

**THURSTON COUNTY BOARD OF SUPERVISORS PROCEEDING**  
**December 29th, 2025**

A regular meeting of the Board of Supervisors of Thurston County, Nebraska was held at the regular meeting place of the board room in Thurston County, Nebraska Courthouse in Pender, Nebraska on December 29th, 2025. Present were Davin French, Georgia Mayberry, Mark English, Jim Mueller, James Price, Robb Roeber and Ben Walker. Also, present County Clerk Steven Schneider, County Attorney Tammy Maul Bodlak, Emergency Manager Tom Perez, Sheriff Russ Briggs, and Road Supervisor Mat Frazey. Notice of the meeting was given to all members of the Board of Supervisors and a copy of their acknowledgement of their notice and receipt of the notice on the agenda is attached hereto. The availability of the agenda was communicated in advance and in the notice to the Board of Supervisors of this meeting. All proceedings shown hereafter were taken while the convened meeting was open to the attendance of the public.

The meeting was called to order by Chairman Davin French, at 9:00 a.m. French stated that the open meeting laws will be followed during this meeting and are posted in the back of the boardroom for anyone that would like to review them.

Pledge of Allegiance was recited.

Motioned by Roeber seconded by English to approve the minutes of December 15, 2025 with the change that Mayberry abstained from the vote on law enforcement truck and walker was absent. Roll call aye: Mayberry, English, Mueller, Price, Roeber, and French. Abstain Walker. Motioned carried.

Public Comments: None

Fund Balance was discussed.

Unfinished business: Discussion was held regarding the Hwy. 94 bridge in Pender, French met with 2 council members from the Omaha Tribe, there is a concern with a piece of allotment land. Also discussed the petition Next step is to meet with the State Department of Transportation and with engineering. Also discussed was Betsy Bottom Road. This is a minimum maintenance road, and Mat will meet with effected landowners about their concerns.

NACO conference discussed topics including Officials salaries and issues other counties have had in the past few months and how to not have similar problems. Also, Thurston County did not vote for the NACO board due to the ballot being in Chairman French name.

Committee Reports: Salary Committee will discuss findings with the board later in the board meeting.

Tom Perez Emergency Manager presented receipts from the in the amount of \$28,269.25 and \$3,399.85 from the 4420 Disaster Fund in reimbursement from FEMA. We are hoping for more, however FEMA is doing their final audits. He is also working on some grants involved with the Emergency Manager program. Tom also worked with other emergency managers in reference to an incident over the weekend regarding a missing person.

Road Supervisor Mat Frazey reported working with the large snow blowers. One had a issue with injectors and seems to be working now. The other had quick couplers put on the John Deere Loader to attach it. Wiring in cab controls to run everything from inside the cab will be done. The roads crew had to patch a bridge last week. They have also begun a project to remove trees on H Ave between Hwy. 75 & 77 in the county right of way.

Discussion was held relating to the Utility ROW Application for the Winnebago Tribe. The County Attorney stated she did not have some information. Tabled at this time.

Motioned by Mayberry seconded by Mueller to approve County Sherriff Russ Briggs signature on Vigil Net Contract . Roll call aye: Mayberry, English, Mueller, Price, Roeber, Walker and French. Motioned carried.

Motioned by Mayberry seconded by Price to approve Sheriff Russ Briggs October 2025 Fee Report in the amount of \$62,656.43. Roll call aye: Mayberry, English, Mueller, Price, Roeber, Walker and French. Motioned carried.

Motioned by Mayberry seconded by Walker to approve Sheriff Russ Briggs November 2025 Fee Report in the amount of \$73,432.71. Roll call aye: Mayberry, English, Mueller, Price, Roeber, Walker and French. Motioned carried.

Motioned by Mueller seconded by Mayberry to approve Resolution 25-33 Resolution Certifying Proper Completion of Project from Dan Alexander. Roll call aye: Mayberry, English, Mueller, Price, Roeber, Walker and French. Motioned carried.

Discuss Elected Salaries- The Salary Committee reported finding after meeting with elected officials and doing research into how this may affect county budgets. After a discussion and debate the following are the recommendations for the resolution for the January 12<sup>th</sup>, 2026, board meeting. For the 2027-2030 Salaries:

OFFICE	SALARY for term starting 2027
County Board of Supervisors	\$13,000.00
County Board Chairman	\$15,500.00
County Assessor (certified)	\$65,000.00
County Treasurer (certified)	\$65,000.00
County Clerk, Register of Deeds, Election Commissioner	\$65,000.00
County Attorney (Licensed)	\$75,000.00
Sheriff (certified)	\$88,000.00

That in addition to the salaries set forth above, with the exception of the County Board of Supervisors salaries and the County Board Chairman salary, the Thurston County Board authorizes an annual increase during the term of office (2028, 2029, 2030) based on the Cost-of-Living Adjustment (COLA) based on percentage increase in the Consumer Price Index for Urban Wage Earners and Clerical Worker (CPI-W) determined by the Bureau of Labor Statistics, U.S. Department of Labor; the increase given may not exceed a 6% increase, and when the COLA is 0% or less than 0%, the salary shall remain the same as the prior year, and:

That in addition to the salaries set forth above for the County Board of Supervisors salaries and the County Board Chairman salary, The Thurston County Board authorizes an annual increase during the term of office (2028, 2029, 2030) of \$500.00 per year and;

That in addition to the above salary and adjustments, the elected officials shall be offered the same health and medical group plan that is offered to all county employees, under the same terms, conditions contributions and subject to any modifications of such plans made during the term of office; and, elected officials shall be offered county expense opt-out provisions (aka 'cash in lieu of' health insurance), the same as offered to all county employees.

That in addition to the above stated salary, adjustments and benefits plans, all elected officials shall be enrolled in and shall receive the same benefits of the County Employees Retirement System as set forth in Nebr. Rev. Stat. Section 23-2301 et seq.

No Correspondence

Motioned by Mayberry seconded by Roeber to review and approve claims. Roll call aye: Mayberry, English, Mueller, Price, Roeber, Walker and French. Motioned carried.

Motioned by Mayberry seconded by Mueller to adjourn at 10:24 a.m. Roll call aye: Mayberry, English, Mueller, Price, Roeber, Walker and French. Motioned carried.

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Steven Schneider County Clerk

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Davin French Chairman