

June 25, 2026  
Boardroom-Courthouse  
Loup City, Nebraska

#### Sherman County Commissioners

The Sherman County Board of Commissioners met in regular session on Thursday, June 25, 2026, in the Boardroom of the Sherman County Courthouse with the following persons present: Tom Bandur-Chairman, Kenneth Kaslon- Vice Chairman and David Siegel. Also, present was Sasha Habe-Sherman County Clerk and Scott Mrcozek. Chairman Bandur announced the Open Meetings Act posted on the south wall. Notice of the meeting was given by advanced publication in the Sherman County Times, a copy of proof of publication was given to the Board. Those present recited the Pledge of Allegiance.

The Board discussed the minutes of the May 27, 2026, regular meeting again. Chairman Bandur had corrections that will be published separate from the regular meeting minutes to reflect changes. Motion by Kaslon and seconded by Siegel to approve the previous minutes with corrections. Roll Call Vote: Ayes: Bandur, Kaslon, Siegel. Nays: None. Motion carried. The Board reviewed the minutes of the June 10, 2026, regular meeting. Chairman Bandur had corrections that will be published separate from the regular minutes to reflect those changes. Motion by Kaslon and seconded by Bandur to approve the minutes with the corrections. Roll Call Vote: Ayes: Bandur, Kaslon, Siegel. Nays: None. Motion carried.

An agenda was posted in the Clerk's office and kept continuously current; Pursuant to 84-1411(1)(e) and posted on the website.

Public Comment: None.

Committee Report: None.

Reviewed the following:

- Mail and correspondence
- Loup City Library Minutes
- Region 26 Minutes

Agenda Item #6 - Sheriff Joel Bergman discussed Deputy Czarnek's last day being June 19, 2026. Sheriff Bergman informed the Board that there is a current part-time deputy that would be interested in working full time but said deputy doesn't live within the county. The Board was ok with hiring the part-time deputy as full time.

Agenda Item #4 – Marcia Kaslon and Amanda Anderson with the Treasurer's Office discussed hiring a full-time assistant instead of a part-time person. The Board agreed that it would be best to hire full time instead of part-time.

Agenda Item #5 – Mitch Dzingle Noxious Weed Superintendent discussed the helicopter ride he took with Platte Valley and the areas they flew over to observe weed control. Mitch asked for the Board to consider contributing to Platte Valley Weed. They discussed type of seeding needed at Bowmans.

Agenda Item #10 – Melissa Dush with Sherman County Economic Development presented promotional tourism grant application submitted by Litchfield Community Club for Old Settlers Picnic. Motion by Siegel and seconded by Kaslon to approve the application contingent to Litchfield Community Club being an active non-profit again. Roll Call Vote: Ayes: Bandur, Kaslon, Siegel. Nays: None. Motion carried.

Agenda Item #2 – The Board discussed publishing the corrections that Chairman Bandur brought to the meeting. The corrections need to be published separate from the regular meeting minutes and needs to refer to which meeting minutes need to be corrected. Motion by Siegel and seconded by Kaslon to approve republishing meeting minutes. Roll Call Vote: Ayes: Bandur, Kaslon, Siegel. Nays: None. Motion carried.

Agenda Item #3 – The Board would like the meeting minutes published in the paper and on the website. Posting of the agenda shall be available in the Clerk's office, facing outward on the courthouse door and on the website. The Clerk will email a tentative and final agenda to the Board. The Board will call to add items to the agenda. Publication of meeting remain the same as published now. Motion by Bandur and seconded by Kaslon. Roll Call Vote: Ayes: Bandur, Kaslon, Siegel. Nays: None. Motion carried.

Agenda Item #1 – Motion by Kaslon and seconded by Siegel to approve the County Board meetings be tape recorded. Roll Call Vote: Ayes: Bandur, Kaslon, Siegel. Nays: None. Motion carried.

Agenda Item #9 – Motion by Kaslon and seconded by Siegel to table the matter to allow Laura Hart-Mayor of City of Loup City to bring the contract over. Roll Call Vote: Ayes: Bandur, Kaslon, Siegel. Nays: None. Motion carried.

Agenda Item #7 – Sasha Habe read aloud and presented a letter to the Board to address events from previous meetings. "I respectfully request that I be allowed to speak without interruption, as the circumstances that have led me to place myself on the agenda stem from ongoing concerns regarding communication and treatment during recent meetings.

Over the past several meetings, I have felt that my concerns and input have not been given the same level of consideration and respect afforded to others. The interactions that occurred during the previous meetings were particularly troubling and have contributed to an increasingly difficult working environment. The situation has created unnecessary stress and has made it more challenging to effectively perform the duties of my office.

I am also concerned about the decision to amend the election claims that were submitted for payment. The two individuals who worked the election did so with the understanding that they would be compensated in the same manner as election workers have

been in previous years. As a result of the board's action, it will now be more difficult to recruit and retain qualified election workers in the future, particularly when staffing elections is already a significant challenge.

Nebraska Statute §32-1201 provides that claims submitted by the Election Commissioner shall be paid by the county. If concerns existed regarding compensation, I believe those concerns should have been addressed through the payroll process rather than by amending the election claim itself. Additionally, Nebraska Statute §32-241 states that an employer may reduce an employee's pay based on hours worked while serving as an election worker; it does not state that such a reduction is required. Before taking action that affected these employees' compensation, I believe the matter should have been discussed with the elected official responsible for those employees.

The board's role is to review and approve departmental budgets, and elected officials are then responsible for managing the funds appropriated within those budgets to carry out the duties of their offices. Once a budget has been approved, elected officials should be afforded reasonable discretion in determining how those funds are utilized to fulfill their statutory responsibilities. The election budget and the employees' regular departmental budgets serve separate purposes and should be treated accordingly.

As an example, I maintain and manage the county website because I have the training and expertise necessary to do so, and I am compensated for performing those duties. Election workers are no different in that regard. They perform specialized election-related duties that require training, knowledge, and a willingness to serve the public. Their compensation is tied to the work they perform for the election process and should be viewed separately from their regular employment duties. Addressing this matter by reducing the election claim rather than through the appropriate payroll process created confusion and has placed an additional administrative burden on my office.

Since assuming the responsibilities of County Clerk, I have worked diligently to maintain the high standards established by Marcy and to ensure county operations continue to run efficiently and effectively. She went above and beyond in her service to the county, and I have made every effort to continue that level of commitment. However, accomplishing that goal becomes increasingly difficult when communication breaks down and when I feel that my office and decisions are being subjected to excessive scrutiny that is not consistently applied elsewhere.

If the goal is to create a positive and productive work environment, that effort must begin with mutual respect among all county officials and employees. Moving forward, I am asking for a professional working relationship built on respect, patience, open communication, and collaboration. I am committed to treating each member of the board with professionalism and respect, and I expect the same in return. Working together in a constructive manner is essential to serving the best interests of the county and its citizens. - Sasha Habe"

Agenda Item #8 - The Board discussed paying the two employees the remainder of the election claims for the Primary Election. It was discussed that going forward any county employee working during election will be subject to reduction in regular wage being offset by compensation from the Election Commissioner. The Board would like the record to show an email Chairman Bandur received from counsel at Woods Aitken and to put on record the letter from Ms. Sikyta. "Hi, Tom:

As we discussed, Neb. Rev. Stat. § 32-241(2) states that "[n]o employer shall subject an employee" serving as an election worker "to coercion, discharge from employment, **loss of pay**, loss of overtime pay, loss of sick leave, loss of vacation time, the threat of any such action or any other form of penalty on account of his or her absence from employment by reason of such service, **except that an employer may reduce the pay of an employee for each hour of work missed by an amount equal to the hourly compensation other than expenses paid to the employee by the county for such service.**" That is, the employees must receive their regular wages during normal working hours as to prevent a loss of pay. However, the employees are not able to "double dip" as the statute allows the employer to deduct the compensation the employee would otherwise receive for poll work.

I've also attached Pam's previous email on who controls the Board's agenda.

If you have any additional questions, please let us know.

Thanks,

Ashley"

Agenda Item #11 – Sherie Kuszak- Sherman County Assessor discussed with the Board what is included in the contract with Bryan Hill. The Board asked about other options. Ms. Kuszak talked about a program that MIPS offers and will look into the program. Motion by Siegel and seconded by Kaslon to table this matter. Roll Call Vote: Ayes: Bandur, Kaslon, Siegel. Nays: None. Motion carried.

Agenda Item #12 – The Board discussed purchasing a flag, pole and light to be installed at Bowmans. There was discuss on what future memorials could be purchased. Motion by Bandur and seconded by Siegel to approve the purchase of an American Flag, pole and light be displayed at Bowmans. Roll Call Vote: Ayes: Bandur, Kaslon, Siegel. Nays: None. Motion carried.

Agenda Item #14 – Discussed the preparation on budgets. It was discussed potently adding an HR position.

Agenda Item #15 – The Board discussed a possible 5% cost of living increase, subject to change for budgetary purpose.

Agenda Item #13 – Sasha Habe discussed needing further information on setting up accounts for the HSA and buy-down for insurance. It was discussed to write down all the questions then together with the Board contacting Benefit Management.

Agenda Item #16 – Eric Person-Sherman County Road Superintendent discussed general road business.

The Board recessed at 1:00pm for BOE meetings and reconvened at 1:52pm.

Agenda Item #17 – Motion by Kaslon and seconded by Bandur to approve payment of monthly claims. Roll Call Vote: Ayes: Bandur, Kaslon, Siegel. Nays: None. Motion carried.

The permanent record of these proceedings is available for viewing in the office of the Sherman County Clerk and on the Sherman County website.

Meeting Adjourned at 1:54p.m.

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Sasha Habe  
Sherman County Clerk