

December 2nd, 2025
Antelope County Board of Commissioners
Neligh, Nebraska

The Antelope County Board of Commissioners convened in regular session on Tuesday, December 2nd, 2025, at 9:04 AM in the County Commissioners Meeting Room, Antelope County Courthouse Annex, Neligh, Nebraska. The meeting was called to order by the Chairperson, Charlie Henery, with the following board members in attendance: Dittrich, Williby, Krebs, Jacob and Henery. The Chairperson 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.

The Pledge of Allegiance was recited.

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

9:05 AM: Public Comment: Chairman Henery called for any public comments three (3) times. Terry Brookhouser asked about the tower repeaters. It was stated the site west of Elgin did not work out. Antelope County is working on another higher site west of Elgin. After both sites are secured, the County will be working with Platte Valley to get the radios/repeaters and installation of same. No further comments.

Minutes: Minutes of November 10th, 2025, Board of Commissioner Meeting, Motion by Commissioner Jacob, seconded by Commissioner Dittrich to approve minutes as submitted. Voting aye: Dittrich, Krebs, Jacob, Williby and Henery. Nays none. Motion carried.

Correspondence was Reviewed: Copy of Road Study for Road Closing 512th Avenue; email and sample interlocal agreement for Clearwater regarding sales tax; List of 2025 & 2026 proposed Holidays; Imprest Pledge Collateral; Concrete Asphalt Crushing bid from Prouty; Dixon Construction application for payment; NIRMA request for Spotlight questions and response; NACO election process for 2025 NACO Conference; NPDES General Permit for CAFOs – Ten West Cattle, Inc; Miles of Smiles thank you; Mr. Kluthe shared bids from Newman Signs, B's Enterprises and Midwestern Sales and Service for signs (B's being the lowest bid) and Andersen Concrete and Prouty crushing bids – bids are very similar (Prouty outbid).

Receipts: \$104.16- General – City of Elgin – Joint Public Hearing reimbursement; \$1,500.00 Road and Bridge – Village of Oakdale-cold mix; \$440.20 General – Elgin Public School - Joint Public Hearing reimbursement; \$600.00 Road and Bridge – George Majerus – Bridge Planks; \$30.29 General – opioid settlement.

2026 Official Newspapers: Annually, it is the Commissioners responsibility to establish and appoint County newspapers. Antelope County has utilized The Elgin Review, The Summerland Messenger, and Antelope County News. In the interest of the taxpayers the three papers continue to offer notices at a reduced cost. All have agreed to continue the same practice. Discussion. Motion by Commissioner Williby, seconded by Jacob to approve all three (3) papers as current. Voting aye: Dittrich, Krebs, Jacob, Williby and Henery. Nays none. Motion carried.

Representation during 2025 NACO Convention Election of Officers: Discussion. Commissioner Jacob is not able to attend Friday's conference meeting. Motion by Commissioner Krebs, seconded by Commissioner Williby to appoint Lisa Payne to cast ballot during the 2024 Annual NACO Conference, and Eli as secondary in Kearney. Voting aye: Williby, Dittrich, Jacob, Krebs and Henery. Nays none. Motion carried.

Contractors Application for Payment – Dixon Construction Company – Brunswick Northwest and Royal North \$221,065.24: A pay application for \$221,065.24 is presented today. Mr. McDonald clarified half of this is Antelope County responsibility and the other half is Knox County's responsibility. Motion by Commissioner Dittrich, seconded by Commissioner Jacob, to approve and authorize the claim to be coded for payment next week for \$110,532.62. Voting aye: Dittrich, Jacob, Williby, Krebs and Henery. Nays none. Motion passed.

Contractor's Application for Payment	
Project Name: 512 th Avenue Road Closing	Project's Project No.: 2025-002
Location: Neligh, Nebraska	Contractor's Project No.: 2025-002
Contractor: Dixon Construction Co.	Contractor's Project No.: 2025-002
Project: Road Closing	Contractor's Project No.: 2025-002
Application Period: 10/15/2025 to 11/15/2025	
Application Amount: \$221,065.24	
1. Original Contract Price	\$221,065.24
2. Change Order (Increase/Decrease)	\$0.00
3. Total Contract Price	\$221,065.24
4. Total Work Completed and Accepted (Percent of Total)	100.00%
5. Total Work Completed and Accepted (Amount)	\$221,065.24
6. Amount Due to Contractor	\$110,532.62
7. Amount Due to Other Parties	\$110,532.62
8. Amount Due to Other Parties (Total)	\$110,532.62
9. Amount Due to Other Parties (Total)	\$110,532.62
10. Amount Due to Other Parties (Total)	\$110,532.62

Closing 512th Avenue, between 846th and 847th Road: A public hearing was held on November 4th, 2025. The Commissioners requested more time to visually inspect the area and discuss the middle land owner – and the possibility of land locking this parcel. Discussion. The Commissioners agreed and directed to have the Highway Superintendent, draft a resolution to authorize closure after an easement for access to the middle property on the west side of the mile closure. Reverting the ownership to adjacent land owners so as to not land lock the middle property.

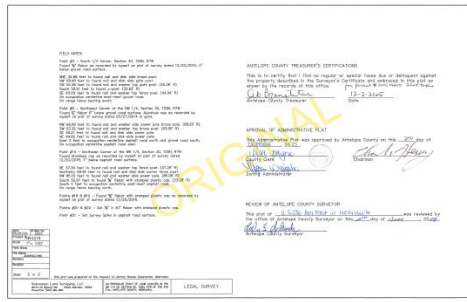
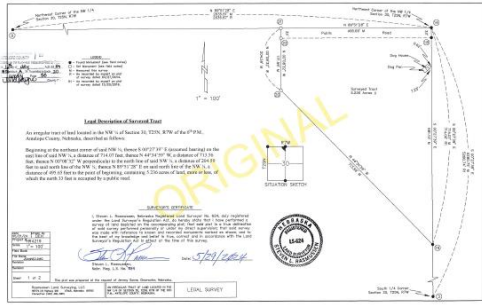
County Bridge Match: Antelope County was not selected for this round of County Bridge Match.

Bridge Inspections: Mr. McDonald reports the Federal and State guidelines for bridge inspections has changed dramatically. The inspections are more intense, more documentation, and more cost. Mr. McDonald reports the cost has doubled+. Fracture Critical criteria is a huge label and will probably carry much more follow-up. Mr. McDonald will be in touch regarding Antelope County Bridges.

Micro-surfacing: Mr. McDonald is hoping to let bids next month for the 2026 Micro-surfacing projects. He still plans on utilizing surrounding County projects to make a more enticing bid packet. Mr. McDonald will follow up in January.

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

- **Administrative Plat:** Jeremy Sanne presents with an administrative plat in which the plan is to separate an approximate 5.236+/- Acre tract from the parent parcel owned by Rittscher's. This parcel is in the NE¹/₄NW¹/₄ of Section 30, Township 25, Range 7, West of the 6th PM, Antelope County, Nebraska. The administrative plat is for 5.236+/- acres. Mrs. Wingate states this was a long process and today access and setbacks are good; she voices no opposition and recommends approval. Motion by Commissioner Krebs seconded by Commissioner Jacob to approve administrative plat as presented. Voting aye: Jacob, Williby, Dittrich, Krebs, and Henery. Nays none. Motion carried.



- **No Further Report.**

Road Superintendent Report:

- **Access Permit:** Tom Thiele from Thiele Dairy submitted an access permit off of 515th Avenue for field access in the NW¼ Section 11, Township 26, Range 8, West of the 6th PM, Antelope County, Nebraska. The site is needing a 24” culvert on an approximate 60’ driveway. Mr. Kluthe reports line of site is good and has no issues. Motion by Commissioner Jacob, seconded by Commissioner Williby to approve access as requested. Voting aye: Dittrich, Williby, Jacob, Krebs and Henery. Nays none. Motion carried.
- **Concrete crushing:** Mr. Kluthe presented quotes from Anderson Concrete and Northern Materials for crushing concrete piles in Oakdale and Orchard. Both quotes were mobile to sites. Northern Materials quoted \$8.75 a ton, and Anderson Concrete is \$8.65 ton for Oakdale site, Orchard site at \$9.50 a ton (guestimated grand total \$125,350.00). Long discussion. Both bids are very similar. Motion by Commissioner Dittrich, seconded by Commissioner Williby to approve and accept bid from Northern Materials. Voting aye: Dittrich, Williby, Jacob, Krebs and Henery. Nays none. Motion carried.
- **Signs:** Mr. Kluthe presented three (3) bids for ordering signs needed. Newman entered a bid of \$6,626.50; B’s Enterprises bid \$7,657.35 and Midwest Service and Sales at \$13,647.90. Discussion. Commissioners agreed B’s Enterprises are more local, and we had issues with Newman signs when ordering 9-1-1 address signs. No formal action.
- **839th and 526th Avenue Bridge** – a minimum maintenance road – bridge has washout and looks to be rotting on both decks. It has been temporarily filled. This is an issue and will need to be addressed.
- **Elgin, Brunswick and Orchard Barns** –have rolling chain hoists – Brunswick uses theirs during the winger, otherwise they are not used, and Mr. Kluthe is wondering if the Commissioners had any opinion on what should be done with the units. Quick Google search says estimate between \$200-\$500 value. The Commissioners requested Road Superintendent dispose of as needed and as best see fit.
- **Oakdale H Grader:** is back as of yesterday.
- **Spreader** – the units purchased from Mountain Truck & Equipment were installed after plumbing and control issues were addressed and fixed.
- **Brunswick Dump Truck** – is down again.

Interlocal Agreement: The Village of Clearwater is proposing a tax rate increase to 2%. Statute regulates they have to have an interlocal agreement with a taxing entity. The Village of Clearwater had presented an interlocal agreement that they borrowed from the City of Fairbury – and are requesting something similar be put in place. Antelope County towns and villages currently has a generic interlocal agreement and the Commissioners are wondering if this would not be sufficient. The Commissioners requested to review the interlocal agreements and to check with the County Attorney, to get his opinion. No further action today.

Holidays: The Commissioners discussed Holidays as presented. The 2026 holidays will mimic the 2025 holidays. Motion by Commissioner Krebs, seconded by Commissioner Jacob to approve the Holidays as presented, including declaring a holiday if the Federal or State declare a holiday, continuing with paid hours as last year – day at 7.5 hours, half days at 3.5 hours – closing at noon. Voting aye: Dittrich, Krebs, Williby, Jacob and Henery. Nays none. Motion passed.

2026 HOLIDAYS

DATE	HOLIDAY	DAY	HOURS
January 1, 2026	New Year's Day	Thursday	7.5
January 19, 2026	Martin Luther King Day	Monday	7.5
February 16, 2026	President's Day	Monday	7.5
April 3, 2025	Good Friday	Friday - Noon	3.5
April 24, 2026	Arbor Day	Friday	7.5
May 25, 2026	Memorial Day	Monday	7.5
June 19, 2026	Juneteenth (19 th)	Friday	7.5
July 3, 2026	Independence Day (4 th)	Friday	7.5
September 7, 2026	Labor Day	Monday	7.5
October 12, 2026	Columbus Day	Monday	7.5
November 11, 2026	Veteran's Day	Wednesday	7.5
November 26, 2026	Thanksgiving	Thursday	7.5
November 27, 2026	Thanksgiving	Friday	7.5
December 24, 2026	Christmas Eve	Thursday - Noon	3.5
December 25, 2026	Christmas Day	Friday	7.5
January 1, 2027	New Year's Day	Friday	7.5
			112 HOURS
If the Federal Government or State of Nebraska declares a holiday the County will follow the same			
All Departments will be paid for all holidays – per scale above.			

Official Wages 2027-2030: By statute it is the Commissioners responsibility to set official wages for the following term by the 15th day of January 2026. Today, discussion of current wages, duties and responsibilities was had. A presentation of NACO wage study and various proposed increases was presented for discussion. The Commissioners will continue to review and gather information. Hopefully to include some information at NACO Conference. No action today. Discussion and resolution to follow in January.

2025 Handbook update. Follow-up discussion regarding the proposed handbook changes. Commissioner Krebs requested an accrual scale for vacation and sick leave. The proposed updates had a scale. Discussion of the sick leave bank limit. This bank limit has been in place for greater than 25ish years. No action was taken on the banked time. The Commissioners will continue to review, and it will be discussed next week and presented for approval in January 2026.

There being nothing more to discuss.

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

The meeting was adjourned at 11:30 AM.

ANTELOPE COUNTY BOARD OF COMMISSIONERS
 By: _____
 Chairman of the Board, Charlie Henery

Attest: _____
 County Clerk, Lisa Payne