

**MINUTES
LANCASTER COUNTY BOARD OF COMMISSIONERS
COUNTY-CITY BUILDING, ROOM 112
TUESDAY, JULY 26, 2016
9:00 A.M.**

Advance public notice of the Board of Commissioners meeting was posted on the County-City Building bulletin board and the Lancaster County, Nebraska, web site and emailed to the media on July 22, 2016.

Commissioners present: Roma Amundson, Chair; Todd Wiltgen, Vice-Chair; Bill Avery, Larry Hudkins and Deb Schorr

Commissioners absent: Larry Hudkins and Deb Schorr

Others present: Kerry Eagan, Chief Administrative Officer; David Derbin, Deputy County Attorney; Dan Nolte, County Clerk; Cori Beattie, Deputy County Clerk; and Kelly Lundgren, County Clerk's Office

The Chair called the meeting to order at 9:00 a.m., the pledge of allegiance was recited and the location of the Nebraska Open Meetings Act was announced.

1) MINUTES: Approval of the minutes of the Board of Commissioners meeting held on Tuesday, July 19, 2016.

MOTION: Wiltgen moved and Avery seconded approval of the minutes. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

2) CLAIMS: Approval of all claims process through July 26, 2016.

MOTION: Avery moved and Wiltgen seconded approval of the claims. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

3) PUBLIC HEARING:

- A. Manager application for Craig Keaschall in connection with a Class I liquor license for Lincoln Izaak Walton League Chapter 65, 10801 South 134th Street, Bennet, Nebraska. (See correlating item 4A)**

The Chair resumed the public hearing.

No one appeared to testify in support, opposition or in a neutral position.

The Chair closed the public hearing.

4) **NEW BUSINESS:**

- A. **Resolution in the matter of corporate manager liquor license application of Craig Keaschall in connection with a Class I liquor license for Lincoln Izaak Walton League Building Corporation, 10801 South 134th Street, Bennet, Lancaster County, Nebraska. (R-16-0043)**

MOTION: Avery moved and Wiltgen seconded approval of the resolution. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- B. **Resolution authorizing the installation of the following sign in Lancaster County: Install a "25 M.P.H." sign (R2-1) on West Wassung Drive, 75 feet east of Northwest 30th Street for eastbound traffic. (R-16-0044)**

MOTION: Avery moved and Wiltgen seconded approval of the resolution. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- C. **Special designated license application from Meier's Wine, Inc. d/b/a Meier's Cork N' Bottle for a reception on August 12, 2016 at Roca Berry Farm, 16531 South 38th Street, Roca, Nebraska.**

MOTION: Wiltgen moved and Avery seconded approval of the special designated license application. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- D. **Special designated license application from WMJD, LLC., for the Frog Fest Music Festival on August 20, 2016 at Bluestem Tree Farm, 5895 West Sprague Road, Crete, Nebraska.**

Heath Macomber, WMJD, LLC, stated the corporation owns and operates the Single Barrel restaurant.

MOTION: Wiltgen moved and Avery seconded approval of the special designated license application. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- E. **Setting the annual salary for Jason Cooper, Deputy County Attorney, in the amount of \$60,305.44 as Attorney I, effective August 1, 2016.**

Joe Kelly, County Attorney, provided the Board with an overview of Cooper's background and credentials.

MOTION: Avery moved and Wiltgen seconded approval of the salary. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- F. Grant contract addendum to the Lancaster County Visitors Improvement Fund Grant Contract between Lancaster County (sponsor) and the Lincoln Children's Museum (grantee) amending County Contract C-16-0001 to extend the completion date of the grant contract from August 1, 2016 to September 1, 2016. All other terms of the grant contract remain in full force and effect. (C-16-0380)**

MOTION: Wiltgen moved and Avery seconded approval of the grant contract. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- G. Nebraska Emergency Management Agency 2014 Sub-Recipient Agreement for the Southeast Region in the amount of \$148,232.69 under the State Homeland Security Program, Federal Grant Award Number/CFDA Number EMW-2014-SS-00054/97.067. (C-16-0404)**

Jim Davidsaver, Emergency Management Director, said the project is part of the 2014 grant funding to support the Nebraska Regional Interoperability Network (NRIN). He stated this allows the fourteen counties within the Southeast Region to continue to implement all the resources and equipment necessary to be part of the statewide communication system.

MOTION: Avery moved and Amundson seconded approval of the agreement. Avery and Amundson voted aye. Wiltgen abstained. Hudkins and Schorr were absent. Motion carried 2-0 with one abstention.

- H. Agreement with Region V Systems for Emergency Protective Custody (EPC) services at the Mental Health Crisis Center. Region V will enter into separate agreements with referring counties who will send acutely mentally ill individuals to Lancaster County. The County will be paid \$186 per individual per day. Term of the agreement is July 1, 2016 to June 30, 2017. (C-16-0379)**

MOTION: Wiltgen moved and Avery seconded approval of the agreement. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- I. Contract between Mary Angela Apthorpe, M.A., L.A.D.C., P.L.M.H.P and Lancaster County, on behalf of the Lancaster County Mental Health Crisis Center, for certified alcohol and drug abuse counselor services. The services will be provided at the rate of \$85 per evaluation completed and \$32 per hour for other services. Term of the contract is from July 1, 2016 to June 30, 2017. (C-16-0381)**

MOTION: Avery moved and Wiltgen seconded approval of the contract. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- J. Agreement with Dr. Klaus Hartmann for the professional services of a psychiatrist to assist in the provision of psychiatric services at the Mental Health Crisis Center on an as needed, on call basis. The County shall pay \$650 per 24-hour period of coverage. Term of the agreement is from July 1, 2016 to June 30, 2017. (C-16-0393)**

MOTION: Wiltgen moved and Avery seconded approval of the agreement. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- K. Utility Permit No. 1453 allowing Mid-America Pipeline to repair existing gas pipeline adjacent to 190th Street and Waverly Road. There is no cost to the County. (C-16-0376)**

MOTION: Avery moved and Wiltgen seconded approval of the utility permit. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- L. Utility Permit No. 1454 allowing Black Hills Energy to install natural gas lines adjacent to South 98th Street (Pioneers Boulevard to Calvert Street). There is no cost to the County. (C-16-0377)**

MOTION: Wiltgen moved and Avery seconded approval of the utility permit. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- M. Utility Permit No. 1455 allowing Windstream Communications to construct communication lines adjacent to South 63rd Street and Bass Creek Court. There is no cost to the County. (C-16-0378)**

MOTION: Avery moved and Wiltgen seconded approval of the utility permit. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- N. Agreement with Nebraska Oral and Facial Surgery to provide specialized medical care and assistance to Lancaster County General Assistance clients who have pending claims with Social Security Administration and may be eligible for retroactive Medicaid benefits. (C-16-0382)**

Sara Hoyle, Human Services Director, said items N and O are contracts for General Assistance clients. She stated the providers reimburse the County once the clients become eligible for Social Security benefits.

MOTION: Wiltgen moved and Avery seconded approval of the agreement. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- O. Agreement with Prairie Orthopedic to provide specialized medical care and assistance to Lancaster County General Assistance clients who have pending claims with Social Security Administration and may be eligible for retroactive Medicaid benefits. (C-16-0383)**

MOTION: Wiltgen moved and Avery seconded approval of the agreement. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

Hoyle gave an overview of items P thru HH.

- P. Grant contract with CASA in the amount of \$10,000 to provide funding for the Court Appointed Advocacy for Cross-Over and High Risk Youth Program. Term of the grant contract is July 1, 2016 through June 30, 2017. (C-16-0384)**

MOTION: Avery moved and Wiltgen seconded approval of the grant contract. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- Q. Grant contract with CASA in the amount of \$5,000 to provide funding for recruitment, training and support to CASA volunteers. Term of the grant contract is July 1, 2016 through June 30, 2017. (C-16-0385)**

MOTION: Avery moved and Wiltgen seconded approval of the grant contract. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- R. Grant contract with the Good Neighbor Community Center in the amount of \$75,000 for the Basic Needs program and the Food Pantry and Perishable Foods Program. Term of the contract is July 1, 2016 through June 30, 2017. (C-16-0386)**

MOTION: Avery moved and Wiltgen seconded approval of the grant contract. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- S. Grant contract with Houses of Hope Nebraska, Inc., in the amount of \$40,000 to provide funding for the Halfway House Program. Term of the contract is July 1, 2016 through June 30, 2017. (C-16-0387)**

MOTION: Avery moved and Wiltgen seconded approval of the grant contract. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- T. Grant contract with Volunteer Partners in the amount of \$10,000 to assist youth with law violations finding successful placements to complete community service requirements. Term of the grant contract is July 1, 2016 through June 30, 2017. (C-16-0388)**

MOTION: Avery moved and Wiltgen seconded approval of the grant contract. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- U. Grant contract with the United Way of Lincoln in the amount of \$6,750 to provide funding for the Food Distribution Services Point Project and Grants Management Software Program. Term of the contract is July 1, 2016 through June 30, 2017. (C-16-0389)**

MOTION: Avery moved and Wiltgen seconded approval of the grant contract. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- V. Grant contract with Community Action Partnership of Lancaster and Saunders Counties to provide funding in the amount of \$2,500 for the LanguageLinc Program. Term of the contract is July 1, 2016 through June 30, 2017. (C-16-0390)**

MOTION: Wiltgen moved and Avery seconded approval of the grant contract. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- W. Grant contract with Community Action Partnership of Lancaster and Saunders Counties to provide funding in the amount of \$100,000 for the Basic & Emergency Needs Program. Term of the contract is July 1, 2016 through June 30, 2017. (C-16-0391)**

MOTION: Wiltgen moved and Avery seconded approval of the grant contract. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- X. Grant contract with Christian Heritage to provide funding in the amount of \$15,000 for relationship workshops for youths detained at the Youth Services Center. Term of the contract is July 1, 2016 through June 30, 2017. (C-16-0392)**

MOTION: Wiltgen moved and Avery seconded approval of the grant contract. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- Y. Grant contract with Cedars Youth Services to provide funding in the amount of \$161,630 for the Emergency Shelter Program. Term of the grant contract is July 1, 2016 through June 30, 2017. (C-16-0394)**

MOTION: Avery moved and Wiltgen seconded approval of the grant contract. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- Z. Grant contract with Voices of Hope to provide funding in the amount of \$5,000 for the Crisis Interventions and Advocacy Program. Term of the grant contract is July 1, 2016 through June 30, 2017. (C-16-0395)**

MOTION: Avery moved and Wiltgen seconded approval of the grant contract. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- AA. Grant contract with Center of People in Need in the amount of \$5,000 to provide funding for the Neighborhood FOOD Program which provides food, information and referrals for low-income residents. Term of the grant contract is July 1, 2016 through June 30, 2017. (C-16-0396)**

MOTION: Wiltgen moved and Avery seconded approval of the grant contract. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- BB. Grant contract with the Nebraska Crime Commission for the Operation Tipping Point Program. The Commission will provide \$69,540 and the Lincoln Police Department will provide a match share of \$14,767 for a total project cost of \$84,307. The grant period is from July 1, 2016 through June 30, 2017. (Grant #16-VP-5009) (C-16-0397)**

Matthew Baker, Operation Tipping Point Coordinator, said he has been with the program since November of 2015 and has received thirty-five referrals with twenty-one youth currently participating in the program. He stated the youth become involved in programs that promote self-esteem and a more positive lifestyle away from gangs.

MOTION: Wiltgen moved and Avery seconded approval of the grant contract. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- CC. Grant contract with the Nebraska Crime Commission for the Artist Inside Program. The Commission will provide \$5,619 and the LUX Center for the Arts will provide a match share of \$1,264 paid for a total project cost of \$6,883. The grant period is from July 1, 2016 through June 30, 2017. (Grant #16-JS-419) (C-16-0398)**

MOTION: Avery moved and Wiltgen seconded approval of the grant contract. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- DD. Grant contract with the Nebraska Crime Commission for the Power Hour Program. The Commission will provide \$11,250 and the Boys & Girls Club will provide a match share of \$12,250 for a total project cost of \$23,500. The grant period is from July 1, 2016 through June 30, 2017. (Grant #16-JS-0418) (C-16-0399)**

MOTION: Avery moved and Wiltgen seconded approval of the grant contract. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- EE. Grant contract with the Nebraska Crime Commission for the School Engagement and Parent Support Program. The Commission will provide \$49,809 (Department of Justice OJJDP funds) and Families Inspiring Families will provide a match share of \$4,890 for a total project cost of \$54,699. The grant period is from July 1, 2016 through June 30, 2017. (Federal Grant #2015-JF-FX-0028. State Grant #15-JJ-0013) (C-16-0400)**

MOTION: Avery moved and Amundson seconded approval of the grant contract. Avery and Amundson voted aye. Wiltgen abstained. Hudkins and Schorr were absent. Motion carried 2-0 with one abstention.

- FF. Grant contract with the Nebraska Crime Commission for the Project SUCCESS Program. The Commission will provide \$46,000 and Lancaster County will provide a \$5,250 match for a total project cost of \$51,250. The grant period is from July 1, 2016 through June 30, 2017. (Federal Grant #2015-JF-FX-0028. State Grant #15-JJ-0006) (C-16-0401)**

MOTION: Avery moved and Amundson seconded approval of the grant contract. Avery and Amundson voted aye. Wiltgen abstained. Hudkins and Schorr were absent. Motion carried 2-0 with one abstention.

GG. Grant contract with the Nebraska Crime Commission for the Back on Track Program. The Commission will provide \$27,150 and the HUB will provide a \$20,000 match for a total project cost of \$47,150. The grant period is from July 1, 2016 through June 30, 2017. (State Grant #15-JJ-0012. Federal Grant #2015-JF-FX-0028) (C-16-0402)

MOTION: Avery moved and Amundson seconded approval of the grant contract. Avery and Amundson voted aye. Wiltgen abstained. Hudkins and Schorr were absent. Motion carried 2-0 with one abstention.

HH. Grant contract with the Nebraska Crime Commission for the Coordinated Response to Reducing Violence Against Women in Lancaster County. The Commission will provide \$186,526, Lancaster County will provide a match of \$52,055 and the Lincoln Police Department and Family Violence Council will provide \$19,460 for a total project cost of \$258,041. (State Grant #16-VW-0715. Federal Grant #2015-WF-AX-0047) (C-16-0403)

MOTION: Avery moved and Amundson seconded approval of the grant contract. Avery and Amundson voted aye. Wiltgen abstained. Hudkins and Schorr were absent. Motion carried 2-0 with one abstention.

Amundson expressed her appreciation to Hoyle, the County Attorney's Office and Lincoln Police Department for their dedicated work in coordinating the various agencies and programs funded by the grants.

II. Amendment to County Contract C-16-0162 with Allan Enterprises for the annual supply of microfilming supplies. The estimated cost for the services will be increased by approximately 25% for line item number 4. The estimated expenditures will remain \$7,500 for the remainder of the contracted term. (C-16-0367)

MOTION: Wiltgen moved and Avery seconded approval of the amendment. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

JJ. Amendment to County Contract C-15-0380 with National Everything Wholesale using the City of Tucson Contract No. 151148 for janitorial and sanitation supplies, equipment and related services. The amendment renews the contract from August 2, 2016 through August 1, 2017. The estimated cost to the County is not to exceed \$220,000. (C-16-0372)

MOTION: Wiltgen moved and Avery seconded approval of the amendment. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

KK. Amendment to County Contract C-14-0394 with Insight Public Sector, Inc. using the State of Minnesota Contract No. 48192/C-1046(5) for Computers Enterprise: Hardware, Software & Services. The amendment extends the contract from July 1, 2016 through June 30, 2017. The estimated cost to the County is not to exceed \$5,000. (C-16-0373)

MOTION: Avery moved and Wiltgen seconded approval of the amendment. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

LL. Amendment to County Contract C-12-0496 with Sprague Roofing Company for unit price miscellaneous roofing services. The amendment extends the contract from October 16, 2016 through February 28, 2017. The estimated cost to the County is not to exceed \$6,000. (C-16-0374)

MOTION: Wiltgen moved and Avery seconded approval of the amendment. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

MM. Amendment to County Contract C-12-0497 with Weathercraft Company of Lincoln for unit price miscellaneous roofing services. The amendment extends the contract from October 16, 2016 through February 28, 2017. The estimated cost to the County is not to exceed \$6,000. (C-16-0375)

MOTION: Avery moved and Wiltgen seconded approval of the amendment. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

NN. Political subdivision tort claim filed against Lancaster County Corrections by Heather Bogan in the amount of \$900.

MOTION: Wiltgen moved and Avery seconded to deny the tort claim based on the recommendations of County Corrections. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

5) CONSENT ITEMS: These are routine business items that are expected to be adopted without dissent. Any individual item may be removed for special discussion and consideration by a Commissioner or by any member of the public without prior notice. Unless there is an exception, these items will be approved as one with a single vote of the Board of Commissioners. These items are approval of:

A. Receive and place on file Nebraska Surface Transportation Program Book – Fiscal Years 2017-2022.

B. Setting a public hearing on August 2, 2016 for amusement license application from Linh Quang Buddhist Temple to hold the Vu Lan Show on August 13-14, 2016 at 3175 West Pleasant Hill Road, Lincoln, Nebraska.

MOTION: Wiltgen moved and Avery seconded approval of the consent items. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

- 6) **PUBLIC COMMENT:** Those wishing to speak on items relating to County business not on the agenda may do so at this time.

Rick DeBoer, American Federation of State, County and Municipal Employees (AFSCME) Union President, Josh Bassen and Shane Slezak appeared and discussed the workplace environment at the County Engineer's shop. DeBoer read letters from John Juricek and himself into the record (Exhibits A and B).

Gary Aldridge, 7112 South 45th Street, Lincoln, Nebraska appeared and commented on the Nebraska Budget Act and public hearing procedures that require an oath or affirmation.

7) **ANNOUNCEMENTS:**

- A. **The Lancaster County Board of Commissioners will hold a staff meeting on Thursday, July 28, 2016 at 8:30 a.m., in the Bill Luxford Studio (Room 113) of the County-City Building (555 S. 10th Street, Lincoln).**
- B. **The Lancaster County Board of Commissioners will hold their next regular meeting on Tuesday, August 2, 2016 at 9:00 a.m., in Room 112 of the County-City Building (555 S. 10th Street, Lincoln) with the Board of Equalization immediately following.**
- C. **The County Commissioners can be reached at 402-441-7447 or commish@lancaster.ne.gov.**
- D. **The Lancaster County Board of Commissioners meeting is broadcast live. It is rebroadcast on Tuesdays (1:30 p.m. and 7:00 p.m.), Wednesdays (12:00 a.m. midnight) and Saturdays (3:30 p.m.) on 5 City-TV, Cable Channel 5. In addition, the meeting may be viewed on the internet at lancaster.ne.gov under 5 City-TV, Video on Demand or 5 City-TV on YouTube.**

8) **ADJOURNMENT**

MOTION: Wiltgen moved and Avery seconded to adjourn the Lancaster County Board of Commissioners meeting at 10:30 a.m. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

Dan Nolte

Dan Nolte, County Clerk



25 July 2016

To whom it may concern:

I am expressing my concern to the County Board and
and Town in full support of any decision they should
express to put pressure on the County Engineer
to remove the County Road Maintenance Superintendent
Robert Jacob. His record of sexual harassment and
misstatement of Subordinants is appalling and the
County is holding themselves open to liability with
him on staff.

I am asking you to show full support with
all that has made these pressures known today.

Best Regards

John Jacob

Commissioners,

On May 18, 2016 you received a letter from our attorney Gary Young regarding the management practices of our Roads Maintenance Superintendent, Bob Jacobs. On June 17, 2016 we received a response back from you regarding that letter.

In your response you stated that you as a Board expressed those concerns to County Engineer, Pam Dingman, and gave her a number of recommendations on how to best handle the situation. However, you also have pointed out in your response that she is an elected official and that you have no legal authority over personnel matters in her department.

I have talked to Engineer Dingman in length about this matter, and she informs me that she has no choice but to stay within the perimeters that HR and the Assistant County Attorney have given her. When I check with HR, they inform me that they can advise and suggest, but it is up to the Department Head to implement it. Seems like everyone wants to pass the buck and no one wants to take responsibility!

Three of the current Board members knew that these unprofessional management practices have been going on for a long time, and we were assured that when you appointed Ms. Dingman, as the interim County Engineer that these management practices would stop. Well its been over two years and they still haven't stopped. Just within the last few months we have had over 15 employees come forward with documentation about some of the the unprofessional management practices. Some of these practices include but not limited to, intimidation, retaliation, and bullying. These practices have created a hostile working environment that have caused many of our most experienced employees to take early retirement, and have lowered the morale to new low for many of us that are still here. It has gotten so bad with one employee, that Mr. Jacobs was told by the Assistant County Attorney and the County Engineer, that he was not to have any supervisory authority over that employee at all. Since that time we have had people come forward saying that they have witnessed Mr. Jacobs violate that order. Now ask yourself if that is the type of management you want Lancaster County to have.

I would like to read from the County Personnel Rules regarding harassment and retaliation.

HARASSMENT IN EMPLOYMENT

i. Scope. This policy applies to all County employees in the classified and unclassified service. This policy also applies to members of the public, contractors, customers or other persons conducting business with the County or on County owned or leased property.

III. Harassment Defined. Harassment is conduct towards another person or identifiable group of persons including, but not limited to, unwelcome comments or other conduct that unreasonably interferes with an individual's work or creates an intimidating, hostile, or offensive working environment.

VIII. Retaliation prohibited. This policy is intended to encourage individuals to report incidents of harassment. Retaliation against an individual for reporting or complaining of harassment or enforcing this policy is strictly prohibited. For the purpose of this policy, retaliation means adverse actions against individuals because they have in good faith, reported instances of harassment, or participated in or have been witnesses in any procedure to redress a complaint of harassment.

IV. Harassment Prohibited. Any conduct which constitutes harassment in the workplace or which contributes to the existence of a hostile working environment as defined herein is hereby expressly prohibited. Any County employee who engages in such conduct shall be subject to disciplinary action including, but not limited to, suspension, demotion, or termination of employment.

You wrote in your response back to us, that you as a Board will continue to have serious discussions with Engineer Dingman, until the problem is resolved. You also informed us that she is an elected official and that you have no authority over her regarding personnel matters. However, there is one thing you do have authority over, and that is the power of the purse, and we are asking the Board that if this matter can not be resolved in the very near future that you would exercise your authority by using the one option that you seem to have.

Thank you for your time,

Rick DeBoer

402-304-0140

MINUTES
LANCASTER COUNTY BOARD OF EQUALIZATION
COUNTY-CITY BUILDING, ROOM 112
TUESDAY, JULY 26, 2016
IMMEDIATELY FOLLOWING THE LANCASTER COUNTY
BOARD OF COMMISSIONERS MEETING

Advance public notice of the Board of Equalization meeting was posted on the County-City Building bulletin board and the Lancaster County, Nebraska, web site and emailed to the media on July 22, 2016.

Commissioners present: Roma Amundson, Chair; Todd Wiltgen Vice-Chair; Bill Avery

Commissioners absent: Larry Hudkins and Deb Schorr

Others present: Scott Gaines, County Assessor/Register of Deeds Office; Kerry Eagan, Chief Administrative Officer; David Derbin, Deputy County Attorney; Dan Nolte, County Clerk; Cori Beattie, Deputy County Clerk; and Kelly Lundgren, County Clerk's Office

The Chair called the meeting to order at 10:30 a.m., and the location of the Nebraska Open Meetings Act was announced.

1) MINUTES: Approval of the minutes of the Board of Equalization meeting held on Tuesday, July 19, 2016.

MOTION: Wiltgen moved and Avery seconded approval of the minutes. Avery, Wiltgen and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

2) ADDITIONS AND DEDUCTIONS TO THE TAX ASSESSMENT ROLLS: (See attached additions and deductions.)

MOTION: Wiltgen moved and Avery seconded approval of the additions and deductions. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

3) PUBLIC HEARING:

A. Motor Vehicle Tax Exemption Applications

**Capital Humane Society
Parkview Christian School
Trinity United Methodist Church**

The Chair opened the public hearing.

No one appeared to testify in support, opposition or in a neutral position.

The Chair closed the public hearing.

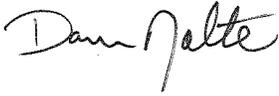
MOTION: Wiltgen moved and Avery seconded approval of the exemptions. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.

4) PUBLIC COMMENT: Those wishing to speak on items relating to County Board of Equalization business not on the agenda may do so at this time.

No one appeared for public comment.

5) ADJOURNMENT

MOTION: Wiltgen moved and Avery seconded to adjourn the Lancaster County Board of Equalization meeting at 10:32 a.m. Wiltgen, Avery and Amundson voted aye. Hudkins and Schorr were absent. Motion carried 3-0.



Dan Nolte, County Clerk

