

INTER-DEPARTMENT COMMUNICATION

**TO** Bob Workman, Chair **DATE** October 17, 2008  
**DEPARTMENT** County Commissioners **FROM** Pat Kant *Pat Kant*  
**COPIES TO** Bernie Heier **DEPARTMENT** Personnel  
Larry Hudkins  
Deb Schorr **SUBJECT** Exceptional Circumstances  
Ray Stevens, Jr. **FILED** Award -- David Haas,  
Kerry Eagan Laborer  
Don Thomas  
Melodie Montiel **OCT 17 2008**

LANC. COUNTY CLERK

Under provisions of Personnel Rule 17.9 (b), Don Thomas is requesting a two step pay increase to pay grade A17, Step 8, for David Haas, at a rate of \$17.888 per hour retroactive to 9/25/2008. The enclosed memo from Don Thomas explains his reasons for the request. We have investigated the merits of the matter and feel there are exceptional circumstances to support the award. Therefore, we recommend the Commissioners approve the request.

Enclosure

A1\_STEP.1

Lancaster

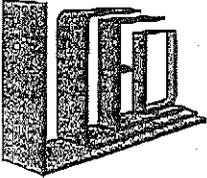
DON R. THOMAS - COUNTY ENGINEER

County

Engineering

DEPUTY- KENNETH D. SCHROEDER  
COUNTY SURVEYOR

Department



October 7, 2008

TO: Don Taute, Personnel Director  
FROM: Don Thomas Don Thomas  
SUBJECT: Laborer position

On September 25, 2008, David A. Haas was hired for the position of Laborer coming from Corrections. We did not realize at the time that this position was considered a demotion from his current position with Corrections. After calling Personnel to find out his hourly wage at Corrections was, \$17.203, the offer letter went out to him with an offer of hiring him at \$17.888. To increase him from his current rate to the next step would have been a \$0.064 per hour increase offer and so it was decided to offer him the A17 Step 8 hourly wage. It was not known at the time that going from a Correctional Officer to a Laborer was a demotion, the hiring was handled just like someone promoting from one position to another and increasing their wage by one step. David accepted this offer, see attached letter. David is very capable of dealing with the duties involved with this new position and will require very little training.

I'm requesting that the hourly wage of \$17.888, which was the original offer, A17 Step 8, be the hourly wage that David be paid beginning September 25, 2008. He will be topped out and will not be receiving any further step increases.

This request is being made in compliance with Personnel Rule 17.9(b) and your approval of this rate will be appreciated. If you approve of this rate, please see it gets on the County Board's agenda.

If you have any questions, please do not hesitate to contact me.

4742-Laborer  
A17-Step 6 - \$16.666

cc: Bob Jacobs  
David Haas

Approved:  
Don Taute  
10/14/08  
effective 9/25/08  
if possible.

PM/memo requesting higher starting salary-10-7-08

Lancaster

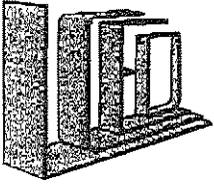
DON R. THOMAS - COUNTY ENGINEER

County

Engineering

DEPUTY- KENNETH D. SCHROEDER  
COUNTY SURVEYOR

Department



September 9, 2008

CORRECTED

Mr. David A. Haas  
537 W. Gourley St.  
Lincoln, NE 68521

Re: Laborer position

Dear Mr. Haas:

The Lancaster County Engineering Department is happy to offer to you the position of Laborer with a starting salary of \$17.888 per hour.

Please respond in writing of your acceptance to this position. Your starting date will be Thursday, ~~August 25, 2008.~~  
September

Please be sure to have your driver's license and your social security card or a certified birth certificate with you when you come in on your first day.

Thank you.

Sincerely,

Candice K. Hunt  
Administrative Services Officer

I David Haas except this position  
AT The starting salary

PS/Employee (new) offer letter