

**STAFF MEETING MINUTES
LANCASTER COUNTY BOARD OF COMMISSIONERS
COUNTY-CITY BUILDING, ROOM 113
THURSDAY, NOVEMBER 21, 2013
8:30 A.M.**

Commissioners Present: Brent Smoyer, Vice Chair
Deb Schorr
Jane Raybould
Roma Amundson

Commissioners Absent: Larry Hudkins, Chair

Others Present: Kerry Eagan, Chief Administrative Officer
Gwen Thorpe, Deputy Chief Administrative Officer
Cori Beattie, Deputy County Clerk
Ann Taylor, County Clerk's Office

Advance public notice of the Board of Commissioners Staff Meeting was posted on the County-City Building bulletin board and the Lancaster County, Nebraska, web site and provided to the media on November 20, 2013.

The Vice Chair noted the location of the Open Meetings Act and opened the meeting at 8:33 a.m.

AGENDA ITEM

1 APPROVAL OF THE STAFF MEETING MINUTES OF NOVEMBER 14, 2013

MOTION: Raybould moved and Amundson seconded approval of the Staff Meeting minutes of November 14, 2013. Raybould, Schorr, Amundson and Smoyer seconded approval. Hudkins was absent from voting. Motion carried 4-0.

2 ADDITIONS TO THE AGENDA

- A. Strategic Planning
- B. Newspaper Article Regarding Regional Jail (Exhibit A)
- C. Community Mental Health Center (CMHC) Advisory Committee Meeting Report
- D. Report on Lancaster Event Center Managing Director Selection Committee

MOTION: Raybould moved and Amundson seconded approval of the additions to the agenda. Schorr, Amundson, Raybould and Smoyer voted aye. Hudkins was absent from voting. Motion carried 4-0.

3 COUNTY TEXT AMENDMENT NO. 13011, AMEND COUNTY LAND SUBDIVISION REGULATIONS (FORM OF FINAL PLAT AND PROCEDURE) - Sara Hartzell, Planner

Sara Hartzell, Planner, gave an overview of County Text Amendment No. 13011, a request from the Planning Director to amend the Lancaster County Land Subdivision Resolution, by amending Chapter 3, Procedures, and Chapter 8, Form of Final Plat.

Schorr noted there is a proposal before the Nebraska Association of County Officials (NACO) to amend the Animal Waste Act, which would affect feedlots in the County. She said Hartzell has recommended that Lancaster County oppose the proposed amendment.

4 COMMUNITY MENTAL HEALTH CENTER (CMHC) TRANSITION UPDATE - Gwen Thorpe, Deputy Chief Administrative Officer; Ron Sorensen, Community Mental Health Center (CMHC) Director

Todd Reckling, Vice President of Children, Family and Community Services, Lutheran Family Services (LFS), appeared and introduced Pamela Osborne, the Southeast Region Behavioral Health Administrator, who will oversee the delivery of core services (outpatient counseling, day treatment, community support and medication management) that will be transitioned from the Community Mental Health Center (CMHC). Osborne discussed her background and experience working in the behavioral health field.

Ron Sorensen, CMHC Director, said they continue to work on licensing and staffing issues. He said they have also begun the procedure to close the independent living program and are working to find those individuals alternative living arrangements.

Amundson asked whether Sorensen's position will end with the transition of services. Sorensen said it will, adding the County will need to have someone in a supervisory capacity as long as there are county employees.

Raybould asked Osborne about hiring plans noting CMHC employees are concerned about where they stand with the transition and offers of employment. Osborne said they have opened a variety of management positions and have filled several. She said LFS's plan is to have management in place so they can participate in hiring individuals who will fall under their supervision. Osborne said they currently have openings for social workers, advanced practice registered nurses (APRN's), and community support

supervisors and workers. She said LFS has hired a regional office manager, clinical supervisor and the director. Raybould asked whether any of their management hires were CMHC employees. Osborne said no, they did receive applications for those positions from individuals working at CMHC.

Raybould asked about lease of the building that houses CMHC. Gwen Thorpe, Deputy Chief Administrative Officer, said Don Killeen, County Property Manager, and Steve Peterson, LFS Vice President of Administrative Services, are still working on a lease agreement.

Raybould then asked what will trigger the transition of core services to LFS. Thorpe said licensing is key because LFS can't bill for services until they have a license. She said she is not sure that will be accomplished by the end of the year. Reckling said licensure is complex and said he would be willing to meet with Raybould and explain it in more detail.

**5 PENSION REVIEW COMMITTEE (PRC) RECOMMENDATIONS:
A) PLACEMENT OF BLACKROCK SMALL CAP GROWTH, PERKINS
MID CAP VALUE T, AND MID CAP VALUE /SYSTEMATIC FUND ON
THE WATCH LIST; AND B) CONSULTATION SERVICES - Pension
Review Committee (PRC)**

Eagan, who is a member of the Pension Review Committee (PRC) said the PRC was asked to discuss and make recommendations on several issues involving the Lancaster County Employees Retirement Plan and Deferred Compensation Program:

- Replacement of the IncomeFlex Select Fund with the IncomeFlex Target Fund
- Placement of certain funds on the watch list under the County's Investment Policy
- Review of the Retirement Plans' qualified default investment alternative (QDIA)
- Whether the County should seek additional pension consulting services from Segal Rogerscasey

Eagan reported the following recommendations from the PRC: 1) Place the following funds on the watch list: A) BlackRock Small Cap Growth Equity Installation; B) Perkins Mid Cap Value T; and C) Mid Cap Value/Systematic Fund; and 2) Ask Segal Rogerscasey to submit a proposal to perform a complete review of all the services being provided pursuant to Lancaster County's contract with Prudential Retirement Insurance and Annuity Company, including a review of fees and the investment array. He said the PRC decided it needed additional information on the IncomeFlex Select Fund and QDIA before making recommendations on those issues. Eagan noted

Prudential would like the County to indicate what it would like to do with the IncomeFlex Select Fund by the end of the year.

Doug Cyr, PRC member, noted the three funds that are recommended to be placed on the watch list have performed well but are considered to be underperforming when compared to their Investment Policy benchmarks. He said of more serious concern is that BlackRock is changing its investment style and moving to a broader investment array.

NOTE: Other members of the PRC who were present for the discussion were Jeanne Sayers and John Watson.

6 SMOKING CESSATION BENEFITS FROM BLUE CROSS/BLUE SHIELD - Doug McDaniel, Personnel Director; Keerun Kamble, City Wellness Coordinator

Keerun Kamble, City Wellness Coordinator, outlined tobacco cessation insurance benefits through Blue Cross and Blue Shield of Nebraska (BCBSNE) (Exhibit B).

Raybould inquired about plans to promote the benefits. Kamble said brochures will be distributed through the County Wellness Committee. Information will also be made available through presentations and on IntraLinc (employees internal website).

Doug McDaniel, Personnel Director, noted employees who smoke cost their employers an additional \$3,000 to \$5,000 a year in terms of lost time, productivity and insurance claims.

ACTION ITEMS

- A. Notice of Cancellation of Public Officials Bond for Don Thomas, County Engineer, Effective December 14, 2013

MOTION: Schorr moved and Amundson seconded to authorize signature by the Vice Chair. Amundson, Raybould, Schorr and Smoyer voted aye. Hudkins was absent from voting. Motion carried 4-0.

ADMINISTRATIVE OFFICER REPORT

- A. Holiday Schedule

There was consensus to not hold any County Board meetings during the period of December 20, 2013 to January 6, 2014.

- B. Appointment of Michael J. Tavlin (Replacing Dr. Ed. Schneider) to Lincoln-Lancaster County Board of Health

The Board scheduled the appointment on the November 26, 2013 County Board of Commissioners Meeting agenda.

Schorr suggested the Board recognize Dr. Schneider for his service on the Board of Health at a regular County Board of Commissioners Meeting.

- C. Claim for Review, PV421157, in the Amount of \$190.69 to Wendy Andorf-Blum, Community Mental Health Center (CMHC). Claim is Beyond the 90-Day Time Period

MOTION: Raybould moved and Amundson seconded to handle the claim through the regular claims process.

Amundson noted that Andorf-Blum's last entries for reimbursement were made in August and felt the claim should have been submitted in a more timely manner.

ROLL CALL: Amundson, Raybould, Schorr and Smoyer voted aye. Hudkins was absent from voting. Motion carried 4-0.

7 HEALTH CARE FLEXIBLE SPENDING ACCOUNT (FSA) ROLLOVER LEGISLATION - Doug McDaniel, Personnel Director; Bill Kostner, City Risk Manager

Bill Kostner, City Risk Manager, said the Department of Treasury recently made a change relating to health care flexible spending account (FSA) programs, which allow employees to set aside a portion of their earnings to pay for qualified expenses. Employers may now offer employees either a grace period of 2.5 months to use funds that are remaining in their account at the end of the plan year or allow them to roll over up to \$500 to the next plan year. He said the County has provided a grace period for several years and recommended it continue it for the 2014 plan year as the open enrollment period has ended and employees took the grace period into consideration in determining how much to set aside in their FSA's. The County could revisit the issue for the 2015 plan year.

There was consensus to continue the grace period for the 2014 plan year.

ADDITIONS TO THE AGENDA

B. Newspaper Article Regarding Regional Jail (Exhibit A)

Schorr referenced an article in the November 19, 2013 edition of the Lincoln Journal Star Newspaper which indicated three Southeast Nebraska counties (Gage, Jefferson and Saline) have held preliminary discussions about establishing a regional jail agreement and asked whether the Board is willing to consider holding prisoners for other counties in the new Lancaster County Adult Detention Facility (LCADF) and if a per diem rate has been established. Mike Thurber, Corrections Director, appeared and said he is not staffed to open up beds for other counties. He said Saline County has the capacity to accept additional prisoners and may be able to assist those counties.

ADMINISTRATIVE OFFICER REPORT

D. Appointments to the Lancaster County Extension Board (Allen G. Blezek, Paula G. Peterson, and James Newman)

Eagan noted reappointment of James Bauman is also requested.

The Board scheduled the appointments and reappointment on the November 26, 2013 County Board of Commissioners Meeting agenda.

ADDITIONS TO THE AGENDA

A. Strategic Planning

Schorr noted Sarpy County reported on its strategic planning efforts at the Tri-County Meeting and said she believes Lancaster County should take similar steps. She said if the County were to move to a biennial budget, the Board could work on the budget one year and strategic planning the next.

Eagan was directed to contact Sarpy County and ask for the name of the consultant it used to assist them in their strategic planning efforts.

D. Report on Lancaster Event Center Managing Director Selection Committee

Amundson said the Committee has conducted interviews with a couple of candidates for the position and has another interview scheduled on December 10th. She said financial management and community involvement are key issues.

8 UNCLASSIFIED SALARIES - Doug McDaniel, Personnel Director

Doug McDaniel, Personnel Director, presented Appointed Officials Salary Survey 2014 and Appointed Salary Information 2014 (Exhibits C and D). He noted there was not a direct match for the Risk Management Director in three of the counties surveyed or any matches for the Crisis Center Director. **NOTE:** The counties used for comparison in the salary survey were: Douglas County, Nebraska (includes Omaha), Linn County, Iowa (includes Cedar Rapids), Minnehaha County, South Dakota (includes Sioux Falls), Polk County, Iowa (includes Des Moines), Sedgwick County, Kansas (includes Wichita), and Shawnee County, Kansas (includes Topeka).

In response to a question from Raybould, McDaniel said the actual salaries for the other counties are not known. Minimum and maximum salaries are shown instead.

Schorr asked whether any of the positions were significantly out-of-step with the market. McDaniel said the salaries for the Chief Administrative Officer, Deputy Chief Administrative Officer, and Budget and Fiscal Officer, are significantly less than the maximum range shown for other counties in the survey.

Raybould felt it would be helpful to know the actual salaries because adjustments may not be called for just because those salaries are less than the maximum. McDaniel said the actual salary may not provide direction because there could be other factors, such as years of experience. Raybould said she would like to see what the Nebraska Department of Labor uses for comparison. McDaniel said the Personnel Department used the same criteria that it uses for evaluation of comparability for the Commission of Industrial Relations (CIR) for consistency.

Raybould asked the Personnel Department to provide a spreadsheet showing trending on salary increases for these positions for the last five years.

Schorr said she would like to see the fiscal impact of providing a 1.5%, 2.0% and 2.5% increase.

McDaniel noted the District Court Administrator has expressed concern regarding the salaries for the District Court Judges' Law Clerks (\$39,606). He said the District Court would like to have a pay plan for the law clerks but said he is reticent to do so for two employees. McDaniel pointed out that the law clerks have Juris Doctor (J.D.) degrees. It was noted that the starting salary for a deputy county attorney is \$57,120. McDaniel said the Personnel Department will look for market comparisons.

Further discussion of Dr. Sanat Roy's duties and compensation will be scheduled with Scott Etherton, Crisis Center Director.

9 COMPUTER PURCHASE REQUEST (#108555) FROM VETERANS SERVICES/GENERAL ASSISTANCE (GA) OFFICE (\$1,677.92) - Gary Chalupa, Veterans Service Officer/General Assistance (GA) Director

Gary Chalupa, Veterans Service Officer/General Assistance (GA) Director, outlined his department's computer request, noting the request has been revised from what he had originally indicated in an email dated October 30th (see agenda packet). The request now totals \$1,677.92 for software and hardware. It was noted that funding will be through the Microcomputer Fund.

DISCUSSION OF BOARD MEMBER MEETINGS

A. Information Services Policy Committee (ISPC) - Raybould

Raybould said they reviewed the price/cost formulary that Information Services (IS) uses to evaluate services and costs.

B. Visitors Promotion Committee (VPC) - Smoyer

Smoyer reported the following recommendations from the VPC to approve requests from the following: 1) Lancaster Event Center for \$10,000 for signage; 2) Haymarket District for \$10,000 for new walking tour brochures and website upgrades; 3) Lincoln Parks and Recreation Department \$10,000 for the Airport Entry Corridor; and 4) Lincoln Children's Museum for \$200,000 to help pay for the third phase of renovations of its facility, including two new exhibits (Grow Zone and Cuckoo Construction). He said the VPC has recommended denial of the request from the Nebraska High Schools Sports Hall of Fame Foundation for \$19,780 for exhibits because of concerns regarding the lack of set hours for public viewing.

Eagan noted a legal opinion has been requested regarding whether the request from Lincoln Parks and Recreation is an allowable expense for the Visitors Improvement Fund.

Schorr expressed concern regarding the fund balance (\$1,900,000 as of October 31, 2013) and the number of commitments for those funds. She suggested phasing of the request from the Lincoln Children's Museum. Smoyer said the Children's Museum indicated their need for funding is immediate. He said he believes the fund will be fine, noting a projection of \$1,100,000 in annual receipts (does not include additional funds the new Pinnacle Bank Arena will bring in).

Dennis Meyer, Budget and Fiscal Officer, appeared and suggested the Board needs to look at the entire pool of how the County Visitors Improvement Fund dollars are

allocated because the split that was set up (0.75% for bid fees, 0.25% for grants and 1.0% for improvements to facilities) is not being maintained.

10 DRIVEWAY APPEAL (PARCEL ID 08-25-201-008-000) - Bo Jones, Tru-Built Construction; Ken Schroeder, County Surveyor

Ken Schroeder, County Surveyor, discussed the request to allow connection of two driveways to form a circular driveway on Lot 8, Block 1 of the Meadowlark Hill Addition, noting approval would conflict with the note on the subdivision plat that only one residential driveway per lot is allowed (Exhibit E). He said the circumstances are similar to a waiver of that condition on Lot 7, Block 1 that the Board approved in 2012 (see April 5, 2013 Staff Meeting minutes).

Brittany Behrens, Deputy County Attorney, appeared and the Board's direction to the Engineering Department going forward was that two residential accesses would be allowed and that condition would be removed from plats going forward. However, that directive could not apply to conditions on final plats filed prior to April, 2012. Those would require a waiver.

Raybould asked whether there are any sight line concerns. Schroeder said no, sight line is not typically a problem in subdivisions because of the design standards.

MOTION: Schorr moved and Raybould seconded to direct the County Attorney's Office to prepare the appropriate documents to allow the waiver of the condition for Lot 8, Block 1 of the Meadowlark Hill Addition. Schorr, Raybould, Amundson and Smoyer voted aye. Hudkins was absent from voting. Motion carried 4-0.

ADMINISTRATIVE OFFICER REPORT

C. Lincoln Independent Business Association (LIBA) Budget Monitoring Committee - Smoyer

Smoyer said they discussed privatization of golf courses and legislative priorities. He said Coby Mach, President and Chief Executive Officer (CEO), Lincoln Independent Business Association (LIBA), contacted him after the meeting and asked why the County couldn't contract with the State for space in either the new Lancaster County Adult Detention Facility (LCADF) or the former jail facility to house State prisoners. Smoyer explained there are a number of issues that would need to be discussed, including funding and staffing.

D. Planning Meeting with Marvin Krout, Planning Director, and Sara Hartzell, Planner - Smoyer

Smoyer said they discussed the following: 1) A text amendment to add solid waste processing and disposal facilities; and 2) A composting operation at Prairieland Dairy.

11 PROJECTS UNDER NEBRASKA REVISED STATUTE § 23-120(3)(B) (5.2¢ LEVY) - Dennis Meyer, Budget & Fiscal Officer

Dennis Meyer, Budget & Fiscal Officer, said he will schedule a resolution on the December 3, 2013 County Board of Commissioners agenda to declare projects under Nebraska Revised Statute §23-120(3)(B) and impose a levy for the costs and indebtedness for such projects. He noted that the County is currently using 0.7644 cents of the 5.2 cent levy.

ADDITIONS TO THE AGENDA

C. Community Mental Health Center (CMHC) Advisory Committee Meeting Report

Raybould said discussion focused on the budget, staffing, licensing concerns and the future of the Committee.

It was noted the Crisis Center will need an advisory body as part of its licensing requirements and staff was asked to contact Scott Etherton, Crisis Center Director, to see what type of group he envisions.

12 ACTION ITEMS

Item was moved forward on the agenda.

13 CONSENT ITEMS

There were no consent items.

14 ADMINISTRATIVE OFFICER REPORT

- A. Holiday Schedule
- B. Appointment of Michael J. Tavlin (Replacing Dr. Ed. Schneider) to Lincoln-Lancaster County Board of Health
- C. Claim for Review, PV421157, in the Amount of \$190.69 to Wendy Andorf-Blum, Community Mental Health Center (CMHC). Claim is Beyond the 90-Day Time Period

- D. Appointments to the Lancaster County Extension Board (Allen G. Blezek, Paula G. Peterson, and James Newman)

Items A-D were moved forward on the agenda.

15 PENDING

There were no pending items.

16 DISCUSSION OF BOARD MEMBER MEETINGS

- A. Information Services Policy Committee (ISPC) - Raybould
- B. Visitors Promotion Committee (VPC) - Smoyer
- C. Lincoln Independent Business Association (LIBA) Budget Monitoring Committee - Smoyer
- D. Planning Meeting with Marvin Krout, Planning Director, and Sara Hartzell, Planner - Smoyer

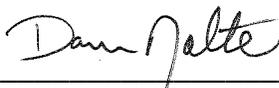
Items A-D were moved forward on the agenda.

17 EMERGENCY ITEMS AND OTHER BUSINESS

There were no emergency items or other business.

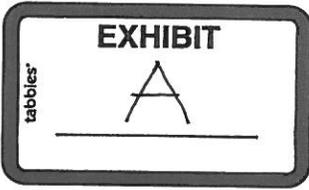
18 ADJOURNMENT

MOTION: Raybould moved and Amundson seconded to adjourn the meeting at 10:40 a.m. Amundson, Raybould, Schorr and Smoyer voted aye. Hudkins was absent from voting. Motion carried 4-0.



Dan Nolte
Lancaster County Clerk





School

Continued from B1

"It's a way to reach folks who have really been struggling with the decision: Should I go back to school or not?" said Elizabeth MacLeod Walls, dean of Wesleyan's University College, which oversees adult education. "Our goal is to reduce any barriers to these students."

She said the idea of going back to school can be daunting for veteran nurses, many of whom have families and struggle to find time to attend classes while working. Wesleyan leaders are hopeful allowing nurses to attend classes in their workplace will encourage many more to sign up for classes, MacLeod Walls said.

Wesleyan also plans to offer some general education courses for nurses who need to complete prerequisites, she said. This spring, the university will offer a literature course at Saint Elizabeth.

Wesleyan already offers

Duncan Aviation, and it plans to offer others at other local companies and nonprofit agencies, MacLeod Walls said.

Catholic Health Initiatives, which owns Saint Elizabeth, is considering offering the Wesleyan courses at its other five Nebraska hospitals, she said.

MacLeod Walls said the Saint Elizabeth program was open to any Catholic Health Initiatives employees, including those from the Nebraska Heart Hospital.

She said offering courses in a workplace allowed instructors to more easily show how theories relate to real-world experience.

"This is the next stage in education in America, finding ways to make the classroom experience directly relevant to the professional experience," MacLeod Walls said.

Saint Elizabeth nurse Amanda Tram said she had wanted to complete a bachelor's degree since earning her associate's degree in nursing from Southeast Commu-

nicity College, an obstacle, she said.

The hospital is providing \$3,000 a year in tuition reimbursement, Tram said.

"It's intimidating going back to school," she said. "Here at Saint Elizabeth, it takes that out of the equation."

A nursing diploma once was the entry-level credential for nurses, but universities gradually have stopped offering them. Today, an associate's degree in nursing is considered the entry-level credential.

Catholic Health Initiatives wants at least 80 percent of its nurses to have at least bachelor's degrees by 2020, MacLeod Walls said.

Saint Elizabeth nurse Kim Kunwenda said she earned a nursing diploma in 1987 but has long wanted to earn her bachelor's. And, she said, the classes have allowed her to get to know other nurses.

"To have this camaraderie, it's very nice," she said. "I like the experience that we all bring here."

Three counties discuss regional jail

The Associated Press

BEATRICE — Officials from three Southeast Nebraska counties have held preliminary talks about establishing a regional jail agreement.

Gage, Jefferson and Saline county officials met earlier this month, the Beatrice Daily Sun reported.

"Basically, everybody was around the room shaking their heads saying, 'The three of us are going to work together,'" said Gage County Supervisor Matt Bauman. "I don't think there's a desire for Saline to do something new, Gage County to do something new, and Jefferson to do something new."

Said Saline County Commissioner Willis Luedtke: "We've had a

good working relationship between the counties already."

The discussions included the age, condition, capacity and expenses of each county's jails.

Saline County's 48-bed facility and accompanying law enforcement center were completed in 2000, and a 35-bed annex was added later. The jail costs the county between \$1.5 million and \$1.6 million year to operate. It also houses inmates for the U.S. Marshals Service.

The Jefferson County Jail, like Gage County's, was built in the 1970s.

In one scenario under discussion, inmates awaiting trial but unable to make bond and sentenced inmates from the three counties would be housed

in the Saline County facility while shorter-term holding facilities would house other inmates.

If a regional jail agreement were reached, Bauman said, Gage County would consider building a 96-hour holding facility. Gage County Sheriff Millard "Gus" Gustafson said a shorter-term facility would change the entire way Gage County Jail operates.

"If we go to a shorter-term facility, a lot of the standards go away — recreational, visitation, grievance process — a lot of those things aren't requirements that I have," Gustafson said.

No agreement has been reached, and it's unclear when the next discussions will be held.

Court

deputies to pick up Piccolo center houses "seriously troubled" patients from

Benefits from Quitting

After you quit smoking:

- **In 20 minutes:** Your blood pressure drops to your pre-cigarette level.
- **In 12 Hours:** Your carbon monoxide level drops to normal.
- **In 24 Hours:** Your chance of a heart attack may decrease.
- **In 2 weeks to 3 months:** Your lung function may increase up to 30%.



- **In 1 year:** Your excess risk of developing coronary heart disease is now half the risk of a smoker.
- **In 5 years:** Your stroke risk is reduced to that of a non-smoker.
- **In 10 years:** Your lung cancer death rate is about half that of a person who continues to smoke.
- You save money by not buying cigarettes! (About \$1,500 per year for a pack-a-day smoker)

Source: American Cancer Society; Last Revised: 9/9/2013

Contact Information

Lancaster County Risk Manager-

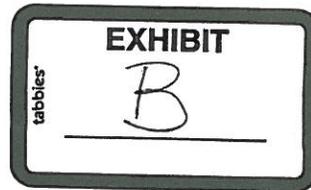
- **Sue Eckley-** Phone: (402) 441-6510
Email: seckley@lancaster.ne.gov

City Wellness Program Coordinator-

- **Keerun Kamble-** Phone: (402) 441-8042
Email: kkamble@lincoln.ne.gov

Blue Cross Blue Shield of Nebraska Coverage Assistance-

- <https://www.nebraskablue.com/>
- **Member Services-** Phone: (800) 642-8980



TOBACCO CESSATION

WELLNESS BENEFIT

from your **BCBS of Nebraska**

Health Insurance

Plan

Quitting Tobacco is not easy to do, but you don't have to do it on your own. People have used various ways to quit such as telephone quit-lines, support groups, or self-help materials. Those most often successful utilize one or more of these methods in combination with tobacco cessation products which are available through the Lancaster County health insurance plan.

What is my Tobacco Cessation Insurance Benefit?

Lancaster County employees, who are members of the Blue Cross Blue Shield of Nebraska health insurance plan, can obtain certain tobacco cessation products at **no cost** with a prescription! This benefit extends to the members' dependents of all ages as well.

To Obtain your Tobacco Cessation Products:

1. Make the decision to quit
2. Schedule an appointment with your doctor to discuss tobacco cessation products
3. Get a prescription for a tobacco cessation product- either over-the-counter (OTC) or prescription
4. Have the prescription filled by your pharmacist
5. The pharmacist will discuss the tobacco cessation product with you.

You may see this term, Nicotine Addiction Drug, on your Schedule of Benefits Summary. It's another name for tobacco cessation/quit products.



BCBS of Nebraska Health Insurance Plan Coverage

100% covered

for FDA-approved prescription or over-the-counter tobacco cessation products with a prescription from your doctor

No cost to you!

Examples of over-the-counter drugs that are covered with a prescription:

- Nicotine Transdermal System Kit
- Nicotine Gum
- Nicotine Lozenges
- Nicotine Patch



(Available in Brand Name and Generic)

Examples of prescription drugs that are covered:

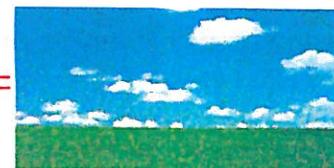
- Bupropion ER
- Chantix
- Zyban (mandatory generic penalty applies)
- Nicotrol Inhaler
- Nicotrol Nasal Spray

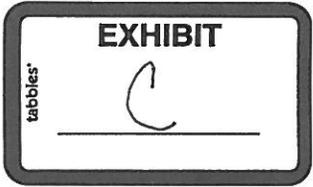


Tobacco quitting methods that are not covered include non-drug therapies such as support classes, hypnosis, or acupuncture.

Additional No Cost Tobacco Cessation Resources for You or Someone You Know

- **Nebraska Tobacco Quitline**
quitnow.ne.gov
- **BCBS-NE**
www.Bluehealthadvantage.com
 - Smokefree.gov
 - [Freedom from Smoking Online-ffsonline.org](http://FreedomfromSmokingOnline.org)
- **American Cancer Society**
www.cancer.org/Healthy/StayAwayfromTobacco/index
- **Centers for Disease Control and Prevention**
www.cdc.gov/tobacco/quit_smoking/index.htm
- **Become an Ex**
www.becomeanex.org
- **National Cancer Institute LiveHelp Service**
https://livehelp.cancer.gov/app/chat/chat_launch





APPOINTED OFFICIALS SALARY SURVEY 2014

COUNTY	Mental Health Administrator		Youth Services Center Director		Chief Administrative Officer		Deputy Chief Administrative Officer	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Douglas	\$64,961	\$108,270	\$72,399	\$120,662	\$106,942	\$178,237	\$79,177	\$131,963
Linn	\$64,479	\$102,518	\$57,751	\$57,751				
Minnehaha			\$70,034	\$106,563	\$85,328	\$129,838	\$52,073	\$79,236
Polk			\$66,068	\$87,008	\$165,286	\$165,286		
Sedgwick	\$78,403	\$114,561	\$58,705	\$85,806	\$183,062	\$183,062	\$132,464	\$132,464
Shawnee								
Mean	\$69,281	\$108,450	\$64,991	\$91,558	\$135,154	\$164,106	\$87,905	\$114,554
Median	\$64,961	\$108,270	\$66,068	\$87,008	\$136,114	\$171,762	\$79,177	\$131,963
Midpoint	\$67,121	\$108,360	\$65,530	\$89,283	\$135,634	\$167,934	\$83,541	\$123,259
Lancaster	\$92,820	\$92,820	\$95,360	\$95,360	\$131,997	\$131,997	\$87,569	\$87,569
\$ incr/decr	-\$25,699	\$15,540	-\$29,830	-\$6,077	\$3,637	\$35,937	-\$4,028	\$35,690
% incr/decr	-27.69%	16.74%	-31.28%	-6.37%	2.76%	27.23%	-4.60%	40.76%

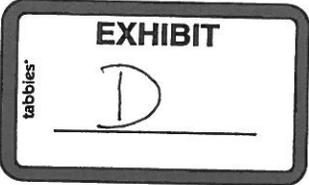
COUNTY	Budget & Fiscal Officer		Building Administrator		Corrections Administrator		Weed Control Superintendent	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Douglas	\$70,276	\$117,125	\$62,432	\$104,055	\$78,393	\$130,656		
Linn	\$73,361	\$117,381	\$67,611	\$107,498	\$99,874	\$99,874		
Minnehaha			\$70,034	\$106,563			\$36,853	\$56,077
Polk	\$89,486	\$118,104	\$93,842	\$123,876	\$116,106	\$116,106	\$67,389	\$88,748
Sedgwick	\$72,930	\$106,600	\$84,280	\$123,108	\$58,705	\$85,806	\$47,258	\$69,052
Shawnee	\$97,750	\$97,750			\$82,000	\$82,000	\$58,710	\$58,710
Mean	\$80,761	\$111,392	\$75,640	\$113,020	\$87,016	\$102,888	\$52,553	\$68,147
Median	\$73,361	\$117,125	\$70,034	\$107,498	\$82,000	\$99,874	\$52,984	\$63,881
Midpoint	\$77,061	\$114,259	\$72,837	\$110,259	\$84,508	\$101,381	\$52,768	\$66,014
Lancaster	\$94,810	\$94,810	\$111,598	\$111,598	\$105,917	\$105,917	\$63,875	\$63,875
\$ incr/decr	-\$17,749	\$19,449	-\$38,761	-\$1,339	-\$21,409	-\$4,536	-\$11,107	\$2,139
% incr/decr	-18.72%	20.51%	-34.73%	-1.20%	-20.21%	-4.28%	-17.39%	3.35%

COUNTY	Community Corrections Dir		Veterans Service		General Assistance		Risk Management Director	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Douglas	\$60,944	\$91,374	\$58,301	\$97,169	\$64,961	\$108,270	\$57,396	\$86,137
Linn			\$53,515	\$83,484	\$53,515	\$83,484	\$62,429	\$98,636 *
Minnehaha			\$40,681	\$61,899				
Polk			\$61,348	\$80,727	\$47,362	\$62,030	\$77,622	\$102,352 *
Sedgwick	\$78,403	\$114,561					\$67,844	\$99,097 *
Shawnee	\$76,220	\$76,220						
Mean	\$71,856	\$94,052	\$53,461	\$80,820	\$55,279	\$84,595	\$66,323	\$96,556
Median	\$76,220	\$91,374	\$55,908	\$82,106	\$53,515	\$83,484	\$65,137	\$98,867
Midpoint	\$74,038	\$92,713	\$54,685	\$81,463	\$54,397	\$84,039	\$65,730	\$97,711
Lancaster	\$85,096	\$85,096	\$79,210	\$79,210	\$79,210	\$79,210	\$78,841	\$78,841
\$ incr/decr	-\$11,058	\$7,617	-\$24,525	\$2,253	-\$24,813	\$4,829	-\$13,111	\$18,870
% incr/decr	-12.99%	8.95%	-30.96%	2.84%	-31.33%	6.10%	-16.63%	23.93%

Emergency Management
Director

Mental Health
Crisis Center Director

COUNTY	MINIMUM	MAXIMUM		MINIMUM	MAXIMUM
Douglas	\$64,961	\$108,270			
Linn	\$93,327	\$93,327			
Minnehaha	\$70,034	\$106,563			
Polk	\$97,281	\$97,281			
Sedgwick	\$58,705	\$85,506			
Shawnee	\$59,225	\$59,225			
Mean	\$73,922	\$91,695		#DIV/0!	#DIV/0!
Median	\$67,497	\$95,304		#NUM!	#NUM!
Midpoint	\$70,710	\$93,500		#DIV/0!	#DIV/0!
Lancaster	\$85,799	\$85,799		\$81,000	\$81,000
\$ incr/decr	-\$15,089	\$7,701		#DIV/0!	#DIV/0!
% incr/decr	-17.59%	8.98%		#DIV/0!	#DIV/0!



Appointed Salary Information 2014

Name	Department	Class title	Current salary
ETHERTON,KIM G.	COMMUNITY CORRECTIONS	COMMUNITY CORRECTIONS DIRECTOR	\$85,096
MEYER,DENNIS M.	BUDGET AND FISCAL	BUDGET & FISCAL OFFICER	\$94,810
ECKLEY,LINDA S	RISK MANAGEMENT	RISK MANAGEMENT DIRECTOR	\$78,841
BOESCH,KATHRYN M.	HUMAN SERVICES	HUMAN SERVICES ADMINISTRATOR	\$80,118
CHALUPA,GAROLD E.	VETERANS SERVICES	CO VETS SERV & GEN ASSIST OFFICER	\$79,210
RINGLEIN,RICHARD J.	VETERANS SERVICES	ASST COUNTY VET SERVICE OFFICER	\$58,128
COVERT,CYNTHIA ANN	VETERANS SERVICES	GENERAL ASSISTANCE DEPUTY DIRECTOR	\$51,512
EAGAN,KERRY P.	ADMINISTRATIVE SERVICES	CHIEF ADMINISTRATIVE OFFICER	\$131,997
THORPE,GWENDOLYN K.	ADMINISTRATIVE SERVICES	DEPUTY CHIEF ADMIN OFFICER	\$87,569
AHLBERG,DOUGLAS A.	EMERGENCY MANAGEMENT	EMERGENCY MANAGEMENT DIRECTOR	\$85,799
HOSKING,MARK DAVID	EMERGENCY MANAGEMENT	EMERGENCY MANAGEMENT DEP DIRECTOR	\$46,361
SORENSEN,RONALD E.	COMM. MENTAL HEALTH CENTER	MENTAL HEALTH ADMINISTRATOR	\$92,820
ETHERTON, SCOTT	MENTAL HEALTH CRISIS CENTER	MENTAL HEALTH CRISIS CENTER DIRECTOR	\$81,000
ROY,SANAT K.	COMM. MENTAL HEALTH CENTER	CLINICAL DIRECTOR	\$213,183
MEYER,BRENT DOUGLAS	WEED CONTROL AUTHORITY	WEED CONTROL SUPERINTENDENT	\$63,875
KILLEEN,DONALD F.	CNTY/CITY PROPERTY MANAGEMENT	BUILDING ADMINISTRATOR	\$111,598
SCHINDLER,MICHELLE L.	YOUTH SERVICES CENTER	YOUTH SERVICES CENTER DIRECTOR	\$95,360
THOMPSON,ANNETTE B.	YOUTH SERVICES CENTER	JUV DETENTION CENTER DEP DIRECTOR	\$73,303
THURBER,JAMES M.	CORRECTIONS	CORRECTIONS ADMINISTRATOR	\$105,917

Current wage is \$1,716,497

Salary Information 2014

Name	Department	Class title	Current salary
SMITH,VERNICE M.	DISTRICT COURT	BAILIFF I	\$45,710
GILLEN,SUSAN L.	DISTRICT COURT	CHILD SUPPORT REFEREE	\$98,300
GAU,ELIZABETH OSTERMAN	DISTRICT COURT	DISTRICT COURT JUDGES LAW CLERK	\$39,606
BARNES,CAITLIN R.	DISTRICT COURT	DISTRICT COURT JUDGES LAW CLERK	\$39,606
HOUGH,SHARON MARIE	DISTRICT COURT	BAILIFF II*	\$56,169
FOLSOM,KIM R.	DISTRICT COURT	BAILIFF II*	\$56,169
LAMPE,SHERI A.	DISTRICT COURT	BAILIFF II*	\$56,169
PETERSEN,MARIAN G.	DISTRICT COURT	BAILIFF II*	\$56,169
RHYNALDS,CHRISTINE L.	DISTRICT COURT	BAILIFF II*	\$56,169
SCHMIDT,BERNADETTE L.	DISTRICT COURT	BAILIFF II*	\$56,169
MOST,RHONDA R.	DISTRICT COURT	BAILIFF II*	\$56,169
ROWE,KAREN M.	DISTRICT COURT	BAILIFF II*	\$56,169
SMITH, VICKIE	DISTRICT COURT	BAILIFF II*	\$56,169
WOOD,JANICE K.	DISTRICT COURT	BAILIFF II*	\$56,169
OWENS,ANGELA R.	JUVENILE COURT	BAILIFF II*	\$56,169
POFAHL,ANGELA M.	JUVENILE COURT	BAILIFF II*	\$56,169
LEE,LESLI L.	JUVENILE COURT	BAILIFF II*	\$56,169
PAUL,DIANNE E.	JUVENILE COURT	BAILIFF II*	\$56,169

* The Board has stated they would like to equalize the Bailiff II to the Paralegal II.
 The Paralegal II is currently paid \$57,294 at the maximum.

Current wage is \$1,009,588

tabbles[®]
EXHIBIT E



MEAD

1 inch = 150 feet

TLOT 'F'



Lot 8, Block 1
Meadowlark Hill Addition
Aaron Schepers

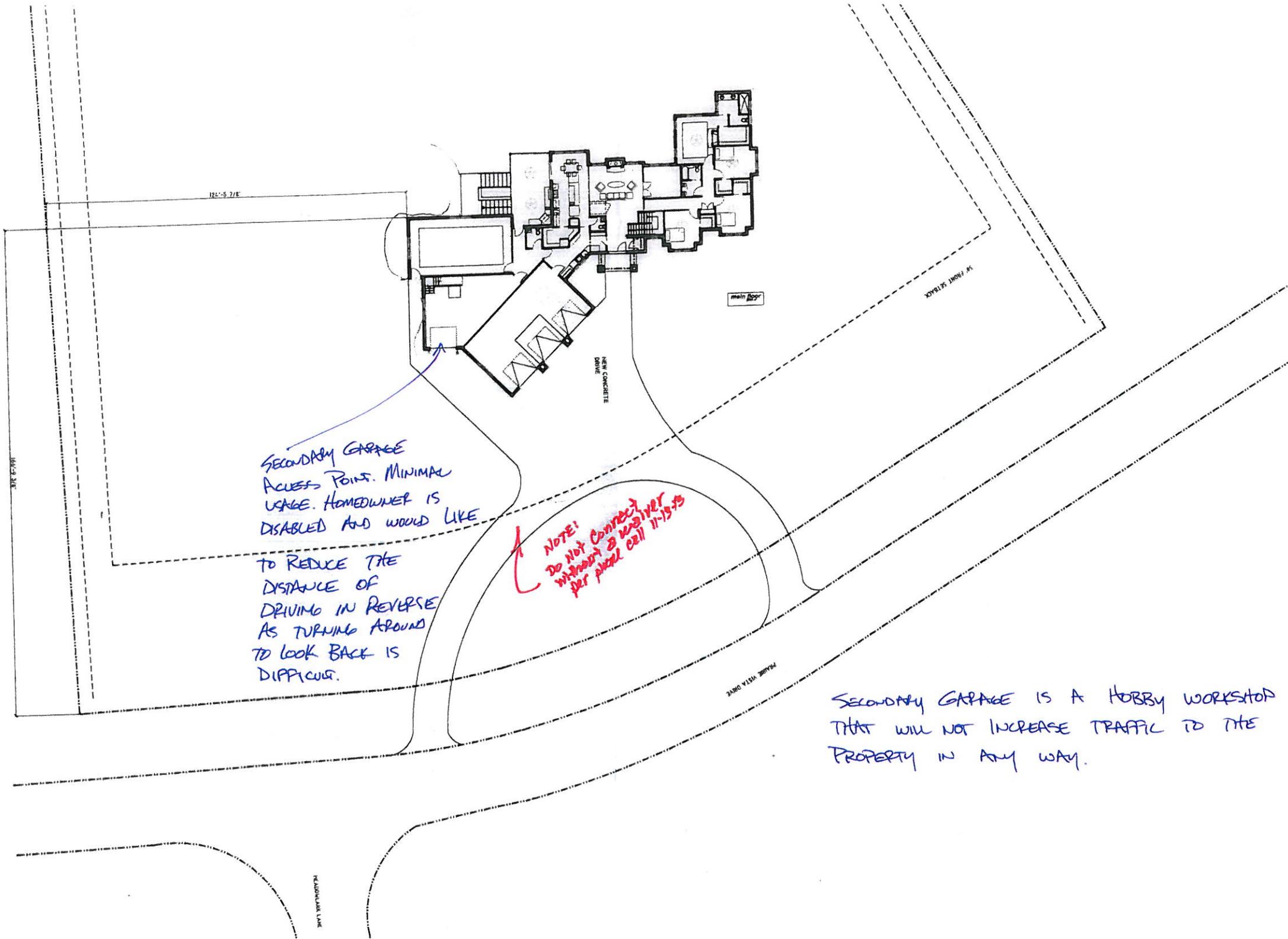
OUTLOT 'E'

OUTLOT 'D'

OUTLOT 'A'

OUTLOT 'O'

LOT 2



SECONDARY GARAGE
ACCESS POINT. MINIMAL
USAGE. HOMEOWNER IS
DISABLED AND WOULD LIKE

TO REDUCE THE
DISTANCE OF
DRIVING IN REVERSE
AS TURNING AROUND
TO LOOK BACK IS
DIFFICULT.

NOTE!
DO NOT CONNECT
WITHOUT A WASHIVER
PER PHASE CALL 11-15-75

SECONDARY GARAGE IS A HOBBY WORKSHOP
THAT WILL NOT INCREASE TRAFFIC TO THE
PROPERTY IN ANY WAY.

SURVEYOR'S CERTIFICATE

I hereby certify that I have accurately surveyed the Subdivision to be known as "MEADOWLARK HILLS ADDITION", a subdivision of Lot 23 Irregular Tract, located in the North Half of the Northeast Quarter of Section 25, Township 8 North, Range 6 East of the 6th P.M.; AND Lots 27 and 28 Irregular Tracts, located in the South Half of Section 24, Township 8 North, Range 6 East of the 6th P.M., all located within Lancaster County, Nebraska, more particularly described as follows.

SOUTH OF VACATED RAILROAD R.O.W.

LOT 23 IRREGULAR TRACT, LOCATED IN THE NORTH HALF OF THE NORTHEAST QUARTER OF SECTION 25, TOWNSHIP 8 NORTH, RANGE 6 EAST OF THE 6th P.M., AND LOT 27 IRREGULAR TRACT, LOCATED IN THE SOUTH HALF OF SECTION 24, TOWNSHIP 8 NORTH, RANGE 6 EAST OF THE 6th P.M., ALL LOCATED WITHIN LANCASTER COUNTY, NEBRASKA, MORE PARTICULARLY DESCRIBED AS FOLLOWS:

COMMENCING AT THE NORTHEAST CORNER OF SAID SECTION 25; THENCE SOUTHERLY ON THE EAST LINE OF THE NORTHEAST QUARTER OF SAID SECTION 25, ON AN ASSIGNED BEARING OF S 1°28'53"W A DISTANCE OF 468.99', TO THE POINT OF BEGINNING; THENCE CONTINUING SOUTHERLY ON SAID EAST LINE, S 1°28'53"W 850.28', TO THE SOUTHEAST CORNER OF THE NORTH HALF OF SAID NORTHEAST QUARTER; THENCE WESTERLY ON THE SOUTH LINE OF SAID NORTH HALF, N 88°56'00"W 2620.57', TO THE SOUTHWEST CORNER OF SAID NORTH HALF; THENCE NORTHERLY ON THE WEST LINE OF SAID NORTH HALF, N 0°37'34"E 1321.04', TO THE NORTHWEST CORNER OF SAID NORTH HALF; THENCE N 8854'09"W, 83.42', TO A POINT ON THE EASTERLY LINE OF OUTLOT A, DEER TRAIL ADDITION; THENCE NORTHERLY ON THE EAST LINE OF SAID OUTLOT "A" AND THE WEST LINE OF LOT 7 IRREGULAR TRACT FOR THE NEXT FIVE (5) COURSES, N 4°20'07"E 56.56'; THENCE NORTHEASTERLY, N 40°56'28"E 90.56'; THENCE NORTHERLY, N 11°53'02"W 103.41'; THENCE NORTHWESTERLY, N 58°42'32"W 179.38'; THENCE NORTHWESTERLY, N 38°03'17"W 192.92', TO A POINT ON THE SOUTHERLY RIGHT OF WAY LINE OF THE FORMER MISSOURI PACIFIC RAILROAD; THENCE NORTHEASTERLY ON SAID SOUTHERLY RIGHT OF WAY LINE FOR THE NEXT THREE (3) COURSES, N 87°14'28"E 1418.81', TO A POINT OF CURVATURE OF A CIRCULAR CURVE TO THE RIGHT, HAVING A RADIUS OF 2814.79' AND A CENTRAL ANGLE OF 22°31'16"; THENCE EASTERLY ON THE CHORD OF SAID CURVE, N 78°30'04"E 1099.29', TO THE POINT OF TANGENCY; THENCE EASTERLY ON SAID TANGENT, N 88°45'42"E 812.07', TO A POINT ON THE EAST LINE OF SAID NORTHEAST QUARTER; THENCE SOUTHERLY ON SAID EAST LINE, S 7°49'23"W 1282.48'; THENCE WESTERLY ON THE SOUTH LINE OF THE SOUTHWEST QUARTER OF SAID SECTION 24, ON AN ASSIGNED BEARING OF N 88°55'41"W A DISTANCE OF 818.20'; THENCE NORTHERLY, N 1°04'19"E 155.47'; THENCE WESTERLY AND PARALLEL TO SAID SOUTH LINE, N 88°55'41"W 170.30'; THENCE SOUTHERLY, S 1°04'19"E 155.47', TO A POINT ON SAID SOUTH LINE; THENCE WESTERLY ON SAID SOUTH LINE, N 88°55'41"W, 334.84'; THENCE SOUTHERLY ON THE EAST LINE OF THE NORTHEAST QUARTER OF SAID NORTHEAST QUARTER, S 10°13'13"W 459.57'; THENCE EASTERLY ON THE SOUTH LINE OF LOT 22 IRREGULAR TRACT IN SAID SECTION, S 88°31'07"E 1316.67', TO THE POINT OF BEGINNING, SAID TRACT CONTAINING AN AREA OF 131.13 ACRES, MORE OR LESS.

NORTH OF VACATED RAILROAD R.O.W.

LOT 28 IRREGULAR TRACT, LOCATED IN THE SOUTH HALF OF SECTION 24, TOWNSHIP 8 NORTH, RANGE 6 EAST OF THE 6th P.M., LANCASTER COUNTY, NEBRASKA, MORE PARTICULARLY DESCRIBED AS FOLLOWS:

COMMENCING AT THE NORTHEAST CORNER OF THE SOUTH HALF OF SAID SECTION 24; THENCE WESTERLY ON THE NORTH LINE OF THE SOUTHWEST QUARTER OF SAID SECTION 24, ON AN ASSIGNED BEARING OF N 88°56'52"W A DISTANCE OF 1322.89', TO THE POINT OF BEGINNING; THENCE SOUTHERLY ON THE WEST LINE OF THE NORTHEAST QUARTER OF SAID SOUTHWEST QUARTER, S 0°45'48"W 1322.86', TO THE SOUTHWEST CORNER OF THE NORTHEAST QUARTER OF SAID SOUTHWEST QUARTER; THENCE EASTERLY ON THE SOUTH LINE OF THE NORTHEAST QUARTER OF SAID SOUTHWEST QUARTER, S 88°56'18"E 382.06', TO A POINT OF INTERSECTION WITH THE NORTHERLY RIGHT OF WAY LINE OF THE FORMER MISSOURI PACIFIC RAILROAD, SAID POINT BEING ON A CIRCULAR CURVE TO THE LEFT, HAVING A RADIUS OF 2814.79' AND A CENTRAL ANGLE OF 18°05'56"; THENCE WESTERLY ON THE CHORD OF SAID CURVE, S 79°17'24"W 818.31', TO THE POINT OF TANGENCY; THENCE SOUTHWESTERLY ON SAID TANGENT, S 87°14'28"E 1509.37', TO A POINT OF INTERSECTION WITH THE CENTERLINE OF THE UNNAMED CREEK AND THE WEST LINE OF SAID LOT 7 IRREGULAR TRACT; THENCE ON SAID CENTERLINE OF THE UNNAMED CREEK AND THE WEST LINE OF SAID LOT 7 FOR THE NEXT FOUR (4), NORTHERLY, N 21°01'52"W 37.49'; THENCE NORTHWESTERLY, N 58°14'40"W 32.27'; THENCE NORTHWESTERLY, N 53°32'35"W 30.80'; THENCE NORTHERLY, N 11°08'03"W 32.51', TO A POINT OF INTERSECTION WITH THE CENTERLINE OF THE WEST BRANCH OF SALT CREEK AND THE WEST LINE OF SAID LOT 7, SAID POINT BEING ON A CIRCULAR CURVE TO THE LEFT, HAVING A RADIUS OF 97.00' AND A CENTRAL ANGLE OF 53°20'09"; THENCE ON SAID CENTERLINE OF THE WEST BRANCH OF SALT CREEK AND THE WEST LINE OF SAID LOT 7 FOR THE NEXT THIRTY THREE (33) COURSES, NORTHEASTERLY ON THE CHORD OF SAID CURVE, N 84°16'36"E 87.07', TO THE POINT OF TANGENCY; THENCE NORTHEASTERLY ON SAID TANGENT, N 37°36'32"E 34.00', TO THE POINT OF CURVATURE OF A CIRCULAR CURVE TO THE LEFT, HAVING A RADIUS OF 148.00' AND A CENTRAL ANGLE OF 79°12'22"; THENCE NORTHERLY ON THE CHORD OF SAID CURVE, N 1°59'39"W 186.14', TO THE POINT OF TANGENCY; THENCE NORTHWESTERLY ON SAID TANGENT, N 41°35'50"W 280.31'; THENCE NORTHWESTERLY, N 45°11'30"W 48.82', TO A POINT ON A CIRCULAR CURVE TO THE RIGHT, HAVING A RADIUS OF 90.00' AND A CENTRAL ANGLE OF 42°16'49"; THENCE NORTHERLY ON THE CHORD OF SAID CURVE, N 64°72'27"E 57.70', TO A POINT OF TANGENCY; THENCE NORTHEASTERLY ON SAID TANGENT, N 27°55'51"E 85.48'; THENCE NORTHEASTERLY, N 40°37'42"E 132.41'; THENCE NORTHEASTERLY, N 47°20'30"E 57.37'; THENCE NORTHEASTERLY, N 33°33'52"E 49.35'; THENCE NORTHEASTERLY, N 24°29'41"E 203.81'; THENCE NORTHEASTERLY, N 35°33'18"E 28.40'; THENCE NORTHEASTERLY, N 49°28'29"E 129.81'; THENCE NORTHEASTERLY, N 43°39'38"E 58.80', TO A POINT OF CURVATURE OF A CIRCULAR CURVE TO THE LEFT, HAVING A RADIUS OF 90.00' AND A CENTRAL ANGLE OF 123°02'07"; THENCE NORTHERLY ON THE CHORD OF SAID CURVE, N 17°51'26"W 158.21', TO THE POINT OF TANGENCY; THENCE WESTERLY ON SAID TANGENT, N 79°22'29"W 83.79', TO THE POINT OF CURVATURE OF A CIRCULAR CURVE TO THE RIGHT, HAVING A RADIUS OF 68.00' AND A CENTRAL ANGLE OF 140°39'09"; THENCE NORTHERLY ON THE CHORD OF SAID CURVE, N 9°02'55"W 124.29', TO THE POINT OF TANGENCY; THENCE NORTHEASTERLY ON SAID TANGENT, N 81°16'40"E 271.20', TO A POINT OF CURVATURE OF A CIRCULAR CURVE TO THE RIGHT, HAVING A RADIUS OF 100.00' AND A CENTRAL ANGLE OF 19°41'19"; THENCE EASTERLY ON THE CHORD OF SAID CURVE, N 71°07'19"E 34.19', TO A POINT OF REVERSE CURVATURE WITH A CIRCULAR CURVE TO THE LEFT, HAVING A RADIUS OF 40.00' AND A CENTRAL ANGLE OF 108°23'01"; THENCE NORTHEASTERLY ON THE CHORD OF SAID CURVE, N 26°48'28"E 84.88', TO THE POINT OF TANGENCY; THENCE NORTHWESTERLY ON SAID TANGENT, N 27°25'02"W 23.00', TO A POINT OF CURVATURE OF A CIRCULAR CURVE TO THE LEFT, HAVING A RADIUS OF 90.00' AND A CENTRAL ANGLE OF 88°55'56"; THENCE WESTERLY ON THE CHORD OF SAID CURVE, N 71°53'00"W 128.09', TO THE POINT OF TANGENCY; THENCE SOUTHWESTERLY ON SAID TANGENT, S 83°30'01"W 93.17'; THENCE WESTERLY, S 70°26'29"W 55.97', TO A POINT OF CURVATURE OF A CIRCULAR CURVE TO THE RIGHT, HAVING A RADIUS OF 115.00' AND A CENTRAL ANGLE OF 28°44'03"; THENCE WESTERLY ON THE CHORD OF SAID CURVE, S 84°48'30"W 57.07'; THENCE WESTERLY, N 86°32'57"W 15.00', TO A POINT ON A CIRCULAR CURVE TO THE RIGHT, HAVING A RADIUS OF 114.00' AND A CENTRAL ANGLE OF 87°25'20"; THENCE NORTHERLY ON THE CHORD OF SAID CURVE, N 19°59'30"W 157.55', TO A POINT OF COMPOUND CURVATURE WITH A CIRCULAR CURVE TO THE RIGHT, HAVING A RADIUS OF 158.00' AND A CENTRAL ANGLE OF 30°51'26"; THENCE NORTHEASTERLY ON THE CHORD OF SAID CURVE, N 30°08'53"E 84.07', TO THE POINT OF TANGENCY; THENCE NORTHEASTERLY ON SAID TANGENT, N 54°34'36"E 134.21'; THENCE EASTERLY, N 74°12'22"E 220.57'; THENCE EASTERLY, N 80°05'33"E 80.00'; THENCE EASTERLY, S 89°55'37"E 182.59', TO A POINT OF CURVATURE OF A CIRCULAR CURVE TO THE LEFT, HAVING A RADIUS OF 134.00' AND A CENTRAL ANGLE OF 83°13'23"; THENCE ON THE CHORD OF SAID CURVE, N 63°27'40"E 120.05', TO A POINT ON THE NORTH LINE OF THE SOUTHWEST QUARTER OF SAID SECTION 24; THENCE EASTERLY ON SAID NORTH LINE, S 88°56'52"E 1070.65', TO THE POINT OF BEGINNING, SAID TRACT CONTAINING AN AREA OF 68.87 ACRES, MORE OR LESS.

Permanent monuments have been placed at all lot corners, street intersections, points of curvature, centerline points of tangency, and at all other points required by the Lancaster County, Nebraska, Land Subdivision Resolution.

All dimensions are chord measurements unless shown otherwise, and are in feet or decimals of a foot.

Signed this 25 day of August, 2006

Billy Joe Kern
Billy Joe Kern, L.S. 483
K & M Land Surveying



MEADOWLARK HILLS ADDITION

FINAL PLAT

BASED ON COUNTY SPECIAL PERMIT #06017

DEDICATION

The foregoing plot known as "MEADOWLARK HILLS ADDITION", and as described in the Surveyor's Certificate is made with the free consent and in accordance with the desires of the undersigned, sole owners, and the easements shown thereon are hereby granted in perpetuity to Lancaster County, Nebraska, Ahtel, Time Warner Entertainment - Advance/Newhouse, Aquila, Morris Public Power, Lancaster County Rural Water District #1, their successors and assigns, to allow entry for the purposes of construction, reconstruction, replacement, repair, operation and maintenance of wires, cables, conduits, fixtures, poles, towers, pipes and equipment for the distribution of electricity and gas; telephone and cable television; wastewater collector; storm drains; water mains and all appurtenances thereto, over, upon or under the easements as shown on the foregoing plat.

The construction or location of any building or structure, excluding fences, over, upon or under an easement shown thereon shall be prohibited.

The construction or location of any fence or other improvement which obstructs drainage shall be prohibited over, upon, or under any storm drain easement or drainage easement shown thereon.

Lancaster County, Nebraska, its successors or assigns are hereby held harmless for the cost of replacement or damage to any improvement or vegetation over, upon or under any easement shown thereon.

The additional right-of-way shown thereon along S. 25th Street is hereby dedicated to the public.

Each lot shall have one residential access.

Common and Public access easements are hereby dedicated to the public on all private roadways.

Direct vehicular access to S. 25th Street is hereby relinquished except at Meadowlark Lane and any existing farm accesses. No direct vehicular access to South 25th Street from Lot 1, Block 1 and Lot 1, Block 2. The only existing farm accesses to remain are allowed on Outlot 'F'.

A public access easement is hereby granted over the private roads to Lancaster County, Nebraska, its successors and assigns and to the public generally for vehicular and pedestrian purposes. The construction or location of any gate, fence, or other barrier restricting vehicular and pedestrian access over the private roadway shall be prohibited except when necessary to control traffic during the construction, reconstruction, repair or maintenance of the private roadway.

WITNESS OUR HANDS THIS 25 day of August, 2006.
Patrick Hurlbut JILL HURLBUT, MEMBER
PATRICK HURLBUT, MEMBER MEADOWLARK ENTERPRISES, L.L.C.
Jill Hurlbut JILL HURLBUT, MEMBER
MEADOWLARK ENTERPRISES, L.L.C.

ACKNOWLEDGMENT

STATE OF NEBRASKA } SS
LANCASTER COUNTY }
On this 25 day of August, 2006, before me, the undersigned, a notary public, duly commissioned, qualified for and residing in said county, personally came PATRICK HURLBUT AND JILL HURLBUT, Members, Meadowlark Enterprises, L.L.C. to me personally known to be the identical person whose name is affixed to the dedication of the foregoing plat and they acknowledged the same to be their voluntary act and deed and the voluntary act and deed of said company.

Jill D. Schuerman JILL D. SCHUERMAN
NOTARY PUBLIC My Commission Expires 9th day of Sept, 2007

PLANNING DIRECTOR'S APPROVAL

The Planning Director, pursuant to Section 3.18 of Lancaster County, Nebraska, Land Subdivision Resolution, hereby approves this Final Plat.

Richard M. ... SEPTEMBER 29, 2006
Planning Director Date

Instr # 2866050089 Thu Oct 05 09:12:57 CDT 2006
Filing Fee: \$178.50
Lancaster County, NE Assessor/Register of Deeds Office PLAT
Page 8

\$170.00
4
MEAHIL

LIEN HOLDER CONSENT AND SUBORDINATION

The undersigned, holder of that certain lien against real property described in the plat known as "MEADOWLARK HILLS ADDITION", said lien being recorded in the Office of Registrar of Lancaster County, Nebraska, as instrument Numbers 2006-030079, does hereby consent to the dedication of and subordinate the Lien to any utility (sewer, water, electric, cable TV, telephone, natural gas) easements, or streets, or roads, pedestrian way easements, and access easements and relinquishments of access, dedicated to the public, all as shown on the Plat, but not otherwise. The undersigned confirms that it is the holder of the Lien and has not assigned the Lien to any other person.

Union Bank & Trust Company
Trustee and Beneficiary
By: *Stacy Brass*
Stacy Brass Assistant Vice President
Commercial Loans

ACKNOWLEDGMENT

STATE OF NEBRASKA } SS
LANCASTER COUNTY }
The foregoing instrument was acknowledged before me this 29 day of August, 2006 by Stacy Brass
Stacy Brass
Assistant Vice President
Commercial Loans
Union Bank & Trust Company
Company
Stacy Brass
NOTARY PUBLIC
My commission expires the 18 day of November, 2008.



Each lot shall have one residential access.

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