

COUNTY BOARD OF SUPERVISORS MEETING MINUTES

The Clay County Board of Supervisors met at the Courthouse, Clay Center, Nebraska on January 13, 2026 at 9:00 A.M., as per public notice given in the Clay County News on January 7, 2026 a copy of the proof of publication being on file in the County Clerk's Office. Availability of the agenda was communicated in the advance notice of the meeting. All of the proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

Chairman L. Wayne Johnson stated that the open meeting law poster is posted on the west wall in the back of the room and presided with roll call showing the following present: Scott Bitterman, Eric Samuelson, Glen Becker, James Pavelka, Jesse Mohnike, Richard Shaw and L. Wayne Johnson.

All present stood for the Pledge of Allegiance.

Minutes of the meeting held December 30, 2025 were provided to the board members prior to the meeting. Motion by Pavelka and seconded by Mohnike to approve the minutes of the meeting held December 30, 2025. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

The Chairman asked if there was any other old business; there was none.

Motion by Pavelka and seconded by Bitterman there being no further old business, to adjourn the business meeting for the year 2025, Sine Die. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Motion by Pavelka and seconded by Samuelson to appoint Cassie Aksamit to act as Temporary Chairman. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

The first order of business was the election of the Chairman for 2026. Pavelka nominated L. Wayne Johnson and Becker seconded the nomination. With no other nominations, Shaw made a motion and Bitterman seconded to elect L. Wayne Johnson as Chairman for 2026. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

The next order of business was the election of the Vice-Chairman for 2026. Shaw made a motion and Bitterman seconded to elect James Pavelka as the Vice-Chairman for 2026. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

The County Clerk, as acting temporary Chairman, announced that L. Wayne Johnson has been elected as Chairman of the Clay County Board of Supervisors and turned the meeting over to the Chairman.

Roll call was taken by Johnson to commence business for the 2026 year showing the following present: Scott Bitterman, Eric Samuelson, Glen Becker, James Pavelka, Jesse Mohnike, Richard Shaw and L. Wayne Johnson. Motion carried.

Motion by Pavelka and seconded by Mohnike to appoint Cassie Aksamit as the NIRMA contact person for Clay County with L. Wayne Johnson as alternate for 2026. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Motion by Bitterman and seconded by Shaw to designate the Clay County News as the County's official newspaper for 2026. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Motion by Pavelka and seconded by Mohnike to designate the Clay County website as an additional method of publishing notice of meetings of the Board of Supervisors/Board of Equalization for the year 2026; other departments may use this method at their

discretion. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Designation of the broadcast media for Clay County was discussed. Motion by Bitterman and seconded by Samuelson to designate KHAS radio station and KSNBC Nebraska TV station as licensed broadcast media for 2026. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

The Treasurer submitted a list of banks that are available to hold the deposits and CD's for Clay County. Motion by Becker and seconded by Pavelka that the following banks be named as holding agencies for county funds for the year 2026: Cornerstone Bank branches in Clay Center, Edgar, Harvard, Glenvil, Sutton and York; Waypoint Bank in Clay Center; Premier Bank, N.A. in Omaha; NPAIT (Nebraska Public Agency Investment Trust affiliated with NACO); Henderson State Bank in Henderson; NFIT – Union Bank and Trust and Pinnacle Bank in Fairfield. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

The Board met with Thomas Roemmich, II for an annual evaluation and review of his job description and duties as the Clay County Highway Superintendent. Evaluation notes will be placed in the employee's personnel file.

The Board met with Barb Barnett for an annual evaluation and review of her job description and duties as the Clay County Planning & Zoning Administrator. Evaluation notes will be placed in the employee's personnel file.

The Fee Reports were sent to the Board prior to the meeting. Motion by Bitterman and seconded by Mohnike to approve the fee reports for the following county officials for the month of December 2025: County Clerk \$19,069.59; County Court \$8,928.74; Clerk of District Court \$18,423.68; Sheriff's fees \$4,263.18; County Health Department \$2,907.47 and County Treasurer receipts numbered 25120001 through 25120053 in the amount of \$553,296.73. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

The County Clerk presented the final draft of the farm lease for the Leicester Farm in Section 10, Township 8 Range 8 for crop years 2026, 2027 and 2028, in which the tenant has signed. Motion by Samuelson and seconded by Bitterman to approve the farm lease as presented and authorize the Chairman to sign the same. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

The Board met with Cara Felber for an annual evaluation and review of her job description and duties as the Clay County Extension Office Manager. Evaluation notes will be placed in the employee's personnel file.

The County Clerk discussed with the Board the need to close the Cornerstone Bank Accounts of Marshall Township and transfer the account balances to the Clay County General Fund for the Marshall Township. Cornerstone Bank is requesting that the Clay County Board, who is the acting Board for the Marshall Township due to the termination of the Township, adopt a Resolution to remove Dale Schliep from the Cornerstone Bank Accounts of Marshall Township and add the Clay County Treasurer as signer on the account. Motion by Bitterman and seconded by Becker to adopt Resolution #2026-01 instructing the removal of Dale Schliep from the Cornerstone Bank Accounts of Marshall Township and the adding of the Clay County Treasurer as a signer on the Cornerstone Bank Accounts of Marshall Township. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried. *(Resolution on file in the Clerk's Office)*

The Board met with Haley Malone for an annual evaluation and review of her job description and duties as the Clay County Emergency Manager and Dispatch Director. Evaluation notes will be placed in the employee's personnel file.

Cassie Aksamit, Clay County Clerk, discussed with the Board the need to set up an ACH account for the handling of the HSA contributions from employee medical plan enrollments. The employee payroll deductions and county contributions will be deposited into the ACH account, to be held at Cornerstone Bank, and then processed with payroll at the end of every month. Motion by Becker and seconded by Samuelson to authorize Cassie Aksamit, the Clay County Clerk, to open an ACH Account at Cornerstone Bank for the purposes of managing the Clay County Employee HSA contributions; Cassie Aksamit as the County Clerk and L. Wayne Johnson as the Board of Supervisors Chairman shall be the signors on the account. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

The Board met with Mark Johnson for an annual evaluation and review of his job description and duties as the Clay County Courthouse Building & Grounds Superintendent. Evaluation notes will be placed in the employee's personnel file.

The Board met with Holli Alley for an annual evaluation and review of her job description and duties as the Clay County Extension 4-H Associate. Evaluation notes will be placed in the employee's personnel file.

The Board met with Sara Mertens for an annual evaluation and review of her job description and duties as the Clay County Health Department Director. Evaluation notes will be placed in the employee's personnel file.

The Board met with Greg Shuck for an annual evaluation and review of his job description and duties as the Clay County Weed Superintendent. Evaluation notes will be placed in the employee's personnel file.

Motion by Shaw and seconded by Mohnike to recess for lunch at 11:27 a.m. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Motion by Pavelka and seconded by Shaw to resume regular session at 12:00 p.m. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Motion by Shaw and seconded by Becker to appoint Thomas D. Roemmich, II as the Clay County Highway Superintendent for the year 2026 (January 1, 2026 through December 31, 2026). Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Thomas Roemmich II, Highway Superintendent provided a report on the roads and the mechanic's report for December 2025. Tom requested permission to advertise for the 1 & 6 Year Road Plan Public Hearing, On-Call Engineering Services for 2026 and gravel bids for 2026.

Motion by Becker and seconded by Pavelka to advertise the 1 & 6 Year Road Plan Public Hearing to be held on February 10, 2026 at 9:15 A.M. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Motion by Bitterman and seconded by Mohnike to advertise for bids for On-Call Engineering Services for the year 2026; bids to be opened on February 10, 2026 at 9:30 A.M. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Motion by Shaw and seconded by Pavelka to advertise for gravel bids; bids to be opened on February 17, 2026 at 9:15 A.M. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Robin Gilbert, County Treasurer presented her semi-annual report.

Motion by Shaw and seconded by Becker to appoint Haley Malone as the Clay County Emergency Manager for the year 2026 (January 1, 2026 through December 31, 2026). Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Motion by Becker and seconded by Samuelson to appoint Barb Barnett as the Clay County Zoning Administrator for the year 2026 (January 1, 2026 through December 31, 2026). Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Motion by Pavelka and seconded by Bitterman to appoint Greg Shuck as the Clay County Weed Superintendent for the year 2026 (January 1, 2026 through December 31, 2026). Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Motion by Shaw and seconded by Mohnike to appoint Sara Mertens as the Clay County Health Department Director for the year 2026 (January 1, 2026 through December 31, 2026). Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Greg Shuck said he would be the representative on the RC&D board. Motion by Mohnike and seconded by Bitterman to appoint Greg Shuck to serve on the Trailblazer RC & D board with Eric Samuelson as alternate for 2026. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Motion by Pavelka and seconded by Mohnike to appoint Barb Barnett to represent Clay County on the South Central Economic Development District board with Glen Becker as alternate for the year 2026. On roll call, yea: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson. Motion carried.

The Finance Committee presented the Elected Official Salary Resolution that has been drafted over the last few months by the Finance Committee with the help of Zelle HR. The calculations for the resolution were put together utilizing the NACO Salary Study and all legal regulations pertaining to setting elected official salaries. The County Assessor and County Treasurer were present during the presentation of information. Motion by Shaw and seconded by Mohnike to adopt Resolution #2026-02 to set the Elected Official Salaries for 2027, 2028, 2029 and 2030. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried. (*Resolution on file in the Clerk's Office*)

The Finance Committee presented proposed calculations for employee pay increases. The County Assessor and County Treasurer were present during the presentation of information. Motion by Becker and seconded by Pavelka to approve the employee pay increases as presented and found in Columns C & D of the Hourly Increase Presentation, to be effective with the January 2026 payroll. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

The Clerk provided the Board with a listing of the various governing boards and committees that each member of the Board of Supervisors currently serves. The Board will review the list and discuss any changes at a future meeting.

There was no public input.

Motion by Bitterman and seconded by Shaw to adjourn this meeting at 1:56 p.m.; next regular meeting scheduled for January 20, 2026. Upon roll call, the vote was as follows: Aye: Bitterman, Samuelson, Becker, Pavelka, Mohnike, Shaw and Johnson; Nay: None. Motion carried.

Cassie Aksamit, County Clerk

L. Wayne Johnson, Chairman