

November 10th, 2025
Antelope County Board of Commissioners
Neligh, Nebraska

The Antelope County Board of Commissioners convened in regular session on Monday, November 10th, 2025, at 8:00AM in the County Commissioner's Meeting Room, Antelope County Courthouse Annex, Neligh, Nebraska. The meeting was called to order by Board Chairman Henery, with the following board members in attendance: Dittrich, Krebs, Williby, Jacob and Henery. The Chairman stated that the open meeting laws are posted on the east wall of the Commissioner's Meeting Room with more copies available at the County Clerk's Office.

Notice of the meeting was given in advance thereof by publication in the three (3) county newspapers, legal newspapers printed and in general circulation in Antelope County, Nebraska as shown by proof of publication filed in the County Clerk's office. The agenda for said meeting was sent to all members of the County Board of Commissioners.

Pledge of Allegiance was recited.

Agenda: Motion by Commissioner Jacob, seconded by Commissioner Krebs to approve the agenda as presented. Voting aye: Dittrich, Jacob, Williby, Krebs and Henery. Nays none. Motion carried.

Minutes: Minutes of the November 4th, 2025, Board of Commissioners Meeting. Motion by Commissioner Krebs, seconded by Commissioner Jacob to approve minutes as presented. Voting aye: Jacob, Krebs, Dittrich, and Henery. Nays none. Williby abstains. Motion passed.

Review of Payroll Claims.

Review of Vendor Claims.

9:05 AM Public Comment. Commissioner Henery called for any public comment three (3) times. No comments voiced.

Payroll Claims: Motion by Commissioner Williby seconded by Commissioner Jacob to approve **payroll claims** as presented. Voting aye: Krebs, Dittrich, Williby, Jacob and Henery. Nays none. Motion carried.

Weed Update: Bryan Cornett met with the Commissioners with a monthly update of from the Weed Department. Over the last month, the Weed Department has sprayed 74 miles of County Roads, 35 bridge approaches, the impound yard, the Neligh Barn, and the Oakdale Barn. Grant application has passed the first test. Bryan reports all seem to be going well. Short discussion on chemicals and workload. No further action.

Correspondence was reviewed: NE Nebraska Solid Waste Coalition monthly report; Maximus Final Report was presented; Board Preapproval Report for November was presented; 2012 International purchase paperwork; rough draft of employee handbook; National Association of County 90-year review; NACO – Nebraska Annual Conference reminder; Imprest Pledge Collateral, salary study information.

Clerk of the District Court Miscellaneous Report for October was reviewed and put on file.

Treasurer's Fund Balance Report for October was reviewed and put on file.

Treasurer's Miscellaneous Revenue Report for October was reviewed and put on file.

Treasurer's Sweep Account Statement for October was reviewed and put on file.

The Sheriff's Fee Report for October was reviewed and put on file.

Vendor Claims: Motion by Commissioner Krebs, seconded by Commissioner Jacob to **approve and pay vendor claims** as presented. Voting aye: Jacob, Williby, Krebs, Dittrich and Henery. Nays none. Motion carried.

General: A & J Towing impound vehicle 315.00; Ameritas insurance 23,840.00; Antelope County Court county court costs 68.00; Antelope County Treasurer transfer 200,000.00; Appera micro swipes, towels, dust mop, floorcare 81.34; Applied Connective Technologies IT agreements 5,597.65; Firstnet telephone 643.48; Benchmark Government Solutions Nebraska special class meals 73.70; Black Hills Energy heating fuel 212.95; BCBS insurance 81,691.17; Brogan & Stafford legal services 1,923.69; Carney Law justice search 3,874.25; Casey's fuel 286.81; Charm-Tex handcuffs 389.40; City of Neligh water, sewer, electric, trash 1,577.85; City of Neligh-Recycling contract fees 1,000.00; City of Norfolk snare charges fiscal year 25-26 1,500.00; Clearly Communications telephone 159.42; Clerk of the District Court district court fees 36.00; Coldtype Publishing 2x7 ad 119.00; Judith Cole prior service 10.00; Colonial Life insurance 108.40; Comfort Inn hotel stay 220.00; Cubby's fuel 1,024.25; Das State Accounting radio units, network services charges 834.60; Douglas County Sheriff court services 9.96; Eakes Office Solutions contract 87.87; Elgin Review legals, notice of meeting, proceedings, resolutions 157.16; Elite Court Reporting partial transcript of hearings 5,245.45; Elite Office Products maintenance agreements, labor and travel 337.25; Federal Withholding tax 14,371.72; First Concord insurance 2,851.95; Fitzgerald, Vetter & Temple attorney's fees 1,188.70; Great Plains Communications telephone 309.62; Darrell Hamilton prior service 11.00; Holiday Inn hotel stay 270.00; Jacks Uniform armor skin vest, clip on tie 299.33; Klein Law Office attorney fees 2,820.80; Koinzan Enterprises check for leaks, lawn irrigation, polypipe, insert coupling, labor 846.29; Brooke Kumm meal, hotel stay 119.76; Lawn R Us 5th application fertilizer-winterizer 721.00; Liberty National insurance 87.19; Madison County District Court hearing 50.00; Madison County Sheriff sheriff fees, mileage, hearing 44.82; Madison National Life insurance 134.19; Microfilm Imaging Systems scanning equipment monthly 122.00; Duane Miller prior service 12.00; MIPS administrative package, CAMA package, Marshall & Swift cost tables 9,436.65; Mutual of Omaha insurance 3,563.33; NACO open meeting poster, pre-registration annual conference, county association membership dues 2,786.68; National Insurance Service insurance 58.50; Nebraska Department of Revenue taxes 6,711.03; Nebraska Law Enforcement Training Center lodging 50.00; Thomas Nelson reimbursement for dues for national association of county officials VSO 50.00; Nielsen Insurance hammock notary bond 40.00; VSP - Naco Vision insurance 573.50; North Central Public Power District old Willowdale radio tower 63.24; Northeast Nebraska Heating & Air 2 water fountain flow valves, wall toilet flush valve, labor and repairing, fall cleaning of HVAC units 1,479.46; NPZA fall digital workshop registration 20.00; O'Neill Pest Control-Nickolas sprayed inside and outside 160.00; O'Neill Pest Control-Neil pest control 95.00; Old Mill Sales oil change, right side mirror for dodge, labor 493.00; Lisa Payne 6 desk chairs commissioners room, water fountain, DeWalt tape measure, I voted stickers 2,102.13; Petty Cash (County District Court) petty cash 13.75; Pinnacle Bank wall clock, fuel, chirp chargers, highlighters, keyboard cover, earbuds 246.77; Pitzer Digital notice of meetings, resolutions, commissioners, equalizations, 437.72; Platte County Detention Facility jail school tuition 150.00; Platte Valley Communications labor, equipment faceplates, havis mic clip brackets, done g-t ex 349.50; Janice Ridder prior service 10.00; Safe Life Defense tactical boots 91.98; Sanne Repair labor to install new center console, install light bar, camera, control panel, radar, printer, siren speaker, decal and badges, getac system 7,116.27; Schroeder Land Surveying 290.00; Caroline Siems prior service 25.00; Wex Bank fuel 905.28; Social Security payroll 30,810.38; Stealth Broadband telephone services 1,141.06; Stratton Delay Doele Carlson & Buettner court appointed legal services 8,784.81; Trustmark insurance 243.67; University of Nebraska-Lincoln Verizon wireless billing 45.02; Washington National insurance 285.92; PAYROLL 76656.83;

Road/Bridge: AKRS hydraulic filter, hose fitting, bulk hose, hygard, elbow fitting, hose fitting 546.94; Ameritas insurance 14,205.36; Appera shop towels 76.47; Asphalt Surfacing Company micro-surfacing 123,171.40; Firstnet telephone 140.24; B'S Enterprise grader blades, reducer, spiral culverts 12,020.00; Barco Municipal Products grill mount plate bracket, surface mount lighter, blue strobe, shipping 1,093.09; Black Hills Energy heating fuel 359.59; BCBS insurance 59,535.27; Bomgaars shovel, pipe nipple, wrench, vinyl tubing, wd-40, shop towel, paper towel, screws, ball mount, hitch pin and clip, recovery strap, clevis, drill bit, blade bandsaw, grease gun 2,051.66; City of Neligh dumpster sticker 31.00; City of Tilden water, sewer garbage 69.69; Colonial Life insurance 370.83; Colonial Research Chemical Corp enhance, air-matic citrus, 6 gal pail blizzard, air-matic glacier mint, fresh and clean air-matic 1,173.20; Constellation heating fuel 7.84; Corner Service & Tire tire repair 25.00; Cornhusker International Truck gasket 97.92; Credit Management Services garnishment 478.16; Cubby's fuel 895.10; Dinkel Implement filter, replacement 167.30; Dusty's fuel 182.72; Elgin One Stop window washer fluid, bolt 9.16; Emme Sand & Gravel gravel 53,883.67; Farmer's Pride fuel 30,151.80; Federal Withholding taxes 8,846.28; First Concord insurance 3,802.36; Frontier Communication telephone 730.83; G I Trailer tarp motor assembly only end/sidekick/grain trailers 471.00; Great Plains Communications telephone 346.76; Grubb Grinding cylinder rod, seal kit, seal, bushing, bolt, pulley, alternator, wear insert kit, plate, labor 7,533.46; Holiday Inn hotel stay 270.00; Island Supply oxygen, stargon, acetylene 228.16; Joel Sinclair crushed gravel, rip rap, whetstone 21,098.02; Jebro asphalt, armor coating 347,875.11; Jeo Consulting Group surveyor fees, finalize inspections, labor 25,448.75; K & S Door RSX control board, transformer, reset operator, went through codes 745.50; Kayton International led fender, ball bearing, tub, lock, bearing sup, seal door, glass door 1,475.11; Leigh Kluthe building permit for container at Elgin barn, hotel stay 97.60; Lazy T Tire used

tire, tire disposal, 2-Hercules strong guard, magnum plus tire balancing compound, shop fee, tire swap, truck repair, pipe bushing, male connector 1,800.31; Liberty National insurance 154.27; Lichtenberg Tire tire mount and dismount, tire disposal fee, flat repair, misc. shop supplies, Hercules strong guard, galaxy super m&s, o ring 6,212.62; Madison National Life insurance 65.87; Matteo Sand & Gravel road gravel 8,218.98; Midwest Infrastructure bridges 72,739.29; Mountain Truck & Equipment 2012 international truck 70,850.00; Murphy Tractor freight and shipping, wiper blades 2,453.66; Mutual of Omaha insurance 2,500.38; National Insurance Services insurance 56.75; Nebraska Child Support garnishment 1,048.50; Nebraska Department of Revenue taxes 4,072.16; Nebraska Public Power District electricity 182.50; Neligh Auto exact fit beam,, lock n lube 74.66; VSP - Naco Vision insurance 417.21; NMC Exchange switch as-di, kit seal-H.C., filter, lube filter, motor gp, gasket, actuator 1,366.95; North Central Public Power District electricity 188.99; Northeast Nebraska Telephone Company telephone 77.08; Old Mills Sales and Repairs ranch hand grille, guard 13 GMC 1,050.00; Quick Serve Oil interstate mtp-65hd, unleaded 301.70; Razor Tracking monthly service, licensing, data processing for fleet devices 1,050.00; RDO Truck Centers oil filter, fuel filter, gasket, wiper blade, change oil and fuel filters, inspect air filter, lube chassis, perform inspection 1,951.23; Royal One Stop fuel 202.03; Ryans Truck & Tractor Repair labor, turbo, charge air, turbo hose, coolant hose, air filter, clamp, t-bolt clamp, poly rib belt, tensioner, nut 5,416.31; Sapp Brother Petroleum diesel 7,216.88; Bob Schiltmeyer running gear from grind mixer 150.00; Ray Schlecht 2- wheel rakes with 5 wheels 500.00; Wex Bank fuel 862.42; Social Security payroll 19,389.10; Spud Construction road gravel, armor coat gravel 56,722.34; Sta-Bilt Construction single sealcoat 91,377.80; Stealth Broadband telephone 95.75; Truck Center filter element, oil filter with seal, fuel filters and o-rings, seal ring, grease, washer fluid 939.39; Trustmark insurance 340.19; Two Rivers Auto Parts funnel, extender drain, oil filters, oil, miniature blister, miniature lamp, heavy duty clamp, de-ice, headlight bulb, engine air filter, load lifter, connecting pipe, turn signal light bulb, engine air filter, air brake, alternator, strap clamp, battery, bulbs, heater hose, oxygen sensor 2,284.10; Village of Brunswick water, sewer, trash 54.50; Village of Orchard water, sewer, trash 82.80; Washington National insurance 99.60; Matt Wilkinson 2 pickup frames with boxes, 4 rims 575.00; Payroll 96097.26;

County Visitor Promotion: Neligh-Oakdale Teammates annual craft show 350.00;

Register of Deeds: MIPS register of deeds, Nebraska deeds online services 361.20;

Inheritance: Antelope County Treasurer interfund transfer 1,000,000.00;

Law Enforcement: Applied Connective Technologies replacement PC w/touchscreen, warranty renewal 1,719.68; Bader's Hwy & Street blow out and seal all cracks and joints in the parking areas and drives 2,956.00; Black Hills Energy heating fuel 349.68; Bomgaars roller frame, paint roller tray, brush, roller cover, binder chain, staple gun, staples, bolts, wrench, drill bit, fasteners 150.30; Cash-Wa Distributing chili powder, BBQ sauce, vinegar, gravy mix, noodles, ground beef, fries, peas, chicken breasts, garlic bread, gravy mix, buns, mustard, ice cream, juice 2,304.20; Charm-Tex lice shampoo, handcuffs, transport belt, 837.90; City of Neligh water, sewer, trash, electricity 2,408.15; Culligan water 95.75; April Curtiss 36 dozen eggs 90.00; Hiland Dairy milk 427.40; Hilltop Community Pharmacy medications, lice spray, nix cream rinse 113.35; Lawns r Us spraying at the sheriff's office 275.00; Lous Gloves nitrile exam grade black gloves XL, size L, blue size L 768.00; Pinnacle Bank whole milk powder 5 gallon 124.97; Dendinger Drug medications 376.08; Precision Glass 24x241/4 clear lexan 80.00; Dendinger Drug Fixodent 2.49; Trane U S HVAC parts and labor for east and west cells 14,672.00; Commissary: Cash-Wa Distributing candy, 521.14; Charm-Tex shampoo, shave gel, body wash 562.80; Combined Public Communications pre-paid calling cards 500.00; Keefe Supply potato chips, coffee, Cheetos 124.48; Pinnacle Bank Fixodent, granola bars, pop, salt and pepper, snack cakes, gold bond, highlighters, shampoo, lotion, toothpaste, body wash 442.77;

Building: Gates Construction 474 square foot broom finish w/rebar, 516 square foot broom finish w/rebar, concrete buggy for pouring, labor to remove dirt and sod due to widening sidewalk 11,936.00.

Zoning Administrator Report: Mrs. Wingate met with the Commissioners.

- Shared Zoning Permit Report for October.
- No further report - action.

Plan to Review Board Hired Positions: Discussion of employees that are hired by the Board of Commissioners and their performance or jobs have not been reviewed for a number of years and it is probably time to meet with these people. Today, the discussion of the positions that would qualify for Board approval/review. Zoning Administrator, Veteran Service Officer, Road Superintendent, Weed Superintendent and Janitorial. Discussion of the various boards reporting to the Board of Commissioners regarding performance and wage recommendations. Such boards include weed, veterans, and zoning. As the respective boards probably have a better grasp of the individual performance and situations. Commissioner Dittrich and Commissioner Krebs agreed to meet with the staff after reports are submitted. Commissioner Dittrich and Commissioner Krebs will meet with Marlene (janitorial) and Leigh (road superintendent) for reviews, and to reach out to the Zoning, Weed, and Veterans Service Board for a report on employee performance. The department Board's will present recommendations to the Board of Commissioners for action. No further action today.

Road Superintendent Report:

- Commissioner Jacob and Mr. Kluthe drove to Longmont, Colorado to look at a snowplow dump truck. They ultimately purchased a truck for \$61,000.00 and drove it back to Antelope County.
- **Access Permit:** An access permit was submitted by Fred Thiele for access off of 516th Avenue in the SE¼ Section 12, Township 25, Range 8. Mr. Kluthe stated no culvert is needed and there is no conflict. This is to gain access to a field. Mr. Kluthe recommends approval. Motion by Commissioner Williby, seconded by Commissioner Dittrich to approve access as submitted. Voting aye: Jacob, Krebs, Williby, Dittrich and Henery. Nays none. Motion carried.
- **Access Permit:** An access permit was submitted by Steven Svancara for access off of 866th Road in the SE¼ Section 21, Township 28, Range 8. Mr. Kluthe stated no culvert is needed and there is no conflict. This is to gain field access. Mr. Kluthe recommends approval. Motion by Commissioner Williby, seconded by Commissioner Dittrich to approve access as submitted. Voting aye: Jacob, Krebs, Williby, Dittrich and Henery. Nays none. Motion carried.
- **Sand/Salt Spreader.** While Mr. Kluthe and Commissioner Jacob were at the dealership they also looked at used salt/sand spreaders. Mountain Truck set a price of \$500.00 per unit. Their current inventory is three (3) used spreaders. Mr. Kluthe reviewed the website, and showed pictures of the three (3) spreaders that are currently on the lot. A discussion of the equipment pros and cons. Commissioner Jacob volunteered to drive to Colorado and pick up the load. More discussion. The Commissioners are willing to hire 'machine hire' Commissioner Jacob for travel time to pick up the spreaders. Mr. Paul Verly from Mountain Truck and Equipment Company agreed to take \$900.00 for two spreaders. Motion by Commissioner Dittrich, seconded by Commissioner Williby to approve purchase of two (2) spreaders and authorized Commissioner Jacob to drive to and pick up the spreaders when it works for his schedule. Voting aye: Jacob, Krebs, Williby, Dittrich and Henery. Nays none. Motion carried.
- **John Deere Filter Sales:** Filters are on sale. Mr. Kluthe reports he asked John Deere to give a break on the oil along with filters. John Deere gave a pretty good deal and agreed to do the next two (2) oil changes on all four (4) John Deere graders.
- **Equipment #4101 (John Deere grader) is down:** They believe it to be a fuel issue. More information to come.
- **Guard Post along bridge by Grove Lake:** Mr. Kluthe reports the posts are rotted and the guard railing right now is low (on ground) and presents a danger because if an accident was to occur the vehicle could possibly go over the guard rail – basically it serves no purpose. Discussion with Brian McDonald states replacing the posts will not hold a car but will definitely increase the site availability. Maintenance angle – replace every other or every third posts. The Commissioners also mentioned the guard rail on 516th (River Road) going north in Clearwater.
- **Dirt Clay Mix:** 515th – starting to mill 839th between 526th – 525.5 Avenue on Cedar Creek. Millings will be put down and cold mixed next fall. It is not a hard surface road. The CVA grinding mix may be able to be used in this area. Depending on the load of grinding material.
- **CDL:** Mr. Kluthe was looking for directions as he recently hired seven (7) people and all of them need a CDL license. Today it is about \$5,000.00 to attain a CDL license; in comparison before new regulation it was around \$200.00. Discussion. The Commissioners requested Mr. Kluthe look into different avenues, possibly sponsoring a class, is it possible to contract employees to ensure a couple of years commitment to the County if the County pays for their CDL, or possibly a buy back to the County if employees do not stay for a certain length of time. Mr. Kluthe and Mr. Jones will continue to look into this situation. No action today.

Employee Handbook: over the last couple of weeks a couple of officials and employees have gotten together to review, add, delete and discuss to update and shape a current working handbook. Today, it is presented with plenty of highlights, additions, verbiage questions, etc. The Commissioners were requested to review the pages presented and to make notes and suggestions to improve the handbook and to be ready to discuss inconsistencies and irregularities in December. No action today.

10:45 AM Commissioner Jacob left meeting.

Official Wages 2027-2030 – Antelope County Clerk shared information from NACO regarding current wage information and demographics. Discussion to continue in December.

No other issues to discuss.

Adjourn: Motion was made by Commissioner Williby, seconded by Commissioner Dittrich to **adjourn**. Voting aye: Krebs, Williby, Dittrich and Henry. Nays none. Jacob was absent. Motion passed.

Meeting adjourned at **11:00 AM**.

ANTELOPE COUNTY BOARD OF COMMISSIONERS

By: _____
Chairman of the Board, Charlie Henery

Attest: _____
County Clerk, Lisa Payne