

Dakota County Board of Commissioners
Monday, December 8, 2025
3:00 p.m. Regular Business Meeting
County Board Meeting Room, First Floor
Dakota County Courthouse, Dakota City, Nebraska

Chair Hohenstein called the meeting to order at 3:00 p.m. Pledge of Allegiance was recited at the Board of Equalization meeting. Present at Roll Call: Hohenstein, Rodriguez, Van Berkum, Bousquet, Reed. Absent: None. Also present was Kim Watson, County Attorney, and Cherie Conley, County Clerk, acting as Board Secretary. The location of the Open Meetings Act was noted.

CALL TO ORDER
PLEDGE OF ALLEGIANCE

A current copy of the *Open Meetings Act* is posted on the west wall near the entrance of the County Board Meeting Room and is available for review by all citizens in attendance.

ROLL CALL – Excused Absence

The Dakota County Board of Commissioners reserves the right to adjust the order of items on this agenda if necessary.

1. PUBLIC COMMENT. The Board of Commissioners will hear comments about any item not on the agenda. The Chair has the discretion to limit the time of comment.
2. CONSENT AGENDA *Any individual item may be removed by a Commissioner for special discussion and consideration. Unless there is an exception, these items will be approved as one with a single vote of the Board of Commissioners.*
 - a. Approval of the previous meeting minutes – November 24, 2025
 - b. Approval of payroll claims for November 23, 2025 to December 6, 2025
 - c. Approval of payroll accounts payable claims
 - d. Approval of accounts payable claims(if any)
3. NEW BUSINESS AND RESOLUTION
 - a. Nebraska Extension Office/Dakota County to give quarterly updates.
 - b. Approve Elected Official Salary Resolution 25C-030 for 2027, 2028, 2029, 2030 pursuant to Neb Rev Stat 23-1114.
 - c. Board to discuss and approve/not approve adopting a 2026 salary resolution for deputies of elected officials.
 - d. Approve Resolution 25C-031 changing speed limit on Dixon Path to 25 mph and resigning the road.
4. OLD BUSINESS AND MISCELLANEOUS
 - a. Jolene Gubbels, Highway Superintendent – Road Report
 - b. Board to discuss and make decision on whether or not to place stop signs at intersections of Hank's Way/Rottunda Way and Cardinal Way/Rottunda Way.
 - c. Board to review and approve/not approve snow removal contracts for 2026.
5. COMMISSIONER COMMITTEE REPORTS
6. MAIL AND/OR EMERGENCY BUSINESS
Reminder-next meeting is at 9:00 a.m.
7. ADJOURNMENT

Chair Hohenstein called for Public Comment. None.

Chair Hohenstein called for Consent Agenda items. Chair Hohenstein explained that he had gone through payroll claims and payroll accounts payable claims. All were in order. Commissioner Van Berkum moved, seconded by Commissioner Reed to approve the consent agenda items: (a) approval of the previous meeting minutes – November 10, 2025; (b) approval of payroll claims for November 23, 2025 to December 6, 2025; (c) approval of payroll accounts payable claims; (d) approval of accounts payable claims-none. ROLL CALL VOTE: Rodriguez-Yes, Van Berkum-Yes, Bousquet-Yes, Reed-Yes, Hohenstein-Yes. UNANIMOUS MOTION CARRIED.

Payroll: General Fund Employer: Gross Salaries-\$204,317.10; Net Pay-\$144,967.88; Total Retirement-\$14,887.96; Total FICA-\$15,179.12; Health Plan-\$43,120.00; Dental Plan-\$1,560.00; Life Insurance-\$206.31; Richard Bousquet-\$1,225.62; Martin Hohenstein-\$1,271.77; Jeffrey Reed-\$1,225.62; Rogelio Rodriguez Villalobos-\$1,225.62; Brian Van Berkum-\$1,225.62; Cherie Conley-\$2,549.99; Robin Hansen-\$1,564.80; Paola Ledesma-\$1,673.76; Kathy Abbe-\$1,547.20; Khen Chu-\$1,339.20; Maria Garcia-\$1,398.40; Stephanie Gatzemeyer-\$2,549.99; Jalissa Hattig-\$1,657.60; Brenda Landaverde-\$1,462.40; Emily McNaughton-\$1,386.40; Debera Benton-\$1,586.40; Christy Abts-\$2,549.99; Melissa Collins-\$1,795.77; Joseph O'Neil-\$655.08; Karen Becerra-\$1,744.80; Katherine Wiltgen-\$2,549.99; Louvontree Hunter-\$3,615.82; Debra Jensen-\$1,835.20; Samantha Mitchell-\$1,420.00; Rodney Soole-\$2,376.80; Todd Uhl-\$2,051.76; Tammy Dunn Peterson-\$1,675.64; Jacob Acero-\$3,236.24; Shaun Bird-\$3,147.60; Timothy Decker-\$3,493.10; Brian Ellinger-\$3,484.13; Penny Epting-\$3,313.46; Brian Fernau-\$3,718.63; Tyler Fulkerth-\$3,550.75; Martin Guerrero-\$4,390.76; Melvin Harrison III-\$4,086.12; Jason James-\$3,307.80; Kimberly Johnson-\$850.49; Jared Junge-\$2,548.26; Christopher Kleinberg-\$3,185.79; Jose Magana-\$3,781.20; Keaton Mueller-\$3,728.76; Gregory Nyhof-\$3,051.84; Kelsey O'Neill-\$3,531.06; Mardi Schnee-\$1,454.40; Shantel Drum-\$1,293.75; Sarah Hammond-\$2,588.01; Jocelyn Rivera-\$1,414.51; Debra Schmiedt-\$3,910.80; Kimberly Watson-\$3,981.55; Summer Adair-\$2,722.23; Roberto Alvarez-Arreola-\$0.00; Shaelee Barreras-\$3,220.88; Charlotte Coleman-\$2,145.10; Adilene Delgadillo Alvarez-\$1,111.76; Elisabet DeRoin-\$2,580.66; Jennifer Fuentes-\$2,606.62; Jonathan Gray-\$2,049.45; Kara Groetken-\$1,898.64; McKenna Hammer-\$2,399.40; Todd Hammer-\$2,579.72; Brieyqui Hernandez Mencos-\$847.76; Daron Jackson-\$1,874.36; Dustin Johnson-\$2,558.24; Terry Johnson-\$2,838.30; Hannah Keatts-\$1,601.53; Jared Magana-\$2,225.59; Jennifer Marquez-

\$3,161.96; Skyler Miner-\$1,915.31; Lucas Moulton-\$807.52; JR Marselino Ochoa Flores-\$2,330.58; Kimberly Peterson-\$1,868.80; Cesar Ponce Robles-\$1,981.44; Michele Rohde-\$1,801.59; Jesus Ruelas-Hernandez-\$2,188.34; Kaden Ruring-\$2,298.84; Jeremy Russell-\$2,442.83; Jerry Santos-\$2,450.65; Jennifer Svendsen-\$3,330.99; Cody Thomas-\$2,044.25; Armando Valerio-\$2,446.20; Randall Walsh-\$2,928.84; Alondra Zermeno-Mendez-\$2,056.02; Deanna Hagberg-\$2,334.36; Jolene Gubbels-\$2,376.44; Jennifer Ankerstjerne-\$1,889.72; Theresa Grove-\$2,605.60; Johanna Marquez-\$1,411.20; Courtney Swick-\$1,600.00; Nicholas Nieman-\$2,575.13; **General Fund Employee:** Federal Tax-\$14,938.04; State Tax-\$7,057.26; Soc Sec-\$12,302.05; Medicare-\$2,877.07; Extra Fit-\$1,461.00; Extra Sit-\$490.00; Retirement-\$10,332.42; Health Plan-\$3,300.00; Dental Plan-\$483.00; Colonial Health-\$219.74; Sheriff Union Dues-\$675.00; Colonial Life/Disability-\$202.17; Deferred Comp-\$1,323.00; Garnishments-\$1,653.54; Flex Plan Medical-\$1,073.08; Flex Dependent Care-\$208.33; VSP Vision Prem-\$410.80; Legal Shield-\$128.61; Liberty Nat'l Pretax-\$81.74; Liberty Nat'l Post tax-\$12.26; VSP Vision Base-\$120.11; **Road Fund Employer:** Gross Salaries-\$25,108.87; Net Pay-\$18,254.05; Retirement-\$1,694.82; Total FICA-\$1,871.38; Health Plan-\$6,160.00; Dental Plan-\$220.00; Life Insurance-\$27.16; Tristin Eifert-\$1,936.80; Michael Fuchser-\$1,936.80; Robert Hacker-\$2,403.93; Scott Jorgneson-\$2,020.80; David Kneiff-\$2,830.77; Kimon Litras-\$2,851.45; Brandon Miller-\$1,936.80; Tanya Orr-\$2,323.92; Dean Pallas-\$2,371.32; Robert Schmidt-\$2,020.80; Gunner Stanwick-\$2,475.48; **Road Fund Employee:** Federal Tax-\$1,918.19; State Tax-\$891.12; FICA-\$1,516.68; Medicare-\$354.70; Extra Fit-\$45.00; Retirement-\$1,129.93; Health Plan-\$450.00; Dental Plan-\$42.00; Colonial Health-PreTax-\$38.23; Colonial Health L/D-\$0.00; Garnishments-\$0.00; Flex Plan Medical-\$40.00; Road Union Dues-\$275.00; VSP Vision Prem-\$50.16; Legal Shield-\$77.79; Liberty National PreTax-\$6.50; VSP Vision Base-\$19.52; **Health Planning Grant Employer 2502:** Gross Salaries-\$1,671.20; Net Pay-\$1,257.22; Retirement-\$112.81; Total FICA-\$124.02; Health Plan-\$560.00; Life Insurance-\$2.55; Chloe Coover-\$1,671.20; **Health Planning Grant Employee 2502:** Federal Tax-\$107.12; State Tax-\$57.64; FICA-\$100.51; Medicare-\$23.51; Retirement-\$75.20; Flex Plan Medical-\$50.00; **Health Program Grant Employer 2504:** Gross Salaries-\$1,833.60; Net Pay-\$1,417.19; Retirement-\$123.77; Total FICA-\$137.47; Health Plan-\$560.00; Dental Plan-\$20.00; Life Insurance-\$2.55; Yesica Saldana Cisneros-\$1,833.60; **Health Program Grant Employee 2504:** Federal Tax-\$107.48; State Tax-\$52.29; FICA-\$111.41; Medicare-\$26.06; Retirement-\$82.51; Dental Plan-\$21.00; VSP Vision Base-\$15.66; **Juvenile Services Aid Employer 2507:** Gross Salaries-\$1,891.08; Net Pay-\$1,567.63; Retirement-\$127.65; Total FICA-\$141.86; Dental Plan-\$20.00; Life Insurance-\$2.55; Kristin Robinette-\$1,891.08; **Juvenile Services Aid Employee 2507:** State Tax-\$59.83; FICA-\$114.97; Medicare-\$26.89; Retirement-\$85.10; Dental Plan-\$21.00; VSP Vision Prem-\$15.66.

Payroll Accounts Payable: General Fund: Collection Service Center, garnishment-\$632.57; Colonial Life & Accident, life insurance premium-\$421.91; Dental Account, premium-\$2,043.00; FSA Dep Care - \$208.33; FSA Medical-\$1,073.08; Health Plan, premium-\$46,420.00; Fraternal Order of Police #49, union dues-\$675.00; Federal Withholding, federal taxes-\$16,399.04; Globe Life Liberty, premium-\$94.00; Hawkeye Adjustment Services, garnishment-\$254.36; Legalshield, premium-\$128.61; Life Insurance, premium-\$206.31; Nationwide Retirement Solutions, contributions-\$1,323.00; Nebraska Child Support, garnishments-\$766.61; Neb Dept of Revenue, state taxes-\$7,547.26; Point C COE, flex admin fees - \$82.50; Principal, premiums - \$2,736.12; Ameritas Retirement, contributions-\$25,220.38; Social Security, FICA & MEDI-\$30,358.24; VSP, premium-\$530.91. **Road Fund:** Colonial Life & Accident, life insurance premium-\$38.23; Dental Account, premium-\$262.00; FSA Medical-\$40.00; Health Plan, premium-\$6,610.00; Federal Withholding, federal taxes-\$1,963.19; Globe Life Liberty, premium-\$6.50; Legalshield, premium-\$77.79; Life Insurance, premium-\$27.16; Neb Dept of Revenue, state taxes-\$891.12; Nebraska Public Empl Local 251, union dues-\$275.00; Ameritas Retirement, contributions-\$2,824.75; Social Security, FICA & MEDI-\$3,742.76; VSP, premium-\$69.68; **Insurance Fund 1275:** Point C FSA – withdrawals, \$534.58; Point C – medical auto withdrawals, \$35,732.89; Point C, admin feed - \$27,346.02; VSP, cobra-\$19.17; **Health Fund 2502:** DC FSA–medical claims-\$50.00; Health Account, premium-\$560.00; Federal Withholding, federal taxes-\$107.12; Life Insurance, premium-\$2.55; Neb Dept of Revenue, state taxes-\$57.64; Principal, premiums - \$24.62; Ameritas Retirement, contributions-\$188.01; Social Security, FICA & MEDI-\$248.04; **Health Fund 2504:** Dental Account, premium-\$41.00; Health Plan, premium-\$560.00; Federal Withholding, federal taxes-\$107.48; Life Insurance, premium-\$2.55; Neb Dept of Revenue, state taxes-\$52.29; Principal, premiums - \$27.02; Ameritas Retirement, contributions-\$206.28; Social Security, FICA & MEDI-\$274.94; VSP, premium-\$15.66; **Juvenile Services Fund 2507:** Dental Account, premium-\$41.00; Life Insurance, premium-\$2.55; Neb Dept of Revenue, state taxes-\$59.83; Principal, premiums-\$23.87; Ameritas Retirement, contributions-\$212.75; Social Security, FICA & MEDI-\$283.72; VSP, premium-\$15.66.

Julie Boyle with the Nebraska/Dakota County Extension office presented a quarterly report on what has been going on with their department.

Board discussed the elected official salary setting process. Commissioner Reed shared the various comparison information between Dakota County and other counties in Nebraska and commented that there is not one other county that compares to our demographics. Dakota County Elected Officials are underpaid compared to other counties. Due to budget constraints the Board must be responsible. With that the committee suggested the Elected Officials receive an 8.43% increase from the 2026 salary for 2027 and Commissioners receive a 4.6% increase from the 2026 salary for 2027 with 2.5% for 2028, 2029, 2030; increase the Chair extra pay from \$1200 to \$1400 per year; and add \$6500 per year for the Election Commissioner position. Commissioner Bousquet suggested the Commissioner pay remain the same. Commissioner Hohenstein moved, seconded by Commissioner Van Berkum to approve Elected Official Salary Resolution 25C-030 for 2027, 2028, 2029, 2030 pursuant to Neb Rev Stat 23-1114. ROLL CALL VOTE: Van Berkum-Yes, Bousquet-Yes, Reed-Yes, Hohenstein-Yes; Rodriguez-Yes. UNANIMOUS MOTION CARRIED.

RESOLUTION 25C-030
A RESOLUTION ESTABLISHING SALARIES FOR THE
ELECTED OFFICIALS OF DAKOTA COUNTY NEBRASKA

WHEREAS, pursuant to Section 23-1114 of the Revised Statutes of the State of Nebraska, the Dakota County Board of Commissioners are required to determine and set the salaries of the various elected officials of the County prior to January 15th of the year in which a General Election will be held for the respective offices,

NOW, THEREFORE BE IT RESOLVED, by the County Board of Commissioners of Dakota County, Nebraska, hereby fixes the salaries of the Dakota County Elected Officials as follows:

Annual salary for the office of	2027	2028 (2.5%)	2029 (2.5%)	2030 (2.5%)
County Attorney	\$115,053.28	\$117,929.62	\$120,877.86	\$123,899.80
Public Defender	\$104,484.84	\$107,096.96	\$109,774.38	\$112,518.74
Sheriff	\$ 92,058.39	\$ 94,359.85	\$ 96,718.85	\$ 99,136.82
Assessor	\$ 73,686.09	\$ 75,528.24	\$ 77,416.45	\$ 79,351.86
Clerk/ROD/Election Commissioner	\$ 73,686.09	\$ 75,528.24	\$ 77,416.45	\$ 79,351.86
*Election Commissioner pay	\$ 6,500.00	\$ 6,500.00	\$ 6,500.00	\$ 6,500.00
Clerk District Court	\$ 73,686.09	\$ 75,528.24	\$ 77,416.45	\$ 79,351.86
Treasurer	\$ 73,686.09	\$ 75,528.24	\$ 77,416.45	\$ 79,351.86
Commissioner	\$ 28,589.93	\$ 29,304.68	\$ 30,037.30	\$ 30,788.23

***Election Commissioner.** The Dakota County Clerk will receive \$6,500 per year for serving as the Dakota County Election Commissioner in addition to the annual salary set for the Dakota County Clerk. Additional compensation will be paid from the Election Budget throughout the year bi-weekly on the regular pay schedule. If at any time the County Clerk is relieved of Election Commissioner duties, the additional compensation will be removed.

Chairman of the Board of County Commissioners. The annual salary for the Chairman of the Board of County Commissioners shall be an additional \$1,400.00 annually during the term of the office 2027, 2028, 2029 and 2030.

Benefits. In addition to the above salary, each Elected Official shall receive during his or her term of office a single health and dental insurance coverage policy and be a member of the same health and dental and medical group plan as offered to all county employees; and a \$15,000 life insurance policy. Elected officials shall be enrolled in and shall receive the benefits of the County Employee's Retirement System, to participate in such programs on the effective date of such programs as approved by the County Board. The county reserves the right to enter into any program for the benefit of employees of the county (including elected officials), such as insurance programs and such other programs as may be approved, with the right of elected officials granted to participate in such programs on the effective date of such programs as approved by the board. It is the intent of the Dakota County Board of Commissioners that participation in such programs shall not constitute an increase in the herein adopted salary but shall be and is part of such salary as adopted and approved by this resolution.

Cash in Lieu of Health Insurance. In addition to the above stated salary, a County Commissioner shall have the option to be a member of the same health and dental medical group plan as offered to all county employees, which is single coverage; or shall have the option at the discretion of each Commissioner to elect a stipend of \$400.00 per month in lieu of receiving medical coverage through the county medical plan. The election will remain in force for the remainder of the Commissioner's term, absent a qualifying event.

Resolution approved, passed, and adopted this 8th day of December, 2025.

Board discussed whether to approve or not approve adopting a 2026 salary resolution for deputies of elected officials. Chair Hohenstein explained that some years back a resolution setting deputy salaries was implemented and taken away from the Elected Officials. If the Board gives this back to the Elected Official it will be up to the Commissioners to set the budgets of the Elected Officials and it will be up to the Elected Officials to stay within their budgets. Commissioner Reed moved, seconded by Commissioner Rodriguez to not approve a resolution setting Deputy salaries and give the Elected Officials the responsibility of setting salaries of their deputies and maintain financial control over their set budgets without going over the spending authority. ROLL CALL VOTE: Bousquet-Yes, Reed-Yes, Hohenstein-Yes; Rodriguez-Yes, Van Berkum-Yes. UNANIMOUS MOTION CARRIED.

Commissioners discussed the need to change the speed limit on Dixon Path. Commissioner Van Berkum stated he had talked with several residents and they were in favor. Commissioner Bousquet suggested installing flashing speed signs. Commissioner Rodriguez commented that paying for studies and then going against their recommendations is not good. Commissioner Van Berkum moved, seconded by Commissioner Bousquet to approve Resolution 25C-031 changing speed limit on Dixon Path to 25 mph and resigning the road. ROLL CALL VOTE: Reed-Yes, Hohenstein-Yes; Rodriguez-Yes, Van Berkum-Yes, Bousquet-Yes. UNANIMOUS MOTION CARRIED.

Jolene Gubbels, Highway Superintendent, presented the Bi-weekly Road Report from November 23, 2025 to December 6, 2025. Total Road Maintenance – 19 hours; overtime hours: 103.25; tree/debris removal – 67 hours; asphalt patching – 13 hours; garbage pickup 4.5 hours; gravel hauling – 46 hours; total tons hauled – 281.55 1" rock hauled into yard; sign repair – 16 hours; weed work – 8 hours; several grading and snow removal concerns. Working on NIRMA Grant for Vests and grant for I Adams bridge.

Board discussed whether to place stop signs at intersections of Hank's Way/Rottunda Way and Cardinal Way/Rottunda Way or not. The engineer study opinion was they were not recommended. Some residents from that area that the Board had visited were not in opinion they were needed. Commissioner Van Berkum moved, seconded by Commissioner Bousquet to not install stop signs at intersections of Hank's Way/Rottunda Way and Cardinal Way/Rottunda Way and leave as is. ROLL CALL VOTE: Hohenstein-Yes; Rodriguez-Yes, Van Berkum-Yes, Bousquet-Yes, Reed-Yes. UNANIMOUS MOTION CARRIED.

Commissioner Bousquet moved, seconded by Commissioner Van Berkum to approve the snow removal contracts for 2026 with Steve Harris Construction Inc., Oban Construction, and Midwest Constructors if the County Road Department needs help due to significant snow accumulations. ROLL CALL VOTE: Rodriguez-Yes, Van Berkum-Yes, Bousquet-Yes, Reed-Yes, Hohenstein-Yes. UNANIMOUS MOTION CARRIED.

Commissioner Committee Reports: None.

Mail and/or Emergency Business: Reminder the December 22, 2025 meeting will begin at 9:00 a.m. NIRMA sent a Property Audit Report booklet that is available for all to view in the Clerk’s office. Commissioner Reed received an email from FHP requesting the Board to authorize the County Assessor to share GIS Shape files with them for free. The County Assessor believes they should have to pay like any other vendor. This item will be on the next agenda.

Commissioner Van Berkum moved to adjourn. All in favor. Chair Hohenstein adjourned the Board of Commissioners meeting of December 8, 2025, at 3:50 p.m.

Dakota County Board of Commissioners

Martin Hohenstein Chair

Cherie Conley, County Clerk/Secretary