Agency on Aging | District 2 Commissioner |
| d. | Northeast NE Economic Dev District | District 2 Commissioner |
| e. | Northeast NE Joint Housing Agency | District 2 Commissioner |
| f. | Northeast NE Juvenile Services Inc | District 1 Commissioner |
| g. | Northeast NE Public Health Dept. | District 3 Commissioner |
| h. | Northeast NE RC&D | District 3 Commissioner |
| i. | NorthStar Services | District 3 Commissioner |
| j. | Region IV Mental Health Services | District 3 Commissioner |
| k. | Wayne Area Economic Dev. Bd. | District 2 Commissioner |
| l. | Wayne Area Business & Industry Committee | District 1 Commissioner |
| m. | Wayne Community Development Housing | District 2 Commissioner |
| n. | Wayne Community Housing Redevelopment | District 1 Commissioner |
| o. | Wayne County Safety Committee | District 2 Commissioner |
| p. | Wayne County Security Committee | Sheriff, Maintenance, Dist 1 Comm |

Resolution 26-1 (Elected Officials’ Salary Resolution) was presented to the Board in two different forms. One form included all elected officials receiving \$88,500 in 2027 with a yearly increase of \$3800 through 2030. The second form separated the County Attorney from the other officials with Amy Miller, present County Attorney, appearing before the Board to negotiate that salary. Miller explained that Wayne County is a little different from other counties as it does not have a full time deputy county attorney. A county attorney is required to having continuing education hours of 20 hours, may go on coroner calls in the middle of the night, and receive criminal complaints continually. Going off comparable 2026 salaries not unlike counties of Wayne County’s size she proposed \$102,000 in 2027 plus a 3% raise per year through 2030. Due to the Board’s dislike of percentages Miller proposed a \$3100 increase per year.

It was moved by Sievers, seconded by Burbach to approve Resolution 26-1 with the County Assessor, County Clerk, County Treasurer, Clerk of the District Court and County Sheriff salaries set at \$88,500 plus yearly increases of \$3800.00 with the County Attorney salary set at \$102,000 with yearly increases of \$3100 . Roll call vote: Sievers-aye;

Burbach-nay; Rabe-nay. Motion failed. Burbach expressed his concern about the cost of salaries to the taxpayers with taxes rising. He felt officials were asking for too much. He stated that when he met individually with the Officials they were not willing to compromise. Lisa Lindsay, County Treasurer queried whether Commissioner Burbach had compared the private sector wages, other government entities' wages and wages of comparable county sizes. He replied that he had not. Commissioner Rabe commented that full time clerical is costly in the County Attorney's office. The Board made no counter-offers to the Resolution.

Sievers stated that a decision had to be made at this meeting and then made a second motion to approve Resolution 26-1 with the County Assessor, County Clerk, County Treasurer, Clerk of the District Court and County Sheriff salaries set at \$88,500 plus yearly increases of \$3800 with the County Attorney salary set at \$102,000 with yearly increases of \$3100 with Burbach seconding the motion. Roll call vote: Sievers-aye; Burbach-nay and after much hesitation Rabe-aye. Motion carried.

RESOLUTION 26-1

WHEREAS, Section 23-1114 Nebraska Revised Statutes, requires the County Board to set the salaries of all elected county officials for the following four-year term of office prior to January 15 of the year in which a general election will be held for the respective county offices; and

WHEREAS, 2026 is an election year in which elective county offices are to be filled pursuant to the election process by virtue of the primary election held in May and the general election held in November, and

NOW, THEREFORE, BE IT RESOLVED by the Wayne County Board of Commissioners that the salary for the offices of County Assessor, County Clerk, County Clerk of District Court, County Sheriff, and County Treasurer shall be set at Eighty-eight Thousand Five Hundred Dollars (\$88,500) for the term beginning January 2027, plus an annual increase during the term of office (2028, 2029 and 2030) of Three Thousand Eight Hundred Dollars (\$3800.00).

BE IT FURTHER RESOLVED by the Wayne County Board of Commissioners that the salary for the office of County attorney shall be set at One Hundred Two Thousand Dollars (\$102,000) for the term beginning January 2027, plus an annual increase during the term of office (2028, 2029 and 2030) of Three Thousand One Hundred Dollars (\$3100).

BE IT FURTHER RESOLVED, the annual salary for the office of County Surveyor shall be set at \$1800, plus expenses for calendar years 2027, 2028, 2029, and 2030.

BE IT FURTHER RESOLVED, the County Clerk will receive at least Six Thousand Five Hundred Dollars (\$6,500.00) as Election Commissioner and the salary of the chief deputy election commissioner shall be at least five thousand dollars annually as cited as follows:

Chapter 32 Nebraska Revised Statute 32-217. Election commissioner, chief deputy election commissioner, and employees; county employees; salaries; how paid.

The election commissioner and the chief deputy election commissioner shall be county employees for the purposes of salary and benefit plans. All employees of the office of the election commissioner shall be county employees and subject to the county personnel system. The county board shall set the salaries of the election commissioner and chief deputy election commissioner at least sixty days prior to the expiration of the term of office of the election commissioner holding office. The salary shall become effective as soon as such salary may become operative under the Constitution of Nebraska.

In counties having a population of more than two hundred thousand inhabitants, the salary of the election commissioner shall be at least ten thousand five hundred dollars annually payable in periodic installments out of the county general fund and the salary of the chief deputy election commissioner shall be at least nine thousand dollars annually payable in periodic installments out of the county general fund.

In counties having a population of more than one hundred fifty thousand and not more than two hundred thousand inhabitants, the salary of the election commissioner shall be at least seven thousand five hundred dollars annually payable in periodic installments out of the county general fund and the salary of the chief deputy election commissioner shall be at least six thousand dollars annually payable in periodic installments out of the county general fund.

In counties having a population of more than one hundred thousand and not more than one hundred fifty thousand inhabitants, the salary of the election commissioner shall be at least nine thousand five hundred dollars annually payable in periodic installments out of the county general fund and the salary of the chief deputy election commissioner shall be at least eight thousand five hundred dollars annually payable in periodic installments out of the county general fund.

In counties having a population of not more than one hundred thousand inhabitants, the salary of the election commissioner shall be at least six thousand five hundred dollars annually payable in periodic installments out of the county general fund and the salary of the chief deputy election commissioner shall be at least five thousand dollars annually payable in periodic installments out of the county general fund.

BE IT FURTHER RESOLVED, in the event Wayne County enters into a new contract with a city or village to provide contract law enforcement, the sheriff may receive additional salary provided for in the contract and continuing each calendar year thereafter during the term.

BE IT FURTHER RESOLVED, the salaries for the appointed deputies of the County Assessor, Attorney, Clerk, Clerk of District Court, Sheriff, and Treasurer shall be set at a minimum of 65% and go up by .75% each

January until maxed out at 75% after 15 years.

BE IT FURTHER RESOLVED, if the County Board of Commissioners appoints an elected official as the budget-making authority, that official will receive Three thousand (\$3000) for preparation of the county budget.

BE IT FURTHER RESOLVED , in addition to the above-stated salary adjustments, each elected official shall be enrolled in and receive the benefits of the County Employees’ 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-stated salary adjustments, each elected official shall receive, during his or her term of office, the benefits of the family health insurance plan, subject to modifications made to such plan during the term of office. A “Cash-in-lieu” plan is available for qualifying elected officials and family members that opt out of the health insurance plan. This option will be available as permitted by state and federal statutes, and

BE IT FURTHER RESOLVED that the officials could receive any fringe benefits, hazard pay, and all other additional benefits or incentives, financial or otherwise, which shall be available from time to time to all County Employees.

A motion to approve the following claims was made by Burbach and seconded by Sievers. Roll call vote: Burbach, Sievers, Rabe- aye; motion carried.

General Fund: Payroll & Reimbursements: \$86,344.98; Albin, Mark, OE \$737.70; AT & T Mobility, SU,OE \$173.69; Bauer Built, RP \$170.00; Black Hills Energy, OE \$1,372.81; Blue 360 Media, SU \$719.36; Bomgaars, SU,RP \$892.02; Candlewood Suites, OE \$1,499.40; Eakes Office Solutions, SU,ER,OE \$850.52; Election Systems & Software Inc., OE \$120.16; Fitzgerald, Vetter, Temple, Bartell, et al., OE \$2,475.30; Floor Maintenance, SU \$143.91; Hometown Leasing, ER \$118.41; Jack’s Uniforms & Equipment, OE,SU \$645.55; Main Street Garage LLC, RP \$25.00; Miller Law, OE,ER \$1,448.38; MIPS Inc., ER,OE,CO \$3,313.30; Nebraska Assoc of Clerks of District Court, OE \$50.00; Nebraska Sheriffs Association, OE \$260.00; One Office Solution, SU \$108.76; Physicians Laboratory PC, OE \$810.00; Pieper & Story, OE \$2,144.00; PIP Marketing Signs, OE \$1,146.75; Quadiant Leasing, ER \$1,049.70; Secretary of State-Election Division, SU \$125.00; Stratton, Delay, Doel, Carlson et al., OE \$1,272.10; The Station, MA \$28.93; Verizon Wireless, OE \$40.01; Wayne County Clerk of District Court, OE \$72.00; Wayne County Sheriff, OE \$195.23; Wayne, City of, OE,CO \$54,942.42; White Dog Lawn Service, OE \$780.00; Schenk, Stacy, OE \$475.00; Nebraska Bank Acct #244-220, PS \$20,501.89; Retirement Plans Division of Ameritas, PS \$9,950.69;

County Road Fund: Payroll & Reimbursements: \$56,620.80; Bauer Built, RP \$564.84; Black Hills Energy, OE \$604.71; Bomgaars, SU,RP \$648.52; Fredrickson Oil Company, MA \$433.89; Grossenburg Implement, RP \$159.76; Hansen Brother Parts & Service, RP \$32.78; John’s Welding & Tool LLC, RP \$57.82; Mainelli Wagner & Assoc Inc., CO \$8,025.00; Midwest Service & Sales Co., MA,SU \$5,473.20; Northeast Power, OE \$224.14; SAPP Brothers Inc., SU \$758.50; Stanley Petroleum Maint. Inc., SU \$390.00; Titan Machinery, RP \$119.90; Wayne, City of, OE \$517.82; 3B Crushing, MA \$3,790.00; Nebraska Bank Acct #244-220, PS \$13,393.49; Retirement Plans Division of Ameritas, PS \$6,369.9

Lodging Tax Fund: Carroll Betterment, OE \$613.80;

ROD Preservation & Maintenance Fund: MIPS Inc., OE \$162.87

Meeting was adjourned

Joni Tietz, Wayne County Clerk

State of Nebraska)
County of Wayne) ss.

I, the undersigned, County Clerk of Wayne County Nebraska, hereby certify that all of the subject included in the attached proceedings were contained in the agenda for the meeting of January 6, 2026, kept continually current and available for the public inspection at the office of the County Clerk; that such subjects were contained in such agenda for at least 24 hours prior to said meeting; that the said minutes of the meeting of the County Commissioners of the County of Wayne were in written form and available for public inspection within ten working days and prior to the next convened meeting of said body.

IN WITNESS WHEREOF, I have hereunto set my hand this 6th day of January, 2026.

Joni Tietz, Wayne County Clerk