

MINUTE RECORD

**FRIEND CITY COUNCIL
MINUTES-REGULAR MEETING
Tuesday, May 5, 2026**

Mayor Knoke called the regular meeting of the City Council to order at 7:00 p.m. at the City Hall. Advanced notice of the meeting was given by publication in The Sentinel, the appointed method for giving advanced notice. All proceedings shown were taken while the meeting was open to the attendance of the public.

Mayor Judith Knoke presided, and City Clerk John R. Schwab recorded the proceedings. The following Councilmembers were present: A quorum being present, and the meeting duly convened, the following proceedings were had and done.

As required by the Nebraska Open Meetings Act, Mayor Knoke announced that a copy of the Nebraska Open Meetings Act has been posted on the south door of the City Hall meeting room for all in attendance to review.

Judith K. Knoke, Mayor

ATTEST

John R. Schwab, City Clerk

I, the undersigned, City Clerk of the City of Friend, Nebraska, hereby certify that the foregoing is a true and correct copy of proceedings had and done by the Council on September 1, 2020; that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and readily available for public inspection at the office of the Clerk; that such subjects were contained in said agenda for at least twenty-four hours prior to said meeting; that at least one copy of all reproducible material discussed at the meeting was available at the meeting for examination and copying by members of the public; that the said minutes from which the foregoing proceedings have been extracted and were in written form and available for public inspection within ten working days; that all news media requesting notification concerning meeting of said body were provided advance notification of the time and place of said meeting and the subjects to be discussed at said meeting.

City Clerk

NOTICE OF MEETING

MINUTE RECORD

CITY OF FRIEND, NEBRASKA

Notice is hereby given that the City Council of the City of Friend, Nebraska will meet at 7:00 p.m. on at the City Hall which meeting will be open to the public. Agenda for said meeting is kept current and is available in the City Clerk's office during regular business hours. Request to be on the agenda must be in the City Clerk's office 24 hours prior to the start of the meeting.

John R. Schwab, City Clerk

NEBRASKA OPEN MEETINGS ACT

84-1407. Act, how cited.

Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

Source: Laws 2004, LB 821, § 34.

84-1408. Declaration of intent; meetings open to public.

It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret.

Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

Source: Laws 1975, LB 325, § 1; Laws 1996, LB 900, § 1071; Laws 2004, LB 821, § 35.

Annotations

- Nebraska's public meetings laws do not apply to school board deliberations pertaining solely to disputed adjudicative facts. *McQuinn v. Douglas Cty. Sch. Dist. No. 66*, 259 Neb. 720, 612 N.W.2d 198 (2000).
- The primary purpose of the public meetings law is to ensure that public policy is formulated at open meetings. *Marks v. Judicial Nominating Comm.*, 236 Neb. 429, 461 N.W.2d 551 (1990).
- The public meetings law is broadly interpreted and liberally construed to obtain the objective of openness in favor of the public, and provisions permitting closed sessions must be narrowly and strictly construed. *Grein v. Board of Education of Fremont*, 216 Neb. 158, 343 N.W.2d 718 (1984).
- A county board of equalization is a public body whose meetings shall be open to the public. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).

84-1409. Terms, defined.

For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or

advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, and (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

Source: Laws 1975, LB 325, § 2; Laws 1983, LB 43, § 1; Laws 1989, LB 429, § 42; Laws 1989, LB 311, § 14; Laws 1992, LB 1019, § 124; Laws 1993, LB 635, § 1; Laws 1996, LB 1044, § 978; Laws 1997, LB 798, § 37; Laws 2004, LB 821, § 36; Laws 2007, LB296, § 810; Laws 2011, LB366, § 2; Laws 2021, LB83, § 11.

Annotations

- A township is a political subdivision, and as such, a township board is subject to the provisions of the public meetings laws. *Steenblock v. Elkhorn Township Bd.*, 245 Neb. 722, 515 N.W.2d 128 (1994).
- A county agricultural society is a public body to which the provisions of the Nebraska public meetings law are applicable. *Nixon v. Madison Co. Ag. Soc'y*, 217 Neb. 37, 348 N.W.2d 119 (1984).
- Failure by a public governing body, as defined under section 84-1409, R.R.S.1943, to take and record a roll call vote on an action, as required by section 84-1413(2), R.S.Supp.,1980, grants any citizen the right to sue for the purpose of having the action declared void. In this case such failure could not be later corrected by a nunc pro tunc order because there was no showing that a roll call vote on the disputed action was actually taken, and even if it was the record showed it was not recorded until over a year later. Sections 23-1301, R.R.S.1943, and 23-1302, R.R.S.1943, make it the duty of the county clerk to record proceedings of the board of county commissioners. *State ex rel. Schuler v. Dunbar*, 208 Neb. 69, 302 N.W.2d 674 (1981).

- As an administrative agency of the county, a county board of equalization is a public body. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- The electors of a township at their annual meeting are a public body under the Open Meetings Act. *State ex rel. Newman v. Columbus Township Bd.*, 15 Neb. App. 656, 735 N.W.2d 399 (2007).
- The meeting at issue in this case was a "meeting" within the parameters of subsection (2) of this section because it involved the discussion of public business, the formation of tentative policy, or the taking of any action of the public power district. *Hansmeyer v. Nebraska Pub. Power Dist.*, 6 Neb. App. 889, 578 N.W.2d 476 (1998).
- Informational sessions in which the governmental body hears reports are briefings. *Johnson v. Nebraska Environmental Control Council*, 2 Neb. App. 263, 509 N.W.2d 21 (1993).

84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

(a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;

(b) Discussion regarding deployment of security personnel or devices;

(c) Investigative proceedings regarding allegations of criminal misconduct;

(d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;

(e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or

(f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1)(a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

Source: Laws 1975, LB 325, § 3; Laws 1983, LB 43, § 2; Laws 1985, LB 117, § 1; Laws 1992, LB 1019, § 125; Laws 1994, LB 621, § 1; Laws 1996, LB 900, § 1072; Laws 2004, LB 821, § 37; Laws 2004, LB 1179, § 1; Laws 2006, LB 898, § 1; Laws 2011, LB390, § 29; Laws 2012, LB995, § 17.

Annotations

- There is no absolute discovery privilege for communications that occur during a closed session. *State ex rel. Upper Republican NRD v. District Judges*, 273 Neb. 148, 728 N.W.2d 275 (2007).
- If a person present at a meeting observes a public meetings law violation in the form of an improper closed session and fails to object, that person waives his or her right to object at a later date. *Wasikowski v. Nebraska Quality Jobs Bd.*, 264 Neb. 403, 648 N.W.2d 756 (2002).
- The public interest mentioned in this section is that shared by citizens in general and by the community at large concerning pecuniary or legal rights and liabilities. *Grein v. Board of Education*, 216 Neb. 158, 343 N.W.2d 718 (1984).
- Hearing in closed executive session was contrary to this section since there was no showing of necessity or reason under subdivision (1)(a), (b), or (c), but did not result in reversal of board decision. *Simonds v. Board of Examiners*, 213 Neb. 259, 329 N.W.2d 92 (1983).
- Negotiations for the purchase of land need not be conducted at an open meeting but the deliberations of a city council as to whether an offer to purchase real estate should be made should take place in an open meeting. *Pokorny v. City of Schuyler*, 202 Neb. 334, 275 N.W.2d 281 (1979).
- Public meeting law was not violated where the Board of Regents of the University of Nebraska voted to hold a closed session to consider the university president's resignation, and also discussed the appointment of an interim president during such session. *Meyer v. Board of Regents*, 1 Neb. App. 893, 510 N.W.2d 450 (1993).

84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body.

(1)(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website.

(ii) In the case of the governing body of a city of the second class or village or such body's advisory committee, such notice shall be published by:

(A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website; or

(B) Posting written notice in three conspicuous public places in such city or village. Such notice shall be posted in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (1)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(c) In addition to a method of notice required by subdivision (1)(b)(i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee.

(d) Each public body shall record the methods and dates of such notice in its minutes.

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met:

(i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;

(ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;

(iii) The governing body of a public power district having a chartered territory of more than one county in this state;

(iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

(vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;

(viii) A community college board of governors;

- (ix) The Nebraska Brand Committee;
- (x) A local public health department;
- (xi) A metropolitan utilities district;
- (xii) A regional metropolitan transit authority;
- (xiii) A natural resources district; and
- (xiv) The Judicial Resources Commission.

(b) The requirements for holding a meeting by means of virtual conferencing are as follows:

(i) Reasonable advance publicized notice is given as provided in subsection (1) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;

(iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act, the organization may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing. The governing body of a risk management pool that meets at least quarterly and the advisory committees of the governing body may each hold more than one-half of its meetings by virtual conferencing if the governing body's quarterly meetings are not held by virtual conferencing.

(3) Virtual conferencing, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(4) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(5) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (4) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(6) A public body may allow a member of the public or any other witness to appear before the public body by means of virtual conferencing.

(7)(a) Notwithstanding subsections (2) and (5) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsection (1) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (4) of this section shall be complied with in conducting such meetings.

(c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsections (5) and (6) of section 84-1413.

Source: Laws 1975, LB 325, § 4; Laws 1983, LB 43, § 3; Laws 1987, LB 663, § 25; Laws 1993, LB 635, § 2; Laws 1996, LB 469, § 6; Laws 1996, LB 1161, § 1; Laws 1999, LB 47, § 2; Laws 1999, LB 87, § 100; Laws 1999, LB 461, § 1; Laws 2000, LB 968, § 85; Laws 2004, LB 821, § 38; Laws 2004, LB 1179, § 2; Laws 2006, LB 898, § 2; Laws 2007, LB199, § 9; Laws 2009, LB361, § 2; Laws 2012, LB735, § 1; Laws 2013, LB510,

§ 1; Laws 2017, LB318, § 1; Laws 2019, LB212, § 5; Laws 2020, LB148, § 3; Laws 2021, LB83, § 12.

Cross References

- **Intergovernmental Risk Management Act**, see section 44-4301.
- **Interlocal Cooperation Act**, see section 13-801.
- **Joint Public Agency Act**, see section 13-2501.
- **Municipal Cooperative Financing Act**, see section 18-2401.

Annotations

- Under subsection (1) of this section, the Legislature has imposed only two conditions on the public body's notification method of a public meeting: (1) It must give reasonable advance publicized notice of the time and place of each meeting and (2) it must be recorded in the public body's minutes. *City of Elkhorn v. City of Omaha*, 272 Neb. 867, 725 N.W.2d 792 (2007).
- An emergency is "(a)ny event or occasional combination of circumstances which calls for immediate action or remedy; pressing necessity; exigency; a sudden or unexpected happening; an unforeseen occurrence or condition." *Steenblock v. Elkhorn Township Bd.*, 245 Neb. 722, 515 N.W.2d 128 (1994).
- An agenda which gives reasonable notice of the matters to be considered at a meeting of a city council complies with the requirements of this section. *Pokorny v. City of Schuyler*, 202 Neb. 334, 275 N.W.2d 281 (1979).
- When notice is required, a notice of a special meeting of a city council posted in three public places at 10:00 p.m. on the day preceding the meeting is not reasonable advance publicized notice of a meeting as is required by this section. *Pokorny v. City of Schuyler*, 202 Neb. 334, 275 N.W.2d 281 (1979).
- Teacher waived right to object to lack of public notice in board of education employment hearing by voluntary participation in the hearing without objection. *Alexander v. School Dist. No. 17*, 197 Neb. 251, 248 N.W.2d 335 (1976).
- A county board of commissioners and a county board of equalization are not required to give separate notices when the notice states only the time and place that the boards meet and directs a citizen to where the agendas for each board can be found. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- A county board of equalization is a public body which is required to give advanced publicized notice of its meetings. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- Notice of recessed and reconvened meetings must be given in the same fashion as the original meeting. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- True notice of a meeting is not given by burying such in the minutes of a prior board proceeding. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- An agenda notice which merely stated "work order reports" was an inadequate notice under this section because it did not give interested persons knowledge that

plans for a 345 kv transmission line through the district was going to be discussed and voted upon at the meeting. Inadequate agenda notice under this section meant there was a substantial violation of the public meeting laws; however, later actions by the board of directors cured the defects in notice, and such actions were in substantial compliance with the statute. *Hansmeyer v. Nebraska Pub. Power Dist.*, 6 Neb. App. 889, 578 N.W.2d 476 (1998).

84-1412. Meetings of public body; rights of public; public body; powers and duties.

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing. A body may not be required to allow citizens to speak at each meeting, but it may not forbid public participation at all meetings.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

(a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;

(b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;

(c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;

(d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and

(f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

(7) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting.

(8) Public bodies shall make available at the meeting or the in-state location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

Source: Laws 1975, LB 325, § 5; Laws 1983, LB 43, § 4; Laws 1985, LB 117, § 2; Laws 1987, LB 324, § 5; Laws 1996, LB 900, § 1073; Laws 2001, LB 250, § 2; Laws 2004, LB 821, § 39; Laws 2006, LB 898, § 3; Laws 2008, LB962, § 1; Laws 2021, LB83, § 13.

Annotations

- To preserve an objection that a public body failed to make documents available at a public meeting as required by subsection (8) of this section, a person who attends a public meeting must not only object to the violation, but must make that objection to the public body or to a member of the public body. *Stoetzel & Sons v. City of Hastings*, 265 Neb. 637, 658 N.W.2d 636 (2003).

84-1413. Meetings; minutes; roll call vote; secret ballot; when; agenda and minutes; required on website; when.

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be

satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written, except as provided in subsection (6) of this section, and available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing the minutes is absent due to a serious illness or emergency.

(6) Minutes of the meetings of the board of a school district or educational service unit may be kept as an electronic record.

(7) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

Source: Laws 1975, LB 325, § 6; Laws 1978, LB 609, § 3; Laws 1979, LB 86, § 9; Laws 1987, LB 663, § 26; Laws 2005, LB 501, § 1; Laws 2009, LB361, § 3; Laws 2015, LB365, § 2; Laws 2016, LB876, § 1; Laws 2021, LB83, § 14.

Annotations

- If a person present at a meeting observes and fails to object to an alleged public meetings laws violation in the form of a failure to conduct rollcall votes before taking actions on questions or motions pending, that person waives his or her right to object at a later date. *Hauser v. Nebraska Police Stds. Adv. Council*, 264 Neb. 944, 653 N.W.2d 240 (2002).
- Subsection (2) of this section does not require the record to state that the vote was by roll call, but requires only that the record show if and how each member voted. Neither does the statute set a time limit for recording the results of a vote, after which no corrections of the record can be made. If no intervening rights of third persons have arisen, a board of county commissioners has power to correct the record of the proceedings had at a previous meeting so as to make them speak the

truth, particularly where the correction supplies some omitted fact or action and is done not to contradict or change the original record but to have the record show that a certain action was taken or thing done, which the original record fails to show. *State ex rel. Schuler v. Dunbar*, 214 Neb. 85, 333 N.W.2d 652 (1983).

- Failure by a public governing body, as defined under section 84-1409, R.R.S.1943, to take and record a roll call vote on an action, as required by section 84-1413(2), R.S.Supp.,1980, grants any citizen the right to sue for the purpose of having the action declared void. In this case such failure could not be later corrected by a nunc pro tunc order because there was no showing that a roll call vote on the disputed action was actually taken, and even if it was the record showed it was not recorded until over a year later. Sections 23-1301, R.R.S.1943, and 23-1302, R.R.S.1943, make it the duty of the county clerk to record proceedings of the board of county commissioners. *State ex rel. Schuler v. Dunbar*, 208 Neb. 69, 302 N.W.2d 674 (1981).
- There is no requirement that a public body make a record of where notice was published or posted. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).

84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of

the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Source: Laws 1975, LB 325, § 9; Laws 1977, LB 39, § 318; Laws 1983, LB 43, § 5; Laws 1992, LB 1019, § 126; Laws 1994, LB 621, § 2; Laws 1996, LB 900, § 1074; Laws 2004, LB 821, § 40; Laws 2006, LB 898, § 4.

Annotations

- The Legislature has granted standing to a broad scope of its citizens for the very limited purpose of challenging meetings allegedly in violation of the Open Meetings Act, so that they may help police the public policy embodied by the act. *Schauer v. Grooms*, 280 Neb. 426, 786 N.W.2d 909 (2010).
- Any citizen of the state may commence an action to declare a public body's action void. *City of Elkhorn v. City of Omaha*, 272 Neb. 867, 725 N.W.2d 792 (2007).
- The reading of ordinances constitutes a formal action under subsection (1) of this section. *City of Elkhorn v. City of Omaha*, 272 Neb. 867, 725 N.W.2d 792 (2007).
- If a person present at a meeting observes a public meetings law violation in the form of an improper closed session and fails to object, that person waives his or her right to object at a later date. *Wasikowski v. Nebraska Quality Jobs Bd.*, 264 Neb. 403, 648 N.W.2d 756 (2002).
- Under the Public Meetings Act, a county lacks capacity to maintain an action to declare its official conduct "void" for noncompliance with the act. *County of York v. Johnson*, 230 Neb. 403, 432 N.W.2d 215 (1988).
- When a petitioner under this section is successful in the district court, that court may allow attorney fees. *Tracy Corp. II v. Nebraska Pub. Serv. Comm.*, 218 Neb. 900, 360 N.W.2d 485 (1984).
- Informal discussions between the Tax Commissioner and the State Board of Equalization in which instructions were clarified, with such clarification leading to the amendment of hearing notices, did not constitute a public meeting subject to the provisions of this section. *Box Butte County v. State Board of Equalization and Assessment*, 206 Neb. 696, 295 N.W.2d 670 (1980).
- The right to collaterally attack an order made in contravention of the Public Meeting Act must occur within a period of one year as is specifically provided by this section. *Witt v. School District No. 70*, 202 Neb. 63, 273 N.W.2d 669 (1979).
- Statutory change, requiring "publicized notice" for board of education employment hearings, occurring between dates meeting scheduled and conducted, held not to void proceedings. *Alexander v. School Dist. No. 17*, 197 Neb. 251, 248 N.W.2d 335 (1976).
- Voiding an entire meeting is a proper remedy for violations of the Open Meetings Act. Once a meeting has been declared void pursuant to Nebraska's public meetings law, board members are prohibited from considering any information

obtained at the illegal meeting. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).

- Actions by the board of directors were merely voidable under this section, and not void. Pursuant to subsection (3) of this section, the plaintiffs were awarded partial attorney fees because they were successful in having the court declare that the board of directors was in substantial violation of the statute, even though the plaintiffs did not get the relief requested of having the board's actions declared void. *Hansmeyer v. Nebraska Pub. Power Dist.*, 6 Neb. App. 889, 578 N.W.2d 476 (1998).

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Source: http://nebraskalegislature.gov/laws/display_html.php?begin_section=84-1407&end_section=84-1414

Date: July 2021



**I pledge allegiance to the Flag
of the United States of America,
and to the Republic for which it stands,
one Nation under God, indivisible,
with liberty and justice for all.**

WMH dba Friend Community Healthcare System (FCHS)

Board of Directors April 28, 2026; 6:00pm CDT

Annual Public Auditor's Presentation

Monthly Public Meeting: FCHS or Virtual via Microsoft Teams

President: Jen Stutzman VP/Secretary Nick Svehla Mayor: Judith Jewels Knoke Members: Phyllis Schwab & Emmett Beckler

Committees: Building & Maintenance – Nick & Phyllis Finance: Emmett Medical – Jen & Jewels

- Roll Call
- Public Comments:
- **Review/Approve March 31, 2026 Meeting Minutes**

Administrative Report led by Jared Chaffin, Chief Executive Officer

- AMI (radiology reads) – ~\$60K in additional cost/year beginning April 2026
- Assisted Living Update – working w/State and RHRC on regulatory requirements
- Strategic Partnerships
- Meals on wheels bank account

Quality led by Amy Thimm, Chief Clinical & Operating Officer

- Quality Report – Report attached
- Review/Approve Quality Report
- Policy Approvals: none

Pharmacy & Lab Reports by Chad Muma, PIC, PharmD & Alphe Manalili

- **Antimicrobial Stewardship** – report attached
- **Blood usage & pathology** – report attached

Financials led by Jared Chaffin, Chief Executive & Finance Officer

Review/Approve

- Payroll
- Disbursements
- Financials

Credentialing Review/Approve Privileges:

March 2026, Medical Staff Credentialing:

- Temporary: none
- Reappointment: none
- Initial Appointment: none
- Inactivation: none

New/Old Business:

Open Discussion:

Adjourn:

FCHS/WMH Board Meetings - handled in accordance with *Open Meetings Act*

Agendas posted in advance at Hospital entrance/Friend City Hall/Friend Post Office – copies available from FCHS Admin.

BOARD OF DIRECTORS

Tuesday March 31st, 2026

Meeting Minutes

The meeting was called to order at 6:01pm by Jen Stutzman

Rules for Open Meetings Act posted in Conference Room & available by email if needed

Roll Call: Jen Stutzman, Nick Svhela, Phyllis Schwab, Emmett Beckler & Jewels Knoke

Public Comments: None

Motion by Knoke to approve February 24th, 2026, Meeting Minutes; Seconded by Schwab

Voting: Schwab-Yes, Beckler-Yes, Stutzman-Yes, Svhehla-Yes, Knoke-Yes- Motion Carried

ADMINISTRATIVE REPORT

CEO Jared Chaffin

- A total refund of \$52,000 from Medicare and United Healthcare is expected in the next 30-60 days
- RHTP said we do qualify for funding, and we put together a 1.8-million-dollar request for equipment & facilities
- Senator Fischer's Office said we have everything we need for the 2.5-million-dollar grant for the OR
- Continuing to work on Assisted Living and there will be phone call with the person in charge of Nebraska Licensing to have further discussions.
- AMI will increase pricing effective April 15th, 2026, to do reads. Exploring other options.
- The Director of Oncology Surgery came to the hospital for a visit and there was a discussion of UNMC Radiology to maybe do reads for us.

CLINICAL SERVICES & OPERATIONS:

- QA Dashboard: restructuring how to do quality with Dr. Beechum
- Dr. Beechum is doing work with Avel & doing some scripting with regards to provider quality

Dr. Beechum

- Clinical Care
- Follow-up with appropriate cases
- Next month there will be a policy regarding Avel usage and contacting them on High Risk cases
- Will monitor & QI pieces on backend with Avel
- Staff education around MTALLA

- Quad A – Survey for the clinic and to submit that document and it will need to be signed by the board
- Required cash price transparency on the website
- Dr. Schroder is making changes with his schedule as he will be doing more teaching at the University of Nebraska. He will reduce or stop his duties at Friend.

Motion by Knoke to approve the Quality Report; seconded by Svehla

Voting: Schwab-Yes, Beckler-Yes, Stutzman-Yes, Svehla-Yes, Knoke-Yes - Motion Carried

Policy Approval: None

PHARMACY REPORTS: Chad Muma, Pharm D

- Antimicrobial Stewardship – April & October

FINANCIALS JARED CHAFFIN, CEO

Motion by Knoke to approve February 2026 Payroll; Seconded by Beckler

Voting: Schwab-Yes, Beckler-Yes, Stutzman-Yes, Svehla-Yes, Knoke-Yes - Motion Carried

Motion by Knoke to approve February 2026 Check/Disbursements; Seconded by Svehla

Voting: Schwab-Yes, Beckler-Yes, Stutzman-Yes, Svehla-Yes, Knoke-Yes - Motion Carried

Motion by Knoke to approve January & February 2026 Financials; Seconded by Beckler

Voting: Schwab-Yes, Beckler-Yes, Stutzman-Yes, Svehla-Yes, Knoke-Yes - Motion Carried

CREDENTIALING OF MEDICAL STAFF: AMY THIMM

Motion by Knoke to approve the temporary appointment of Heath Penny, CRNA; Seconded by Schwab

Voting: Schwab-Yes, Beckler-Yes, Stutzman-Yes, Svehla-Yes, Knoke-Yes - Motion Carried

OLD/NEW BUSINESS

Meals on Wheels Program:

- Pastor Tim providing funding for meals on wheels by donations he has received
- Open an account for the meals on wheels funds only
- Proposed to have Pastor Tim's church open the account instead of the hospital

The Foundation Golf Tournament on May 29th, 2026

Executive Session

ADJOURN:

Motion to Adjourn Meeting at 7:04pm by Knoke; Seconded by Beckler

Voting: Schwab-Yes, Beckler-Yes, Stutzman-Yes, Svehla-Yes, Knoke-Yes - Motion Carried

Next monthly meeting April 28th, 2026, at 6:00pm unless approved otherwise

Meeting Attendees:

Hospital Staff: Jared Chaffin, Ron TeBrink, Amy Thimm, Emilee Ficke (Zoom), Dr. Brady Beechum (Zoom), Dani K., Katie W., & Alphonse M.

City Council: None

Public: Doug Bergman

2026 QA Dashboard

		JANUARY	FEBRUARY	MARCH
COO	Survey Preparedness On Time Submission of OP-18	Ongoing Met	Ongoing MET	Ongoing Met
CIO				
Nursing	Endoscopy chart audits - Goal 100%	100%	100%	None to audit
	Staffing - less than 10% Agency of avail shifts.	0%	0%	0%
	Outdates - completion of 8 areas 85% of X	100%	100%	100%
	ED F/U Phone Calls - Goal 100%	100%	100%	100%
IP	Hand Hygiene	96%	91%	96%
	Total Observations greater than 30	25	23	26
	HAI's	0	0	0
Lab	Regulatory measures as per last year	Internal Data	Internal Data	Internal Data
	Response time to ER calls (30 min)	95%	100%	100%
HR				
Business Office- Accounts Payable	Invoice Discrepancy Entering Invoice Deadline Success			
Pharmacy	Med Errors	0	0	0
	Adverse Reactions	0	0	0
	Medication Outdates to Med Staff monthly	Met	Met	Met
	Antibiotic Stewardship - April/October w/Lab	Not due	Not Due	Not Due

Clinic	Wait time to see a provider (less than 15 min)	95%	95%	90%
Dietary	Monthly Menus to meet 1/3 of daily nutritional needs	Met N/A none returned	Met	Met
	Customer/Patient Satisfaction		96%	93%
Physical Therapy	Client Satisfaction Surveys (identify any issues)	None rec.	None rec.	None rec.
Radiology	Number of Retakes	4/70	1/70	4/90
	Response time to ED Calls (30 min)	100%	100%	100%
PROVIDER QA	Average of all totals all Providers			
Avel Usage		81%	76%	78%
Note Completion less than 24 hours		88%	91%	92%
Co-Signature of CMO of APP's		ED= 92.5; Clinic 96%	ED=93%; Clinic 98%	ED=74%; Clinic 81%
		JANUARY	FEBRUARY	MARCH
ED Scripting		New	To Med Staff this Month	Progress
CMS Price Transparency		Ongoing	NEAR Complete	COMPLETE
AIDET		Lab has started	Ongoing	Progress
Registration Completion ED		Ongoing	Improving	Progress
AR	Average Total Days AR	39.5	37.61	
	Denial Rate	13%	12.71%	

****New Avel Policy is in place (does not require 100% usage), thus the declining number. Ongoing audits for use vs policy will be conducted.**

One Patient Complaint was registered this month. The policy was followed and the patient received acknowledgement letter.

Patient Satisfaction for **March (3 respondents as below)**

Would you recommend this emergency department to your friends and family?



Patient Satisfaction Cont'd below.....

First Quarter 2026 Patient Satisfaction Scores

Means Responses	Friend Community Healthcare Emergency Department				RCCN Emergency Department			
	Apr-Jun 25	Jul-Sept 25	Oct-Dec 25	Jan-Mar 26	Apr-Jun 25	Jul-Sept 25	Oct-Dec 25	Jan-Mar 26
Did you feel the doctors/providers really cared about you as a person?	4.00	3.56	3.83	3.38	3.79	3.79	3.77	3.73
Were you satisfied with the amount of time the doctors/providers spent with you?	4.00	3.67	3.78	3.38	3.74	3.76	3.70	3.71
Did the hospital staff show the proper sense of urgency in treating your medical problem?	3.82	3.56	3.67	3.63	3.72	3.79	3.73	3.76
Did hospital staff treat you with courtesy and respect?	4.00	3.89	3.83	3.75	3.91	3.94	3.90	3.88
Did hospital staff explain things in a way you could understand?	4.00	3.56	3.83	3.75	3.76	3.79	3.77	3.75
Did the hospital staff explain what the medicine was for?	3.50	3.50	3.90	3.75	3.77	3.80	3.80	3.80
Did the hospital staff do everything they could to help with your pain?	4.00	3.00	3.82	3.25	3.73	3.78	3.72	3.72
Did you feel comfortable asking the hospital staff questions about your care and treatment in the ED?	3.73	3.67	3.67	3.50	3.80	3.82	3.73	3.75
Did the hospital staff do a good job of keeping you informed of delays?	3.50	3.43	3.40	3.00	3.67	3.64	3.63	3.62
Did you feel that the care and services received during the visit were well coordinated?	3.91	3.56	3.67	3.50	3.71	3.74	3.70	3.70
Were you satisfied with the total amount of time spent in the ED from arrival to discharge?	3.82	3.67	3.67	3.63	3.73	3.76	3.75	3.76
Were you satisfied with how clearly and completely you were told what to do and what to expect after returning home?	3.82	3.80	3.83	3.63	3.78	3.82	3.78	3.72
Were you satisfied with how much you were helped by this ED visit?	3.91	3.56	3.78	3.63	3.79	3.84	3.79	3.79
Would you recommend this emergency department to your friends and family?	4.00	3.44	3.67	3.75	3.79	3.79	3.75	3.74

Means Responses	Friend Community Healthcare Emergency Department				RCCN Emergency Department			
	Apr-Jun 25	Jul-Sept 25	Oct-Dec 25	Jan-Mar 26	Apr-Jun 25	Jul-Sept 25	Oct-Dec 25	Jan-Mar 26
What number would you use to rate the care received from all the doctors/providers who treated you?	9.36	8.89	9.17	8.38	9.21	9.29	9.18	9.09
What number would you use to rate the care received from all the hospital staff who treated you?	9.64	9.00	9.22	8.63	9.27	9.40	9.34	9.25
What number would you use to rate this emergency department? Please use any number between 0 and 10, where 0 is the worst emergency department possible and 10 is the best emergency department possible.	9.45	9.00	9.33	8.88	9.29	9.33	9.26	9.22

TO SUMMARIZE: First and third quarters have historically been our biggest challenge. This report tells us that we need to do much better by relating more to the patient's perceptions of urgency, personalized care as in time spent and understanding their needs, explaining delays, communicating outcomes. Proposed next steps: Patient facing AIDET communication and Badge prompts.

How We Communicate With You

We promise to:

- **Acknowledge** you
- **Introduce** ourselves
- Share **Duration**
- Provide clear **Explanation**
- Say **Thank You**

MINI BADGE PROMPT (Ultra-Simple)

Title:

AIDET Reminder

- Greet by name
- Introduce yourself
- Set a time frame
- Explain next steps
- Thank the patient

Antimicrobial Use Summary Report

This report summarizes all systemic antibiotics (IV, IM, PO) prescribed between October 1st, 2025 to March 31st, 2026. A total number of 25 antibiotic courses in 25 patients were reviewed. During this 6-month period, a total of 30 antibiotic starts were observed. The most common reasons for starting antibiotic therapy were, top 3 infectious syndromes: 1st, UTI – 9; 2nd, ARI/Pneumonia – 7, Three way tie for 3rd, Otitis Media (OM) - 2 , Open Fractures (OF) - 2, and SSTI – 2. The three most frequently prescribed antibiotics were 1st - Ceftriaxone - 7, 2nd – Doxycycline - 4, and a tie for 3rd between Azithromycin - 3, Cefazolin - 3, and Levofloxacin - 3 . The table below further details antibiotic prescribing patterns during this period.

Cumulative Antimicrobial Use Summary Report for October 1st, 2025 – March 31st 2026

Half	New Antibiotic Start	Indication for Antibiotic	Top 3 Antibiotics	Top 3 Indications for Starting Antibiotic Therapy	
First half: October to March			1 st - Ceftriaxone – 7, 2 nd – Doxycycline – 4, 3 rd – Azithromycin – 3, Cefazolin – 3, and Levofloxacin - 3	1 st - UTI (30%) 2 nd – ARI (23.3%) 3 rd – OM (6.7%), & OF (6.7%) & SSTI (6.7%)	
Second Half: April to September					
	Amoxicillin Susp. 400mg/5ml, 500mg (6.25ml) po x1	OM			
	Amoxicillin 500mg Cap 2 caps=1000mg po x1	ARI/Sinusitis			
	Amoxicillin/Clavulanate 875mg/125mg po x1	ARI/Pneumonia			
	Amoxicillin/Clavulanate 875mg/125mg po x1	SSTI – animal bite			
	Azithromycin 250mg 2tabs=500mg po x1	ARI/Pneumonia			

	Azithromycin 250mg 2tabs=500mg po x1	ARI/Pneumonia			
	Azithromycin IVPB 500mg/250ml NS	ARI/Pneumonia			
	Cefazolin 1gm IVP x1	OF of arm			
	Cefazolin 2grams/50ml NS IVPB q 8 hrs	BJI of left Hip Joint			
	Cefazolin 1gram IVPB x1	OF of leg			
	Ceftriaxone 1gram IM x1	UTI	In right gluteus medius		
	Ceftriaxone 2 grams IV x1	ARI/Pneumonia			
	Ceftriaxone 2 grams IVBP x1	ARI/Pneumonia			
	Ceftriaxone 1gm IVPB q 24 hrs, x3	ARI/Pneumonia			
	Ceftriaxone 1 gram IM x1	UTI			
	Ceftriaxone 600mg IM x1	OM			
	Ceftriaxone 1 gram IM x1	UTI			
	CIPRO 250mg tabs 2tabs=500mg po x1	GI – colitis			
	Doxycycline 100mg Cap po x1	UTI			
	Doxycycline 100mg Cap po daily x2 days	UTI - cystitis			
	Doxycycline 100mg Cap po x1	ARI/Pneumonia			
	Doxycycline 100mg Cap po x1	UTI – cystitis			
	Levofloxacin 250mg/50ml IVPB day1, then 250mg po x1 on day2	UTI – cystitis			
	Levofloxacin 500mg IVPB q 24 hrs x2 days	UTI – cystitis			
	Levofloxacin 500mg po x1	ARI/Pneumonia			
	Metronidazole 500mg tab po x1	GI – colitis			
	Nitrofurantoin 100mg Cap po x1	UTI – cystitis			
	Nitrofurantoin 100mg Cap po x1	UTI – cystitis			
	SMZ-TMP DS po x1	SSTI - cellulitis			

Abbreviations: UTI = urinary tract infection/cystitis; SSTI = skin and soft tissue infection; ARI = acute respiratory infection/Pneumonia; OM = otitis media; OF = open fracture, BJI = Bone and Joint infection, GI = gastrointestinal infection, S = Sepsis

April 2026 Lab Report on Blood Usage and Pathology

- **Committee & Department Reports**

- Blood Usage (April/October) – Alphe
- Laboratory/Pathology (April/October) – Alphe

Blood Usage and Pathology report from November of 2025 to March 2026:

November 2025: We have 2 crossmatched and 1 transfused blood

December 2025: we have 1 crossmatched and 1 transfused blood

All pathology reports of 50 biopsies sent to Pathology Medical Services as well as quality assurance reports for pathology were reviewed by Dr. Charles Reese and were all good. **No discrepancies noted.**

Friend Community Healthcare System

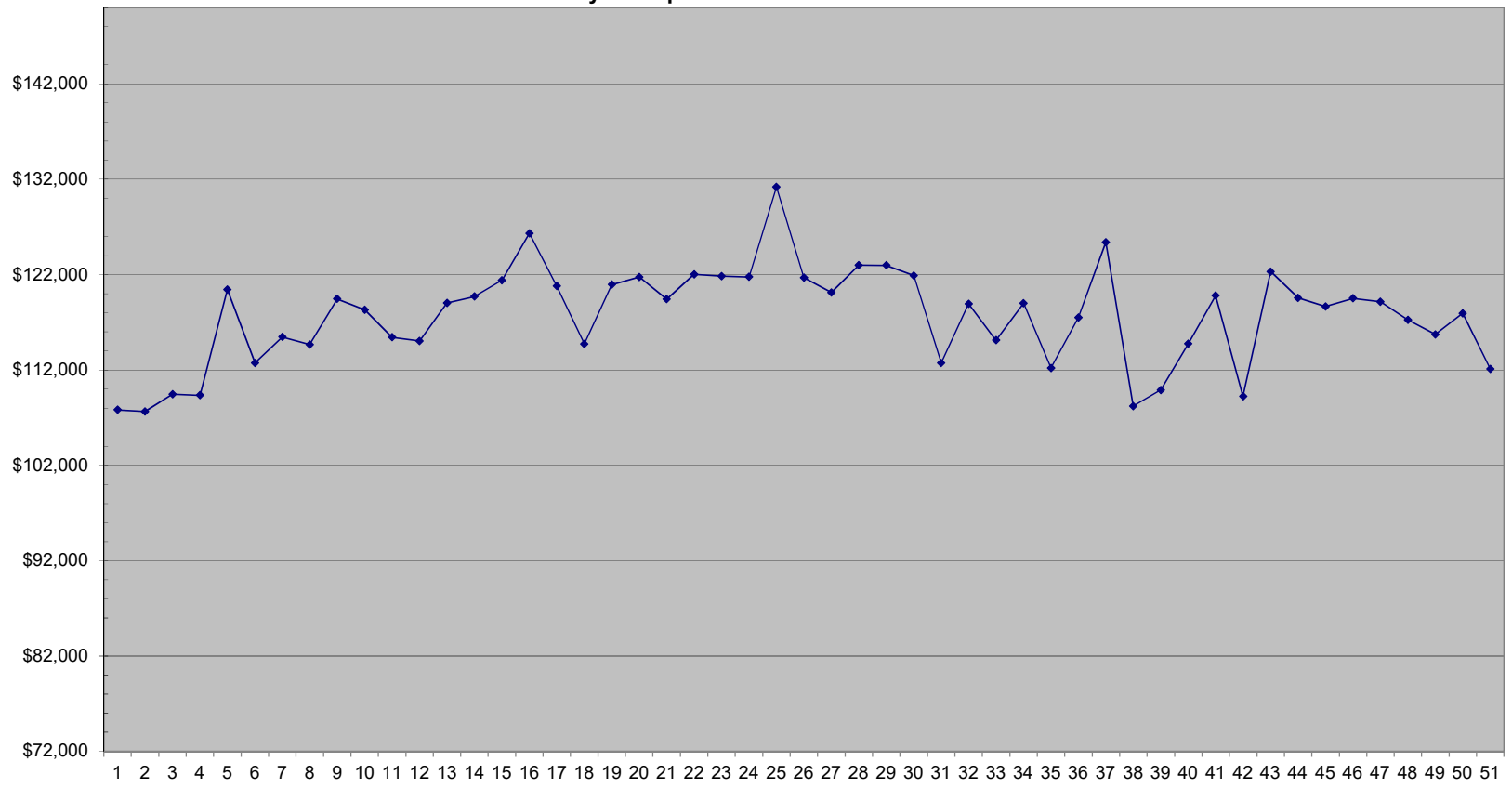
Disbursement Report

For the Month of March 2026

<u>Reference</u>	<u>Date</u>	<u>Description</u>	<u>Amount</u>
329	3/3/2026	FCHS TAX DISTRICT	120,000.00
330	3/4/2026	MATTHEW C. MONTGOMERY	0.00
331	3/4/2026	ADVANCED MEDICAL IMAGING	0.00
332	3/4/2026	MATTHEW C. MONTGOMERY	1,875.00
333	3/4/2026	ADVANCED MEDICAL IMAGING	4,985.00
334	3/13/2026	ALEX TITOV	28.75
335	3/13/2026	CHERE TUTTLE	312.85
336	3/13/2026	FRIEND COMMUNITY CLUB	50.00
337	3/13/2026	FRIEND COUNTRY CLUB	300.00
338	3/13/2026	JARED CHAFFIN	0.00
339	3/13/2026	MICHELLE OSTDIEK	371.96
340	3/13/2026	PHILLIP OELSCHLAGER	300.00
341	3/13/2026	RENDOLF PACTO	29.29
342	3/13/2026	RURAL COMPREHENSIVE CARE NETWO	4,765.00
332	3/13/2026	YORK PHYSICAL THERAPY/ MILFORD	10,340.49
345	3/16/2026	HOULDEN REMODELING	465.00
346	3/16/2026	JARED CHAFFIN	687.25
347	3/16/2026	PATHOLOGY MEDICAL SERVICE	746.32
348	3/17/2026	CHI HEALTH PARTNERS	600.00
349	3/17/2026	JAIME DODGE MD	3,193.49
350	3/17/2026	BRYAN MEDICAL CENTER	500.00
351	3/17/2026	MICHAEL KAREL	1,073.95
352	3/24/2026	CULLIGAN WATER CONDITION	156.00
353	3/24/2026	DRAKE REFRIGERATION	3,183.38
354	3/24/2026	PAPER TIGER	168.95
355	3/24/2026	PENNY ANESTHESIA PC	1,200.00
356	3/24/2026	SOMNI TECH INC	837.50
357	3/31/2026	MICHAEL KAREL	1,073.95
500603	3/2/2026	MEDICA INSURANCE	34,461.55
500604	3/2/2026	VISA	0.00
500606	3/2/2026	RELIAS LLC	1,486.35
500607	3/2/2026	WELLS FARGO	2,377.90
500608	3/3/2026	MARSH & MCLENNAN AGENCY LLC	2,751.72
500609	3/3/2026	CARD CONNECT	845.37
500610	3/3/2026	EMPOWER	5,814.81
500611	3/4/2026	VISION STAFFING LLC	1,000.00
500612	3/4/2026	MOTIVATIONS AI, LLC	6,500.00
500613	3/4/2026	SYSCO LINCOLN	387.69
500614	3/4/2026	CHUBB GROUP OF INS CO	4,669.79
500615	3/4/2026	GLOBE LIFE	499.16
500616	3/4/2026	GUARDIAN	855.13
500617	3/4/2026	PRINCIPAL LIFE INSURANCE COMPA	4,225.01
500618	3/6/2026	BCOM SOLUTIONS, LLC	210.00
500619	3/6/2026	TAMCO CAPITAL CORPORATION	335.00
500620	3/6/2026	SHARE STAFF HEALTHCARE	2,000.00
500621	3/6/2026	WAYSTAR - ZIRMED	411.54
500622	3/6/2026	BCOM SOLUTIONS, LLC	570.00
500623	3/6/2026	SFM	1,068.00
500624	3/6/2026	CARDINAL HEALTH 110 INC	10,055.37
500626	3/10/2026	RADSOURCE IMAGING TECHNOLOGIES	4,600.00
500627	3/10/2026	MOTIVATIONS AI, LLC	750.00
500628	3/11/2026	QUIDELORTHO SALES COMPANY, LLC	692.60
500630	3/12/2026	TRUBRIDGE LLC	10,883.00
500631	3/13/2026	EMPOWER	5,579.78
500632	3/13/2026	WINDSTREAM	511.63
500633	3/13/2026	BLACK HILLS ENERGY	2,317.48
500634	3/13/2026	NORRIS PUBLIC POWER DISTRICT	7,996.64
500635	3/13/2026	WPS GOVERNMENT SERVICES	16,300.00
500636	3/16/2026	AVEL ECARE LLC	3,665.00
500637	3/16/2026	SYSMEX AMERICAC	1,952.06
500638	3/16/2026	ECOLAB	1,192.36
500639	3/16/2026	MCKESSON	1,500.00
500640	3/16/2026	MARCO TECHNOLOGIES LLC	1,000.00
500641	3/17/2026	LSQ FUNDING GROUP. L.C.	4,807.56
500642	3/17/2026	IRONSIDE HUMAN RESOURCES, LLC	1,000.00
500643	3/18/2026	ONE SOURCE THE BACKGROUND CHE	113.00
500644	3/18/2026	MCKESSON	49.06
500645	3/19/2026	MCKESSON	1,114.83
500646	3/19/2026	NEBRASKA DEPT OF REVENUE	80.64
500647	3/19/2026	WASTE CONNECTIONS OF NEBRASKA	0.00
500648	3/20/2026	HD SUPPLY FACILITIES MAIN	1,426.41
500650	3/23/2026	MCKESSON	2,008.22
500651	3/23/2026	WAYSTAR - ZIRMED	411.54
500652	3/24/2026	AIRGAS USA LLC	200.00
500653	3/24/2026	INNOVATIVE BLOOD RESOURCES	336.78
500654	3/24/2026	JJ KELLER & ASSOC	358.80
500655	3/26/2026	SUPPLY 4GI	3,500.00
500656	3/2/2026	VISA	9,921.17
500658	3/27/2026	MD PAIN LLC	3,000.00
500659	3/31/2026	EMPOWER	5,714.19
500659	3/25/2026	ACHC	0.00
500677	3/20/2026	VISA	7,947.51
GL ENTRY	3/31/2026	USDA	12,591.00
GL ENTRY	3/31/2026	BANK FEES	223.69
			<u>351,513.47</u>

Bi-weekly payroll					
2 Year Overview					Hospital
		Number	Gross	Share	Gross
<u>Pay Period Ending</u>	<u>Holiday</u>	<u>of Checks</u>	<u>Pay</u>	<u>of FICA</u>	<u>Hours</u>
April 12, 2024		40	107,822	7,972	
April 26, 2024		43	107,643	7,909	
May 10, 2024		44	109,446	8,037	
May 24, 2024		43	109,345	8,154	
June 7, 2024	✓	45	120,422	9,003	
June 21, 2024		42	112,720	7,525	
July 5, 2024		41	115,459	7,665	
July 19, 2024	✓	43	114,673	7,339	
August 2, 2024		43	119,447	7,563	
August 16, 2024		42	118,317	8,089	
August 30, 2024		45	115,429	7,826	
September 13, 2024	✓	44	115,046	7,723	
October 11, 2024		41	119,022	7,444	
October 24, 2024		43	119,700	8,020	
November 8, 2024		45	121,391	7,679	
November 22, 2024		44	126,324	7,894	
December 6, 2024	✓	45	120,790	7,795	
December 20, 2024		43	114,729	7,524	
January 3, 2025	✓	42	120,948	9,496	
January 17, 2025	✓	39	121,749	9,270	
January 31, 2025		45	119,419	8,453	
February 14, 2025		43	122,008	8,673	
February 28, 2025		44	121,833	8,478	
March 14, 2025		40	121,757	8,428	
March 28, 2025		43	131,187	8,996	
April 11, 2025		42	121,688	8,466	
April 25, 2025		43	120,114	8,261	
May 9, 2025		42	122,994	8,393	
May 23, 2025		42	122,973	8,599	
June 6, 2025	✓	39	121,894	8,834	
June 20, 2025		41	112,725	8,159	
July 3, 2025		39	118,944	8,619	
July 18, 2025	✓	40	115,117	7,921	
August 1, 2025		41	119,000	7,829	
August 15, 2025		38	112,200	7,314	
August 29, 2025		43	117,482	7,562	
September 6, 2025	✓	43	125,377	8,230	
September 20, 2025		35	108,207	7,207	
October 10, 2025		37	109,889	7,328	2,937
October 24, 2025		38	114,747	7,356	3,105
November 7, 2025		38	119,817	7,674	2,982
November 21, 2025		38	109,228	7,072	2,993
December 5, 2025	✓	36	122,298	7,660	3,071
December 19, 2025		36	119,557	7,392	3,117
January 2, 2026	✓	36	118,646	9,285	3,102
January 16, 2026	✓	35	119,509	9,051	3,088
January 30, 2026		36	119,158	8,908	2,984
February 13, 2026		36	117,242	8,580	2,987
February 27, 2026		34	115,733	8,390	3,005
March 13, 2026		35	117,925	8,498	3,000
March 27, 2026		36	112,102	7,993	2,956
Average		41	117,670	8,109	3,025

Payroll Expense - 52 Week Lookback



FRIEND COMMUNITY HEALTHCARE SYSTEMS
BALANCE SHEET
FOR THE MONTH ENDING: 03/31/26

	Current Year	Prior Year	Net Change
ASSETS			
Current Assets			
Cash and Equivalents	(169,944)	(127,943)	(42,001)
Patient Accounts Receivable - Net	869,796	753,679	116,117
REH Funding Receivable	295,051	9,669	285,382
Inventory & Prepaid Expense	122,385	178,445	(56,059)
	-----	-----	-----
Total Current Assets	1,117,289	813,851	303,438
Property Plant Equipmt Net of Depr	2,886,311	3,292,681	(406,369)
Due from Third Party	113,786	427,127	(313,341)
	-----	-----	-----
Total Assets	4,117,387	4,533,660	(416,273)
	=====	=====	=====
 LIABILITIES AND NET POSITION			
Current Liabilities			
Current Portion of LT Debt & Capt Leas	280,400	396,550	(116,150)
Notes Payable Citizens State Bank	600,000	299,999	300,000
Accounts Payable	1,070,670	1,295,673	(225,002)
Accrued Expenses			
Salaries Wages and Benefits	227,585	306,624	(79,039)
Interest	21,115	7,701	13,413
Amounts Paybl to 3rd Prty Pyrs Prior Y	430,582	794,221	(363,639)
Unearned Revenue - Covid			
	-----	-----	-----
Total Current Liabilities	2,630,354	3,100,772	(470,417)
Long Term Debt and Captl Lease Obligatn			
Less Current Portion	1,926,515	1,936,480	(9,964)
	-----	-----	-----
Total Liabilities	4,556,869	5,037,252	(480,382)
Net Deficit Beginning of Year	(431,113)	(239,118)	(191,995)
Change in Net Position Current Yr (Los	(8,369)	(264,473)	256,104
Total Net Position (Deficit)	(439,482)	(503,591)	64,109
	-----	-----	-----
Total Liabilities and Net Position	4,117,387	4,533,660	(416,273)
	=====	=====	=====

FCHS Volume Analysis

Facility Wide Volume																
	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Average
Outpatient	51	44	53	86	50	52	57	66	69	108	71	83	63	62	56	65
E/D	33	14	39	35	29	24	32	32	38	39	31	28	41	32	26	32
Clinic	124	109	95	107	103	98	154	145	123	117	89	105	107	89	108	112
Total	208	167	187	228	182	174	243	243	230	264	191	216	211	183	190	142
Payer Mix #																
Medicare	60	45	56	86	43	66	79	86	92	80	55	64	82	76	69	69
Medicaid	6	12	5	6	12	8	11	16	7	6	13	15	18	7	12	10
BCBS	37	31	36	32	33	39	50	43	46	59	30	54	32	34	28	39
Commercial	38	21	27	31	45	24	46	43	33	45	38	26	20	32	28	33
Private	33	34	35	48	29	21	38	38	28	48	40	29	34	19	39	34
Other	34	24	28	25	20	16	19	17	24	26	15	28	25	15	14	22
Total	208	167	187	228	182	174	243	243	230	264	191	216	211	183	190	142
Payer Mix %																
Medicare	29%	27%	30%	38%	24%	38%	33%	35%	40%	30%	29%	30%	39%	42%	36%	33%
Medicaid	3%	7%	3%	3%	7%	5%	5%	7%	3%	2%	7%	7%	9%	4%	6%	5%
BCBS	18%	19%	19%	14%	18%	22%	21%	18%	20%	22%	16%	25%	15%	19%	15%	19%
Commercial	18%	13%	14%	14%	25%	14%	19%	18%	14%	17%	20%	12%	9%	17%	15%	16%
Private	16%	20%	19%	21%	16%	12%	16%	16%	12%	18%	21%	13%	16%	10%	21%	16%
Other	16%	14%	15%	11%	11%	9%	8%	7%	10%	10%	8%	13%	12%	8%	7%	11%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Medicare/Self-Pay	45%	47%	49%	59%	40%	50%	48%	51%	52%	48%	50%	43%	55%	52%	57%	50%
Medicare/Medicaid/Self-Pay	48%	54%	51%	61%	46%	55%	53%	58%	55%	51%	57%	50%	64%	56%	63%	55%

RESOLUTION NO. 26-_____

WHEREAS, the City of Friend provides oversight to the Friend Rescue Squad and Andrew Cemetery Board of Trustees;

WHEREAS, the Friend Rescue Squad, Andrew Cemetery Board of Trustees, and Warren Memorial Hospital Foundation, Inc., have approved an Ambulance Building Transfer Agreement dated _____, 2026 attached hereto as Exhibit A; and

WHEREAS, the City of Friend believes said Agreement is beneficial for the City and its patrons.

NOW THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF FRIEND, NEBRASKA AS FOLLOWS:

1. The City of Friend hereby approves the Agreement and the transfer of the Ambulance Building Transfer Agreement to the Andrew Cemetery.

- 2.

Passed and adopted by the City Council, the Mayor declared this resolution passed and adopted this _____ day of _____, 2026 by the City Council of the City of Friend.

Jewels Knoke, Mayor

Attest:

Heather Varnay, Acting City Clerk



Kinetic
4005 N Rodney Parham Rd.
Little Rock, AR, 72212

Date: January 15, 2025
Entity: City of Friend
Permit Request Number: 49564 JobTrac Number: 71506008100001

To Whom it May Concern, Kinetic is proposing:
To place a total of 350' aerial fiber optic cable and 175' of buried fiber optic cable via bore starting on the East side of S Cherry St, and continuing along the South side of 5th St. Please see attached prints for additional details and location specifics.

If there are no objections to the above listed proposal, please sign below and return this cover letter to Natalia.Ewing@windstream.com / Natalia.Ewing@uniti.com

Printed Name and Title	Signature	Date
------------------------	-----------	------

Your cooperation and assistance regarding this project is greatly appreciated. If you have any questions or require additional information, please contact me at the above listed email address.

Thank you,

Natalia Ewing
Natalia Ewing
Analyst – I, Engineering Support, Permitting Team







3GIS SYMBOLOLOGY LEGEND

- ✕ FDSH (SIZE AND TYPE CALLED OUT BY UNITS)
- P PEDESTAL (SIZE CALLED OUT BY UNITS)
- T FIBER TERMINAL (SIZE CALLED OUT BY UNITS)
- PP FOR SIZED CALLED OUT BY UNITS AND COUNT CALL OUT
- ▶ PHYSICAL SERVICE TYPE OR CLOSURE CALLED OUT BY UNITS
- ✂ THEORETICAL SERVICE (USUALLY TO CHANGE FROM BURIED TO AERIAL CABLE)
- NEW POLE (SIZE CALLED OUT BY UNITS)
- FOREIGN JOINT USE POLE
- 50 SLACK LOOP (SIZE CALLED OUT BY NUMBER)
- 80 EXISTING SLACK LOOP
- AERIAL FIBER CABLE (SIZE CALLED OUT IN UNITS AND FIBER COUNT ON CABLE)
- EXISTING AERIAL FIBER CABLE
- BURIED FIBER CABLE (SIZE CALLED OUT IN UNITS AND FIBER COUNT ON CABLE)
- EXISTING BURIED FIBER CABLE
- EXISTING CONDUIT
- CONDUIT (SIZE AND LENGTH CALLED OUT BY UNITS)



FTBR:	JOB DESCRIPTION: Held	CUSTOMER OTHER CONTACTS:	WORK ORDER#: 71506008100001	EXCHANGE: FRND	CUT SHEETS REQ.:	N
AMGF:	Order#32955 - KODY MARSHALL-	CITY OF FRIEND CLERK OFFICE	DATE: 1/13/2026	DISCOUNT:	PERMIT REQ.:	Y
TAX DISTRICT:	0001	PROJECT MANAGER:	ENGINEER: CHRIS KOCH	REVISION#: 1	MOP REQ.:	N
REQUESTED BY:	OPERATIONS MANAGER:	CIRCUIT ID:	PHONE #: 402-560-4491	REVISION DATE: SHEET 1 OF 4	JOINT WORK REQ.:	N





PLACE NEW SBFIAT 500 FROM @22NC
 AERIAL PLACEMENT FOLLOWING
 EXISTING AERIAL COPPER CABLE
 SBFIAT(500)=1

1013 @22NC
 F202,53,56
 1013
 2000 SBFIAT(2000) 202,14-16
 XD,4-12



1013 / 22NC
 Aerial
 1,339-550

CF 25-24
 206 10/17/1979
 1 526,550

500 SBFIAT(500)
 202,15-16
 XD,3-12

1013 / 700

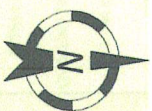
5th St

6th St

S Cherry St

→ SHEET 3

FTBB:	JOB DESCRIPTION: Hhd	CUSTOMER OTHER CONTACTS:	WORK ORDER#: 71506008100001	EXCHANGE:	FRND	CUT SHEETS REQ.	N
AMGF:	Order#132955 - KODY MARSHALL- 01454121	CITY OF FRIEND CLERK OFFICE 402-947-2711	DATE: 1/13/2026	DISCRICHT:		PERMIT REQ.	Y
TAX DISTRICT:	PROJECT MANAGER:	CIRCUIT ID:	ENGINEER: CHRIS KOCH	REVISION#: 2 OF 4		MOP REQ.	N
REQUESTED BY:	OPERATIONS MANAGER:		PHONE #: 402-560-4491	SHEET 2 OF 4		JOINT WORK REQ.	N



CF 50-24
 138 10/1/1995
 1 501-550

600:

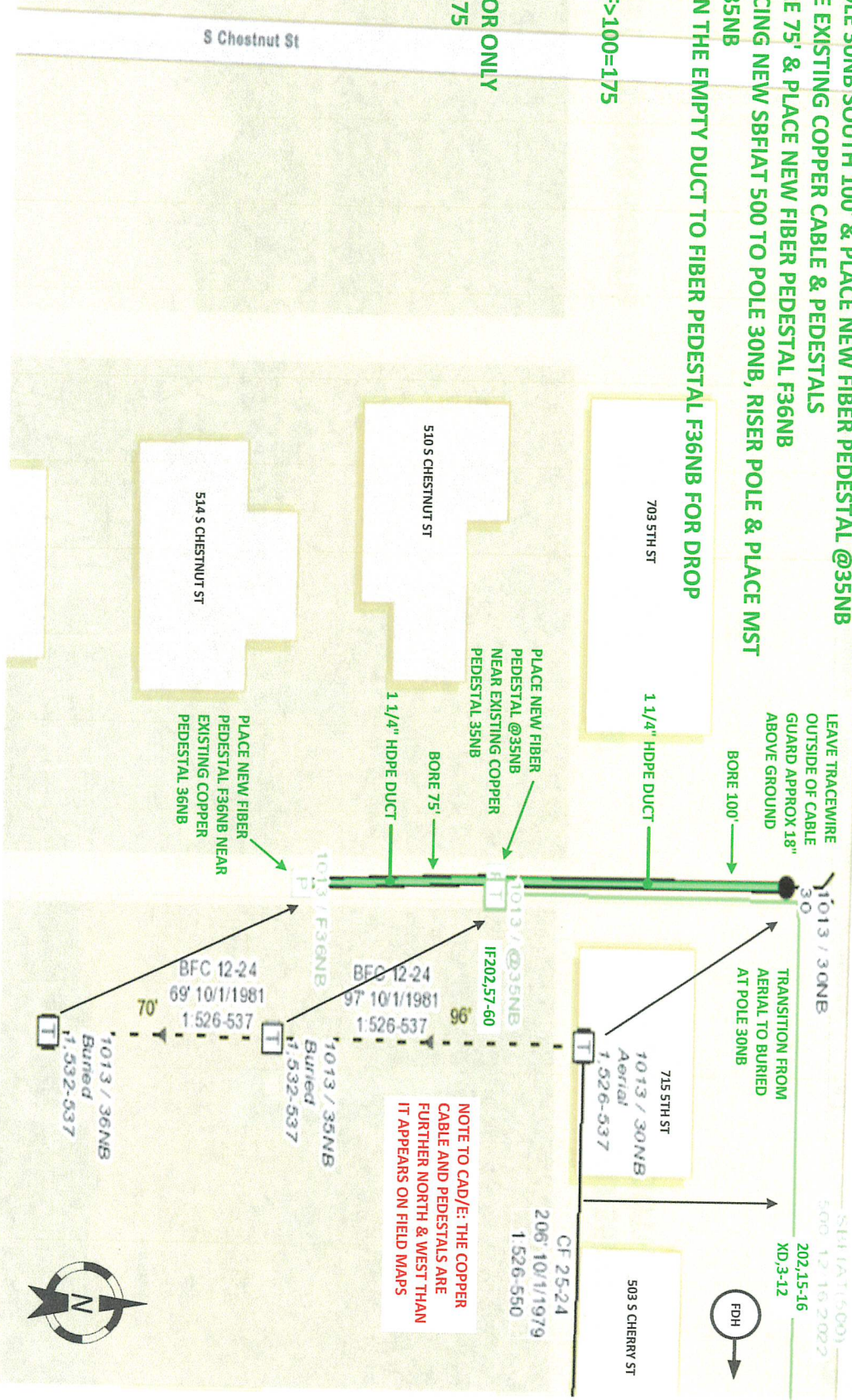
5th St

5th St

SHEET 2

- BORE FROM POLE 30NB SOUTH 100' & PLACE NEW FIBER PEDESTAL @35NB
- FOLLOWING THE EXISTING COPPER CABLE & PEDESTALS
- CONTINUE BORE 75' & PLACE NEW FIBER PEDESTAL F36NB
- CONTINUE PLACING NEW SBF/AT 500 TO POLE 30NB, RISER POLE & PLACE MST IN PEDESTAL @35NB
- LEAVE STRING IN THE EMPTY DUCT TO FIBER PEDESTAL F36NB FOR DROP CABLE.

- BM60(1)(1.25)PF>100=175
- BD4MPF=1
- BD3MPF=1
- BM2=2
- BF012I=500 LABOR ONLY
- TRACEWIRE(F)=175
- BM82PF=1



NOTE TO CAD/E: THE COPPER CABLE AND PEDESTALS ARE FURTHER NORTH & WEST THAN IT APPEARS ON FIELD MAPS

FIBER:	JOB DESCRIPTION: Held	CUSTOMER OTHER CONTACTS:
AWGR:	Order#132955 - KODY MARSHALL-01454121	CITY OF FRIEND CLERK OFFICE: 402-947-2711
TAX DISTRICT:	PROJECT MANAGER:	CIRCUIT ID:
0001	OPERATIONS MANAGER:	

WORK ORDER#: 71506008100001	DATE: 1/13/2026	EXCHANGE: FRND
ENGINEER: CHRIS KOCH	REVISION#: 3	PERMIT REQ: Y
PHONE #: 402-560-4491	REVISION DATE: SHEET 3 OF 4	MOP REQ: N
		JOINT WORK REQ: N





POLE 30NB LOOKING SOUTH



POLE 30NB
COPPER PED 35NB
LOOKING NORTH



COPPER PED 36NB
COPPER PED 35NB
LOOKING SOUTH

FTBB:	JOB DESCRIPTION: Held
AWGF:	Order#432955 - KODY MARSHALL- 01454121
TAX DISTRICT:	PROJECT MANAGER:
0001	OPERATIONS MANAGER:
REQUESTED BY:	

CUSTOMER/OTHER CONTACTS:
CITY OF FRIEND CLERK OFFICE 402-947-2711
CIRCUIT ID:

WORK ORDER#: 71506008100001
DATE: 1/13/2026
ENGINEER: CHRIS KOCH
PHONE #: 402-560-4491

EXCHANGE: FRND
DISTRIC:
REVISION#: 4
REVISION DATE: 4
SHEET 4 OF 4

CUT SHEETS REQ.	N
PERMIT REQ.	Y
MOP REQ.	N
JOINT WORK REQ.	N



Health Insurance Rate Increase

		Current Premium	Proposed Premium	Increase Per Month
Employee 1:	Employee Child	\$ 1,680.09	\$ 2,141.58	\$ 461.49
Employee 2:	Single	\$ 960.05	\$ 1,223.76	\$ 263.71
Employee 3:	Employee Spouse	\$ 1,968.10	\$ 2,508.71	\$ 540.61
Employee 4:	Family	\$ 2,784.15	\$ 3,548.90	\$ 764.75
Employee 5:	Employee Child	\$ 1,680.09	\$ 2,141.58	\$ 461.49
Employee 6:	Unknown-Position Vacant			
	Per Month Totals	\$ 9,072.48	\$ 11,564.53	\$ 2,492.05

City of Friend
2026 Health Insurance Premium Comparison

Proposed Rates Based on Current Employee Elections

		CURRENT PLAN			
		\$1,000/\$2,000	\$4,500/\$9,000	\$3,000/\$6,000	\$6,750/\$13,500
		PPO Opt 1	H.S.A. Opt 3	H.S.A. Opt 2	H.S.A. Opt 4
Employee 1	\$	2,141.58	\$ 1,640.92	\$ 1,852.10	\$ 1,459.27
Employee 2	\$	3,548.90	\$ 2,719.24	\$ 3,069.19	\$ 2,418.22
Employee 3	\$	2,508.71	\$ 1,922.22	\$ 2,169.60	\$ 1,709.43
Employee 4	\$	1,223.76	\$ 937.67	\$ 1,058.34	\$ 833.87
Employee 5	\$	2,141.58	\$ 1,640.92	\$ 1,852.10	\$ 1,459.27
Employee 6	\$	3,548.90	\$ 2,719.24	\$ 3,069.19	\$ 2,418.22
		\$ 15,113.43	\$ 11,580.21	\$ 13,070.52	\$ 10,298.28

Total Annual Cost	\$	181,361.16	\$ 138,962.52	\$ 156,846.24	\$ 123,579.36
Cost Difference/Yr.	\$	-	\$ 42,398.64	\$ 24,514.92	\$ 57,781.80

Deductible Increase \$3,500/\$7,000 \$2,000/\$4,000 \$5,750/\$11,500

Fund H.S.A. with premium savings

Single Annual	\$3,500	\$2,000	\$ 4,400.00
Family Annual	\$35,000	\$20,000	\$ 43,750.00
Total Annual H.S.A. Contribution	\$38,500	\$22,000	\$48,150
Annual Total Savings	\$ 3,898.64	\$ 2,514.92	\$ 9,631.80

*Capped at
2026 Max.
Contribution Limi

The Employee Could Elect to Contribute to their H.S.A.

Single Could Contribute Up To	\$900	\$2,400	\$ -
Employee SS & Medi Savings @ 7.65%	\$68.85	\$183.60	\$ -
Employee Also Saves Federal & State Income Tax	\$ 135.00	\$ 360.00	\$ -
Used 15% in this example			
Estimated Tax Savings	\$203.85	\$543.60	\$ -
Family Could Contribute Up To	\$ 1,750.00	\$ 4,750.00	\$ -
Employee SS & Medi Savings @ 7.65%	\$133.88	\$363.38	\$ -
Employee Also Saves Federal & State Income Tax	\$ 262.50	\$ 712.50	\$ -
Used 15% in this example			
Estimated Tax Savings	\$396.38	\$1,075.88	\$ -

Dustin Payne
420 S Chestnut St
Friend NE 68359
402-270-0082

Bid Proposal: Baseball Field and Surrounding Area for Mowing

Services to include: Mowing, watering the field as well as setting up the field for games. Weed control around the concession area. Weed eating around the fence and buildings. Mowing will start May 1 and conclude August 1st. I will provide all the mowing equipment and sprayer.

Bid Amount: \$3000 for Big Field and adjoining area. \$4500 for entire ball complex

Dustin Payne



235 Maple Street
Friend NE 68359

Employment Application

Applicant Information

Full Name: Svehla Hunter R Date: April 9, 2026
Last First M.I.

Address: 411 County Rd J
Street Address Apartment/Unit #
Friend NE 68359
City State ZIP Code

Phone: 402-243-3218 Email: SvehlaHunter1@gmail.com

Date Available: May 4 Social Security No.: 508 51 7079 Desired Salary: \$17.50 hr

Position Applied for: General Labor

Are you a citizen of the United States? YES NO If no, are you authorized to work in the U.S.? YES NO

Have you ever worked for this company? YES NO If yes, when? _____

Have you ever been convicted of a felony? YES NO

If yes, explain: _____

Education

High School: EMF Public Schools Address: 501 S. Main St, Friend, NE 68359

From: 2010 To: Present Did you graduate? YES NO Diploma: _____

College: Southeast Community College Address: 8800 Ost, Lincoln, NE 68520-1227

From: 2024 To: Present Did you graduate? YES NO Degree: College Classes (dual credit)

Other: _____ Address: _____

From: _____ To: _____ Did you graduate? YES NO Degree: _____

References

Please list three professional references.

Full Name: Lori Klooz Relationship: Tech teacher/coach
Company: EMF Public Schools Phone: 402-947-1844
Address: 501 South Main St, Friend, NE 68359

Full Name: Nathan Bober Relationship: Health teacher/coach
Company: EMF Public Schools Phone: 402-826-9757
Address: 501 South Main St., Friend, NE 68359

Full Name: Amy Kohtz Relationship: FEA Advisor
Company: EMF Public Schools Phone: 402-847-2781
Address: 501 South Main St., Friend, NE 68359

Previous Employment

Company: Rohrig Farms Phone: 402-366-8682
Address: 412 County Rd J, Friend, NE 68359 Supervisor: Bob Rohrig
Job Title: Farm Assistant Starting Salary: \$12 hr Ending Salary: \$19 hr

Responsibilities: Mowed yards, sprayed weeds, operated machinery, other farm tasks
From: August 2022 To: April 2026 Reason for Leaving: Needed more hours
May we contact your previous supervisor for a reference? YES NO

Company: Friend Pool Phone: 402-641-3263
Address: 1074 Maple St., Friend, NE 68359 Supervisor: Heather Black
Job Title: Lifeguard Starting Salary: \$11.50 hr Ending Salary: \$12 hr

Responsibilities: Worked as a lifeguard, a cashier, and assisted in swim lessons
From: May 2022 To: August 2023 Reason for Leaving: I wanted to work on the farm more
May we contact your previous supervisor for a reference? YES NO

Company: Young's Welding Phone: 402-439-4939
Address: 117 S Main St, Friend, NE 68359 Supervisor: Dyle Young
Job Title: Assistant Starting Salary: \$9 hr Ending Salary: \$11 hr

Responsibilities: Mowed, swept shop, kept inventory, and other cleaning jobs
From: May 2012 To: August 2019 Reason for Leaving: Needed more hours
May we contact your previous supervisor for a reference? YES NO

Military Service

Branch: _____ From: _____ To: _____

Rank at Discharge: _____ Type of Discharge: _____

If other than honorable, explain: _____

Disclaimer and Signature

I certify that my answers are true and complete to the best of my knowledge.

If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

Signature: *Hunter A. [Signature]* Date: *April 9, 2026*

When I'll be gone

Mission Trip: June 17-25

Church camp: 6-10 July

Fam. Vacc: 27-31 July

*** FOR PERSONNEL DEPARTMENT USE ONLY ***

Arrange for interview? YES NO If yes, when? _____

Employed? YES NO Date of Employment: _____

Job Title: _____ Starting Salary: \$ _____ Department _____