

**STAFF MEETING MINUTES  
LANCASTER COUNTY BOARD OF COMMISSIONERS  
COUNTY-CITY BUILDING, ROOM 113  
THURSDAY, DECEMBER 16, 2010  
8:30 A.M.**

Commissioners Present: Bernie Heier, Chair  
Larry Hudkins  
Bob Workman  
Deb Schorr

Commissioners Absent: Ray Stevens, Vice Chair

Others Present: Kerry Eagan, Chief Administrative Officer  
Gwen Thorpe, Deputy Chief Administrative Officer  
Dan Nolte, County Clerk  
Cori Beattie, Deputy County Clerk  
Ann Taylor, County Clerk's Office

The Chair opened the meeting at 8:32 a.m.

**AGENDA ITEM**

**1 APPROVAL OF THE MINUTES OF THE THURSDAY, DECEMBER 2, 2010 STAFF MEETING**

**MOTION:** Hudkins moved and Schorr seconded approval of the December 2, 2010 Staff Meeting minutes. Hudkins, Workman, Schorr and Heier voted aye. Motion carried 4-0.

**2 ADDITIONS TO THE AGENDA**

- A. Reappointments to the Lincoln-Lancaster County Ecological Advisory Committee (EAC) (Exhibit A)
- B. County Board Photographs
- C. 5 City-TV Program Featuring Outgoing Commissioners Workman and Stevens
- D. Report on Lincoln-Lancaster County Ecological Advisory Committee (EAC) Meeting
- E. Report on Nebraska Association of County Officials (NACO) Annual Conference

**MOTION:** Hudkins moved and Schorr seconded approval of the additions to the agenda. Hudkins, Workman, Schorr and Stevens voted aye. Motion carried 4-0.

- 3 BUDGET UPDATE - Dennis Meyer, Budget and Fiscal Officer**
- A. CLERK OF THE DISTRICT COURT**
  - B. PUBLIC DEFENDER**
  - C. COMMUNITY CORRECTIONS**
  - D. AIR COMPRESSOR FOR COUNTY ENGINEER**
  - E. MID-YEAR BUDGET LETTER**

**A. Clerk of the District Court**

Simon Rezac, Deputy, Accounting Division, said the Clerk of the District Court's Office is staying within its budget allocation. He said the only additional requirements that are projected are related to the increases for salaries and health insurance.

Hudkins inquired about records storage.

Rezac said they are imaging records and sending the originals to the Records Center. He said if they need the originals back, they are able to retrieve them quickly.

Rezac also reported on the Mental Health Board budget. He noted recent changes that increased the hourly rate paid to the Mental Health Board members and to how the rate is calculated and said it has basically been "a wash" in terms of cost. Rezac said there have been fewer hearings during the first five months of the fiscal year, in comparison to last year, so expenditures have been lower than anticipated.

**B. Public Defender**

Dennis Keefe, Public Defender, presented Lancaster County Public Defender's Office Fiscal Year 2011 Budget Update (Exhibit B). He said expenditures are consistent with expectations and said he does not expect overages at this time. Keefe also gave a summary of the number of conflict and workload overage cases for each of the major case types (felony, misdemeanor and juvenile) (see Exhibit B).

**C. Community Corrections**

Kim Etherton, Community Corrections Director, gave an overview of Fiscal Year 2010-2011, Mid Year Adjustments (Exhibit C). She said the adjustments are related to grant funded positions within her department and said personnel costs for those positions will be paid out of the County's General Fund and reimbursed by the grants. The

grants will also help cover indirect costs, such as rent. Etherton said one of the positions is a full-time Mental Health Specialist that will be transferred from the Community Mental Health Center's (CMHC's) budget to the Community Corrections' budget for a three year period. She said the individual is a long-term county employee so the transfer should reduce CMHC's budget by approximately \$70,000 for each of the three years. Etherton said Travis Parker, CMHC Deputy Director, has indicated a decision will be made at the end of that period on whether to retain the position.

Hudkins asked whether that has been made clear to the employee.

Etherton said it has.

Workman questioned whether the position is needed if CMHC is able to do without it for three years.

Meyer said that is a valid question.

It was suggested that Etherton schedule further discussion with Parker, Dean Settle, CMHC Director, and the employee to make sure all parties are clear as to intent.

Heier asked Etherton to include the length of sentence in reports she submits to the Board on current program participants.

#### **D. Air Compressor for County Engineer**

Bob Walla, Assistant Purchasing Agent, said a purchase order that was issued in March for an air compressor for County Engineering has been cancelled because the vendor is unable to guarantee delivery.

Meyer said the \$16,000 that was encumbered for the purchase will go back into the County Engineer's fund balance. He said the County Engineer intends to purchase the equipment from another company out of his budget and said he will monitor the County Engineer's budget to see whether it will need to be amended.

#### **E. Mid-Year Budget Letter**

Dennis Meyer, Budget and Fiscal Officer, discussed the letter to county departments regarding the Board's Mid-Year Budget Review (see agenda packet).

Board consensus was to reword the third sentence of the first paragraph to read as follows:

*The Fiscal 2012 Budget will be a challenge due to projections in valuations and the uncertainty of the economy and state aid.*

**MOTION:** Hudkins moved and Workman seconded to authorize the letter to be sent to all county departments, with the noted revision. Hudkins, Workman, Schorr and Heier voted aye. Motion carried 4-0.

In response to a question from Hudkins, Meyer said none of the departments are significantly over budget.

### **ACTION ITEMS**

#### **B. TRIM (Electronic Recordkeeping System) Software Support Renewal**

Gwen Thorpe, Deputy Chief Administrative Officer, said Hewlett-Packard (HP) has offered the County a reduction of approximately \$11,200 if the County submits a Signature Authorization Method (SAM) form for renewal of TRIM software support by December 17<sup>th</sup> (see agenda packet). She said HP will not invoice the County until March or April, 2011.

**MOTION:** Hudkins moved and Workman seconded to authorize the Chair to sign the Signature Authorization Method (SAM) form. Hudkins, Workman, Schorr and Heier voted aye. Motion carried 4-0.

Thorpe said she will work with Information Services (IS) to use unused licenses for e-mail management or to sell them back to TRIM.

### **ADMINISTRATIVE OFFICER REPORT**

#### **A. Tri-County Senate Breakfast (January 27, 2011 at 7:30 a.m.)**

Heier indicated that he will be unable to attend.

#### **B. Lied Center Improvement Grant Extension**

Kerry Eagan, Chief Administrative Officer, said Friends of Lied - Lied Center for Performing Arts has requested an extension of the \$10,000 grant that was awarded to them from the Lancaster County Visitor Improvement Fund for a new Closed Circuit Video Monitor System in the Lied Center because installation has not been completed.

There was no objection to the request.

### C. Jail Population Reduction Meetings

Heier said he and Commissioner Schorr met with Mike Thurber, Corrections Director; Kim Etherton, Community Corrections Director; and Dean Settle, Community Mental Health Center Director, to discuss ways to reduce the jail population. He said Brent Smoyer and Jane Raybould were included in the discussions. **NOTE:** Smoyer and Raybould will be sworn in as County Commissioners on January 4, 2011. Heier said the County Attorney's Office has indicated those meetings were a violation of the Open Meetings Act.

Hudkins said he believes the issue should be discussed, but said he believes the discussion should take place at a Staff Meeting so all of the Commissioners receive the same information.

Heier said he does not believe participants would be as candid if it were a public meeting.

In response to a question from Hudkins, Joe Kelly, Chief Deputy County Attorney, appeared and said his office would be willing to give the Board a training session on the Open Meetings Act.

Eagan suggested that the Board also schedule training sessions on Purchasing matters and the Board of Equalization process.

### D. Start Time for Hospital Authority Public Hearing on December 21, 2010 and Additional Agenda Items

Eagan said the December 21<sup>st</sup> County Board of Commissioners Meeting is scheduled to begin at 9:30 a.m. or immediately following the Lancaster County Correctional Facility Joint Public Agency (JPA) Meeting. Both meetings are scheduled to be held in Room 113. The JPA meeting, which is scheduled to begin at 9:15 a.m., is anticipated to be brief.

Cori Beattie, Deputy County Clerk, said her office has received additional agenda items and asked whether the Board would like to address those at their meeting as well. **NOTE:** The purpose of the meeting was to hold a public hearing on the Hospital Authority item.

Board consensus was to schedule the additional items on the December 21<sup>st</sup> agenda.

E. Procedure for Presentation of Lancaster Manor Proceeds Committee Report

Eagan suggested that the Lancaster Manor Proceeds Committee be scheduled on the January 13, 2011 Staff Meeting agenda to discuss their recommendation(s). A formal presentation of the Committee' report will be scheduled on a regular County Board of Commissioners Meeting agenda.

Workman exited the meeting at 9:29 a.m.

F. 2011 Nebraska Association of County Officials (NACO) Institute of Excellence

Cori Beattie, Deputy County Clerk, who attended the 2010 Nebraska Association of County Officials (NACO) Institute of Excellence, described the experience as very positive and suggested that the two newly elected Commissioners (Jane Raybould and Brent Smoyer) may benefit from attending the next session.

**DISCUSSION OF BOARD MEMBER MEETINGS**

A. Railroad Transportation Safety District (RTSD) - Workman, Stevens, Schorr

Schorr said work has begun on the 68<sup>th</sup> Street viaduct (more commonly known as the Hickman viaduct). She also reported that work on the 18<sup>th</sup> and Holdrege Street pedestrian bridge is in the final stages.

B. Information Services Policy Committee (ISPC) - Stevens

No report.

C. Parks & Recreation Advisory Board - Stevens

No report.

D. Public Building Commission (PBC) Chair/Vice Chair Meeting with Mayor - Hudkins

Hudkins said they discussed plans to assess the furniture in the Experian Building to see whether it can be utilized. **NOTE:** The City recently purchased the Experian Building.

E. Meeting with Mayor - Heier, Stevens

The meeting was cancelled.

F. Public Building Commission (PBC) Meeting - Hudkins, Schorr

Hudkins said they discussed the renovation of space in the County-City Building for the Human Services Department and City Attorney's Office. He also reported that the carpeting issue in the Personnel Department has been resolved.

Schorr said a water line break in the K Street Building was quickly discovered, which minimized damage. She also reported that a new audio/visual system is being installed in the City Council/County Commissioners Hearing Room.

Workman returned to the meeting at 9:32 a.m.

G. Board of Health - Schorr

Schorr said the Lincoln Independent Business Association (LIBA) Foundation has donated funds to allow ten (10) small businesses to participate in WorkWell (workplace wellness programs).

H. Emergency Medical Services (EMS) Oversight Committee - Schorr

Schorr said the EMS Oversight Committee has finalized its work and said she will provide members of the Board a draft of its report. She noted a Governing Board will be appointed to take the place of the Committee, which was run in conjunction with the Lancaster County Medical Society.

**4 UNCLASSIFIED EMPLOYEE SALARIES** - Mark Koller, Personnel Director

Mark Koller, Personnel Director, presented Appointed Officials Salary Survey 2010 (Exhibit D). **NOTE:** The following counties were used in the survey: Douglas County, Nebraska (includes Omaha), Linn County, Iowa (includes Cedar Rapids), Minnehaha County, South Dakota (includes Sioux Falls), Polk County, Iowa (includes Des Moines), Sedgwick County, Kansas (includes Wichita), and Shawnee County, Kansas (includes Topeka).

Information regarding current salaries for unclassified employees (Directors, Deputy Directors, Child Support Referee, Bailiffs, Psychiatrist, Sheriff Captains and Attorneys) was also disseminated (Exhibit E).

Schorr noted that the elected officials did not receive an increase this year and proposed that the deputy elected officials and directors be held to a zero percent increase, as well. She further proposed that: 1) The remaining unclassified employees receive a one percent increase; and 2) The Bailiff II's receive a market adjustment of \$1,500. **NOTE:** The Board made a commitment in 2009 to take steps over a three year period to increase the Bailiff II's salaries to equalize them with those of Paralegal II's.

Hudkins expressed concern regarding the County's financial situation and an anticipated reduction in state aid to counties.

**MOTION:** Hudkins moved to not grant any salary increases, with the exception of a market adjustment for the Bailiff II's.

The motion died for the lack of a second.

**MOTION:** Schorr moved and Workman seconded to: 1) Hold the chief deputies and department directors to a zero percent salary increase; 2) Allocate a one percent salary increase to the other unclassified employees; and 3) Give a \$1,500 market adjustment to the Bailiff II's.

Schorr clarified that it was her intent to also hold the Child Support Referee and Psychiatrist to a zero percent increase.

Hudkins said he hopes the Board can find a way to fund those costs.

Heier noted that a \$70,000 reduction in the Community Mental Health Center's (CMHC's) budget is assumed (see Item 3C), which should help.

Travis Parker, Community Mental Health Center (CMHC) Deputy Director, appeared and said that assumption is not correct. He said his department has paid half of the employee's salary and benefits for this fiscal year and said CMHC is already facing a budget deficit.

Terry Wagner, Lancaster County Sheriff, appeared and asked whether the Board intends to ask for salary recommendations.

Schorr said the intent of her motion was to give the County Sheriff, County Attorney and Public Defender a specific dollar amount equal to a one percent increase and to let them determine the allocation.

Wagner said the unclassified employees may determine it is in their best interest to

organize since their co-workers and subordinates who are represented by bargaining units received larger increases.

**ROLL CALL:** Hudkins, Workman, Schorr and Heier voted aye. Motion carried 4-0.

Eagan said he will ask the County Attorney's Office to prepare a resolution in the matter of approving annual salary increases for directors, assistant directors, psychiatrists, Sheriff captains, bailiffs, the child support referee and attorneys for action at a regular County Board of Commissioners Meeting. He said he will also ask the County Attorney's Office to prepare a resolution to address the matter of salary increases for the deputy elected officials.

### **RETURNING TO ITEM 14D**

Beattie said Lauren Wismer, Bond Counsel, has notified the County Clerk's Office that his office did not meet the publication requirements for the Hospital Authority public hearing that was scheduled for December 21<sup>st</sup>. She said Wismer has suggested that it be rescheduled for January 4, 2011.

**MOTION:** Schorr moved and Hudkins seconded to cancel the December 21<sup>st</sup> County Board of Commissioners Meeting. Schorr, Hudkins, Workman and Heier voted aye. Motion carried 4-0.

#### **5 PENDING LITIGATION** - Brittany Behrens, Deputy County Attorney; Doug Pillard, Design Division Head, County Engineering

**MOTION:** Hudkins moved and Schorr seconded to enter Executive Session at 10:14 a.m. for the purpose of protecting the public interest with regards to pending litigation. Hudkins, Workman, Schorr and Heier voted aye. Motion carried 4-0.

**MOTION:** Hudkins moved and Workman seconded to exit Executive Session at 10:26 a.m. Hudkins, Workman, Schorr and Heier voted aye. Motion carried.

#### **6 HEALTH INSURANCE UPDATE** - Julie Mosely, Vice President, AON; Bill Kostner, City Risk Manager; Paula Stutheit, Assistant Benefits Specialist

Julie Mosely, Vice President, AON, presented Lancaster County, Medical & Dental Experience Data Through October 31, 2010 (Exhibit F).

Heier said he would like AON to look into whether the County could get reduction on the premium for two-party coverage.

Schorr asked whether wellness programs can have an impact on costs.

Mosely said typically not until the third or fourth year.

Hudkins asked AON to provide an assessment at their next update of how nationalized health care will impact Lancaster County.

Copies of Benefit Highlights for 2011 (Exhibit G) were also disseminated.

**7 NOXIOUS WEED CONTROL TRANSITION** - Russ Shultz, Noxious Weed Control Superintendent; Brent Meyer, Deputy Noxious Weed Control Superintendent

Russ Shultz, Noxious Weed Control Superintendent, gave a brief overview of operations and discussed preparations for next season and additional needs as the department transitions to a new department head. **NOTE:** Shultz will retire on December 31, 2010 and Brent Meyer, Deputy Noxious Weed Control Superintendent, will assume that position. He said the railroads have been contracting with an out-of-state company for weed control in their right-of-ways and said "they just haven't been getting the job done." Shultz suggested the railroads be given the option of improving their weed control efforts or having the County perform the work and billing them for the service. He said that would require the County to contract with a company that does this kind of work and to issue a notice to the railroad agent for the State.

**MOTION:** Hudkins moved and Workman seconded to authorize the Noxious Weed Control Superintendent, to seek additional contractors to spray weeds in the railroad right-of-ways. Hudkins, Workman, Schorr and Heier voted aye. Motion carried 4-0.

Brent Meyer, Deputy Noxious Weed Control Superintendent, said he would like to bring Shultz back for approximately 40-50 hours to assist the department, as part of the transition process.

There was no objection to the request.

**ACTION ITEMS**

- A. Vacation Advance for Brent Meyer, Deputy Noxious Weed Control Superintendent, Under County Resolution No. R-08-0031

Eagan said County Resolution No. R-08-0031 states the County Board may grant a department head up to 80 hours of vacation leave for use immediately upon appointment to the position, rather than on an accrual basis. He said Meyer would not be eligible for the benefit until he is appointed to the position of Noxious Week Control

Superintendent.

Meyer explained that he lives out of town and would like to have some flexibility if road conditions are poor and as he prepares to move closer.

**MOTION:** Schorr moved and Hudkins seconded to authorize a vacation advance of 80 hours for Brent Meyer upon his appointment to the position of Noxious Weed Control Superintendent, pursuant to County Resolution No. R-08-0031. Hudkins, Workman, Schorr and Heier voted aye. Motion carried 4-0.

**8 COUNTY CHANGE OF ZONE NO. 10023, TEXT AMENDMENT TO LANCASTER COUNTY ZONING RESOLUTION TO ADOPT THE FLOOD INSURANCE RATE MAP (FIRM) AND FLOOD INSURANCE STUDY (FIS)** - Ben Higgins, Senior Engineer, Public Works & Utilities Watershed Management Division; Mike DeKalb, Planner

Mike DeKalb, Planner, gave a brief overview of County Change of Zone No. 10023, a text amendment to the Lancaster County Zoning Resolution relating to Flood Insurance Rate Maps (FIRM) and the Flood Insurance Study (FIS). He said Planning staff and the Planning Commission have recommended approval.

Ben Higgins, Senior Engineer, Public Works & Utilities Watershed Management Division, said the new floodplain maps that were approved by Federal Emergency Management Agency (FEMA) will become effective on February 18, 2011 and said City and County regulations must be updated to reflect them prior to the effective date (see Exhibit I). Non-compliance would result in suspension from the National Flood Insurance Program (NFIP).

**9 AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES (AFSCME) REPRESENTATION AT INVESTIGATIVE MEETINGS** - Mark Koller, Personnel Director; Tom Fox, Deputy County Attorney

Tom Fox, Deputy County Attorney, said the agreement between the County and the American Federation of State, County & Municipal Employees (AFSCME) states management has the right to investigate employee conduct and potential violations of rules. He said AFSCME has indicated that it wants a representative present during investigative meetings. Fox said management is merely investigating the facts and said allowing a union representative to be present may be construed as a waiver of management's rights.

In response to a question from Hudkins, Fox said employees have the right to have a union representative present if disciplinary actions are involved.

Sheli Schindler, Youth Services Center (YSC) Director, appeared and stressed the importance of having the ability to promptly respond to issues.

**MOTION:** Workman moved and Hudkins seconded to reserve management's right to investigate employee conduct, as provided in the agreement with the American Federation of State, County & Municipal Employees (AFSCME). Hudkins, Workman, Schorr and Heier voted aye. Motion carried 4-0.

**POTENTIAL LITIGATION & LABOR NEGOTIATIONS** - Tom Fox, Deputy County Attorney

**MOTION:** Hudkins moved and Workman seconded to enter Executive Session at 11:21 a.m. for the purpose of protecting the public interest with regards to potential litigation and labor negotiations. Hudkins, Workman, Schorr and Heier voted aye. Motion carried 4-0.

**MOTION:** Workman moved and Hudkins seconded to exit Executive Session at 11:34 a.m. Schorr, Workman, Hudkins and Heier voted aye. Motion carried 4-0.

**10 SOUTHWEST 40<sup>TH</sup> STREET UPDATE** - Roger Figard, City Engineer; Devin Biesecker, Engineer, Public Works & Utilities

Devin Biesecker, Engineer, Public Works & Utilities, gave an update on the Southwest 40<sup>th</sup> Street Project (see Exhibits J, K & L). He noted project milestones and the preliminary construction schedule and said they are currently working on easements and right-of-way acquisition.

Roger Figard, City Engineer, said the Railroad Transportation Safety District (RTSD) remains committed to the project and said its funding appears to be secure.

Hudkins asked whether anything can be done to expedite the project.

Biesecker said everyone involved in the project understands that it needs to keep moving forward.

Figard said they are holding monthly coordination meetings, with participation from the County, Nebraska Department of Roads (NDOR) and Federal Highway Administration (FHWA).

**NOTE:** Larry Dix, Nebraska Association of County Officials (NACO) Executive Director, was also present for the discussion.

**11 POTENTIAL LITIGATION & LABOR NEGOTIATIONS** - Tom Fox,  
Deputy County Attorney

Item was moved forward on the agenda.

**12 ACTION ITEMS**

- A. Vacation Advance for Brent Meyer, Deputy Noxious Weed Control Superintendent, Under County Resolution No. R-08-0031
- B. TRIM (Electronic Recordkeeping System) Software Support Renewal

Items A and B were moved forward on the agenda.

**13 CONSENT ITEMS**

There were no consent items.

**14 ADMINISTRATIVE OFFICER REPORT**

- A. Tri-County Senate Breakfast (January 27, 2011 at 7:30 a.m.)
- B. Lied Center Improvement Grant Extension
- C. Jail Population Reduction Meetings
- D. Start Time for Hospital Authority Public Hearing on December 21, 2010 and Additional Agenda Items
- E. Procedure for Presentation of Lancaster Manor Proceeds Committee Report
- F. 2011 Nebraska Association of County Officials (NACO) Institute of Excellence

Items A-F were moved forward on the agenda.

**15 PENDING**

There were no pending items.

**16 DISCUSSION OF BOARD MEMBER MEETINGS**

- A. Railroad Transportation Safety District (RTSD) - Workman, Stevens, Schorr
- B. Information Services Policy Committee (ISPC) - Stevens
- C. Parks & Recreation Advisory Board - Stevens
- D. Public Building Commission (PBC) Chair/Vice Chair Meeting with

- Mayor - Hudkins
- E. Meeting with Mayor - Heier, Stevens
- F. Public Building Commission (PBC) Meeting - Hudkins, Schorr
- G. Board of Health - Schorr
- H. Emergency Medical Services (EMS) Oversight Committee - Schorr

Items A-H were moved forward on the agenda.

### **RETURNING TO ITEM 11**

**MOTION:** Workman moved and Hudkins seconded to enter Executive Session at 11:45 a.m. for the purpose of protecting the public interest with regards to potential litigation. Schorr, Workman, Hudkins and Heier voted aye. Motion carried 4-0.

**MOTION:** Workman moved and Schorr seconded to exit Executive Session at 12:12 p.m. Schorr, Hudkins, Workman and Heier voted aye. Motion carried 4-0.

### **RETURNING TO ITEM 14A**

Beattie said Larry Dix, NACO Executive Director, asked her to relay a request that the Board refrain from sending out invitations to the Tri-County Senate Breakfast until after the first of the year.

There was no objection to the request.

### **ADDITIONS TO THE AGENDA**

- A. Reappointments to the Lincoln-Lancaster County Ecological Advisory Committee (EAC) (Exhibit A)

The Board scheduled the reappointments on the January 4, 2011 County Board of Commissioners Meeting agenda.

- B. County Board Photographs

Board consensus was to take a group photograph of the County Board immediately following the January 11, 2011 County Board of Commissioners Meeting.

- C. 5 City-TV Program Featuring Outgoing Commissioners Workman and Stevens

Thorpe said Bill Luxford, 5-City TV Studio Coordinator, has offered to tape a program featuring outgoing Commissioners Workman and Stevens, at no cost to the County.

D. Report on Lincoln-Lancaster County Ecological Advisory Committee (EAC) Meeting

Heier said discussion focused on LPLAN 2040 (development of growth scenario alternatives as part of the update of the Lincoln/Lancaster County Comprehensive Plan) and said concerns were expressed regarding the elimination of "yellow" areas (acreage designation) on the Land Use Map.

E. Report on Nebraska Association of County Officials (NACO) Annual Conference

Heier reported on the event and said many of those in attendance were impressed by the talk Ernie Goss, Creighton University Professor, gave on the economic outlook and market forecast.

**17 EMERGENCY ITEMS AND OTHER BUSINESS**

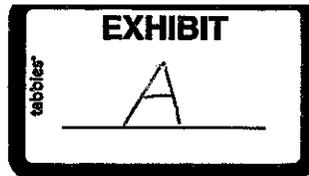
There were no emergency items or other business.

**18 ADJOURNMENT**

**MOTION:** Schorr moved and Workman seconded to adjourn the meeting at 12:23 p.m. Hudkins, Workman, Schorr and Heier voted aye. Motion carried 4-0.

/s/ Dan Nolte

Dan Nolte  
Lancaster County Clerk



**Lincoln/Lancaster County Ecological Advisory Committee**  
c/o Lincoln Parks and Recreation Department  
2740 "A" Street  
Lincoln, NE 68502

**RECEIVED**

DEC 15 2010

**LANCASTER COUNTY  
BOARD**

December 13, 2010

Commissioner Bernie Heier, Chair  
Lancaster County Commissioners  
555 South 10<sup>th</sup> Street  
Lincoln, NE 68508

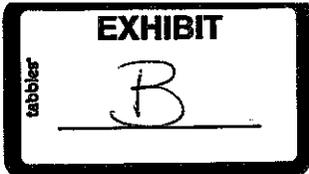
Dear Commissioner Heier,

The Lincoln/Lancaster County Ecological Advisory Committee would like to recommend the re-appointment of Gary Muckel, Richard Slama, and Tom Keep to three year terms. We would also like to announce the election of Gary Muckel as Chair and Dayle Williamson as vice-chair of the committee for 2011.

Sincerely,

A handwritten signature in cursive script that reads "Gary Muckel".

Gary Muckel, Chair  
LLEAC

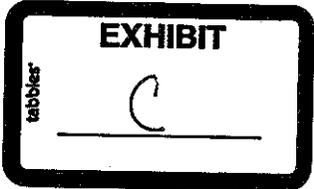


**Lancaster County Public Defender's Office FY11 Budget Update  
December 16, 2010.**

- Expenditures for the office through November 30, 2010 are consistent with expectations and, with the exception of salary related items that were not decided at the time of the adoption of the budget, we do not expect overages at this time.
- The number of cases assigned to our office by the courts also has an impact on the budgets of County Court, District Court and Juvenile Court because there will always be cases where our office has a conflict of interest or where the numbers of cases exceed our workload standard. In those cases, the courts appoint private attorneys and those attorneys are paid an hourly rate.
- Conflicts of interest arise when we are appointed to represent two or more clients with opposing interests. The most common examples are cases where more than one party is charged with the same offense and cases where our office represents a client who is then listed as the victim in another client's case.
- Workload overages occur when the number of cases assigned to our office exceed the standards that were established in the workload study of 2008 conducted by the Policy Research Center of the University of Nebraska- Lincoln. This study was funded by Lancaster County and the Board of Commissioners appointed an oversight committee that included the Lancaster County Indigent Defense Advisory Committee, a judge from each of the courts and Kerry Eagan, Chief Administrative Officer for Lancaster County. The results of the study and recommendations of the advisory committee were approved by the Board and the standards were accepted and adopted by the Lancaster County Public Defender's Office in September of 2008.
- Following is a summary of the number of conflict and workload overage cases for the past 2 fiscal years and a projection for the current fiscal year based upon numbers from the first 5 months, for each of the major case types (felony, misdemeanor, and juvenile<sup>1</sup>):

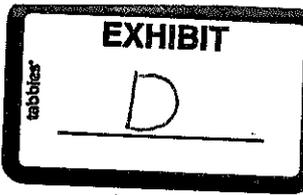
<u>Case Type</u>	<u>FY09</u>	<u>FY10</u>	<u>FY11 (Est)</u>	<u>Cost/Case (est)</u>
Felony Conflicts	357	386	383	\$800
Felony Overage	28	2	25	\$800
Misd. Conflicts	504	522	575	\$250
Misd Overage	274	161	0	\$250
Juv Conflicts	184	167	130	\$360
Juv. Overage	42	35	0	\$360

<sup>1</sup> Juvenile Court sometimes appoints attorneys even when we have not conflicted out of a case or filed an overage motion. It is therefore difficult to determine the exact numbers of cases where private assigned counsel are appointed and the costs.



**Fiscal Year 2010-2011  
Mid Year Adjustments**

<b>Current Budget</b>	<b>1,473,921</b>		
CSAT Staff	Salary 39,945.00	Mental Health Specialist	Grant reimburses
	FICA 2444		
	Pension 2996		
	Health Ins. 9280		
	Dental 560		
	LTD 20		
	PHEP 200		
	<b>55,445.00</b>		
BJA Staff	Salary 15,676.00	Supervision Officer	Grant reimburses
	FICA 1199		
	Pension 0		
	Health Ins. 3480		
	Dental 210		
	LTD 30		
	PHEP 300		
	<b>20,895.00</b>		
BJA Staff	Salary 5,220.00	Drug Tech	Grant reimburses
	FICA 400		
	Pension 0		
	Health Ins. 0		
	Dental 0		
	LTD 30		
	PHEP 240		
	<b>5,890.00</b>		Grant reimburses
<b>Total Staff Costs</b>	<b>82,230.00</b>		
BJA/CSAT	Rent 60,205		BJA/CSAT grants will be covering 34,500
ARRA/JAG Staff	Salary 15,676.00	Case Worker	
	FICA 1199		
	Pension 0		
	Health Ins. 3480		
	Dental 210		
	LTD 30		
	PHEP 300		
	<b>20,895.00</b>		
ARRA/JAG Staff	Salary 10,440.00	Drug Tech /2	Grant reimburses
	FICA 800		
	Pension 0		
	Health Ins. 0		
	Dental 0		
	LTD 60		
	PHEP 480		
	<b>11,780.00</b>		
	1,731,261		



## APPOINTED OFFICIALS SALARY SURVEY 2010

COUNTY	Mental Health Administrator		Youth Services Center Director		Chief Administrative Officer		Deputy Chief Administrative Officer	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Douglas	\$62,432	\$104,055	\$69,580	\$115,965				
Linn	\$64,479	\$102,518	\$64,479	\$102,518	\$86,648	\$144,415	\$69,580	\$115,965
Minnehaha			\$69,547	\$105,822				
Polk			\$64,768	\$85,296	\$84,735	\$128,935	\$51,711	\$78,684
Sedgwick	\$78,403	\$114,561	\$63,107	\$92,209	\$166,036	\$166,036		
Shawnee					\$175,095	\$175,095	\$118,746	\$118,746
Mean	\$68,438	\$107,045	\$66,296	\$100,362	\$128,129	\$153,620	\$80,012	\$104,465
Median	\$64,479	\$104,055	\$64,768	\$102,518	\$126,342	\$155,226	\$69,580	\$115,965
Midpoint	\$66,459	\$105,550	\$65,532	\$101,440	\$127,235	\$154,423	\$74,796	\$110,215
Lancaster	\$104,840	\$104,840	\$92,562	\$92,562	\$128,128	\$128,128	\$85,000	\$85,000
\$ incr/decr	-\$38,382	\$710	-\$27,030	\$8,878	-\$893	\$26,295	-\$10,204	\$25,215
% incr/decr	-36.61%	0.68%	-29.20%	9.59%	-0.70%	20.52%	-12.00%	29.66%

COUNTY	Budget & Fiscal Officer		Building Administrator		Corrections Administrator		Weed Control Superintendent	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Douglas	\$69,580	\$115,965	\$69,580	\$115,965	\$77,617	\$129,362	\$39,146	\$59,698
Linn	\$69,963	\$111,943	\$64,479	\$102,518	\$89,424	\$89,424		
Minnehaha			\$69,547	\$105,822			\$36,598	\$55,688
Polk	\$82,015	\$108,202	\$116,975	\$116,975	\$103,948	\$103,948	\$64,768	\$85,296
Sedgwick	\$72,930	\$106,600	\$63,107	\$92,209			\$58,705	\$85,506
Shawnee	\$87,750	\$87,750	\$77,000	\$77,000	\$75,000	\$75,000	\$57,000	\$57,000
Mean	\$76,448	\$106,092	\$76,781	\$101,748	\$86,497	\$99,434	\$51,243	\$68,638
Median	\$72,930	\$108,202	\$69,563	\$104,170	\$83,521	\$96,686	\$57,000	\$59,698
Midpoint	\$74,689	\$107,147	\$73,172	\$102,959	\$85,009	\$98,060	\$54,122	\$64,168
Lancaster	\$92,030	\$92,030	\$108,326	\$108,326	\$102,810	\$102,810	\$64,012	\$64,012
\$ incr/decr	-\$17,341	\$15,117	-\$35,154	-\$5,367	-\$17,801	-\$4,750	-\$9,890	\$156
% incr/decr	-18.84%	16.43%	-32.45%	-4.95%	-17.31%	-4.62%	-15.45%	0.24%

COUNTY	Deputy Sheriff - Captain		Attorney I		Attorney II		Community Corrections Dir	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Douglas	\$101,928	\$101,928	\$45,000			\$106,590	\$60,944	\$91,374
Linn	\$87,243	\$87,243	\$52,649	\$82,134	\$61,419	\$97,040		
Minnehaha	\$53,005	\$95,869	\$51,711	\$78,684	\$57,079	\$86,855		
Polk	\$71,157	\$93,799	\$61,099			\$116,337		
Sedgwick	\$58,705	\$85,806	\$50,000			\$90,000	\$78,403	\$114,561
Shawnee	\$50,690	\$81,016	\$64,875			\$103,709	\$74,000	\$74,000
Mean	\$70,455	\$90,944	\$54,222	\$80,409	\$59,249	\$100,088	\$71,116	\$93,312
Median	\$64,931	\$90,521	\$52,180	\$80,409	\$59,249	\$100,374	\$74,000	\$91,374
Midpoint	\$67,693	\$90,732	\$53,201	\$80,409	\$59,249	\$100,231	\$72,558	\$92,343
Lancaster	\$84,000	\$90,101	\$56,000	\$63,001	\$72,000	\$98,950	\$82,599	\$82,599
\$ incr/decr	-\$16,307	\$631	-\$2,799	\$17,408	-\$12,751	\$1,281	-\$10,041	\$9,744
% incr/decr	-19.41%	0.70%	-5.00%	27.63%	-17.71%	1.29%	-12.16%	11.80%

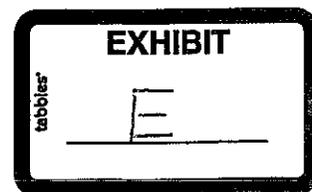
COUNTY	Veterans Service		General Assistance		Risk Management Director		Emergency Management Director	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Douglas	\$56,032	\$93,387	\$62,432	\$104,055			\$62,432	\$104,055
Linn	\$51,036	\$79,617	\$51,036	\$79,617	\$55,076	\$86,470	\$89,014	\$86,004
Minnehaha	\$40,398	\$61,468					\$69,547	\$105,822
Polk							\$96,797	\$96,787
Sedgwick					\$67,844	\$99,097	\$58,705	\$85,506
Shawnee							\$57,500	\$57,500
Mean	\$49,155	\$78,157	\$56,734	\$91,836	\$61,460	\$92,784	\$72,333	\$89,279
Median	\$51,036	\$79,617	\$56,734	\$91,836	\$61,460	\$92,784	\$65,989	\$91,396
Midpoint	\$50,096	\$78,887	\$56,734	\$91,836	\$61,460	\$92,784	\$69,161	\$90,337
Lancaster	\$76,887	\$76,887	\$76,887	\$76,887	\$76,527	\$76,527	\$83,283	\$83,283
\$ incr/decr	-\$26,791	\$2,000	-\$20,153	\$14,949	-\$15,067	\$16,257	-\$14,122	\$7,054
% incr/decr	-34.85%	2.60%	-26.21%	19.44%	-19.69%	21.24%	-16.96%	8.47%

**Directors Salary Information  
2010**

Attachment A

Agency Director	2009 Actual	2010 Proposed	% Inc.	Addition To Duties or Market	1.00% 2010 Proposed
Boesch	\$76,995.36	\$77,765.31	1.00%		\$77,765.31
Eagan	\$126,859.20	\$128,127.79	1.00%		\$128,127.79
Thorpe (1)	\$101,840.96	\$102,859.37	1.00%		<del>\$102,859.37</del> #85,000
Ahlberg	\$82,457.44	\$83,282.01	1.00%		\$83,282.01
Schindler	\$91,644.80	\$92,561.25	1.00%		\$92,561.25
Thompson, Annette	\$70,449.60	\$71,154.10	1.00%		\$71,154.10
Dennis Meyer	\$91,116.48	\$92,027.64	1.00%		\$92,027.64
Shultz	\$63,377.60	\$64,011.38	1.00%		\$64,011.38
Thurber	\$101,791.04	\$102,808.95	1.00%		\$102,808.95
Chalupa	\$76,125.92	\$76,887.18	1.00%		\$76,887.18
Ringlein	\$55,862.56	\$56,421.19	1.00%		\$56,421.19
Killeen	\$107,253.12	\$108,325.65	1.00%		\$108,325.65
Dean Settle	\$103,800.32	\$104,838.32	1.00%		\$104,838.32
Parker	\$83,742.88	\$84,580.31	1.00%		\$84,580.31
Kim Etherton	\$81,779.36	\$82,597.15	1.00%		\$82,597.15
Eckley	\$75,768.16	\$76,525.84	1.00%		\$76,525.84
Child Support - Gillen	\$94,473.10	\$95,417.83	1.00%		\$95,417.83
Bailiff I (Smith)	\$20,808	\$21,120	1.50%		\$21,120
Bailiff I (Vacant)	\$20,808	\$21,120	1.50%		\$21,120
Bailiff I (Full Time)	\$43,259.69	\$43,908.585	1.50%		\$43,908.59
Bailiff II (2)	\$50,378.84	\$51,134.523	1.50%	\$1,500.00	\$52,634.52
Psychiatrist II (Roy)	\$200,071.040	\$202,071.75	1.00%		\$202,071.75
	\$1,579,021.43	\$1,595,279.39		\$1,500	\$1,596,779.39
		\$16,258			\$17,758

- (1) the \$24,000 noted for this position is payment for an out of classification assignment as Nursing Home Administrator
- (2) It is the intension of the Board to equalize the Bailiff II position to the Para Legal II



Captals10

	Prom. Date	2008 Salary	2009 Salary	2010 Salary Recomend.	Actual \$ Increase	% of Increase
Juifis, Gary	09/09/99	\$86,366	\$89,075	\$90,100	\$1,025	1.15%
Lefler, Joseph	06/14/01	\$85,350	\$88,075	\$89,100	\$1,025	1.16%
Duncan, Todd	09/02/01	\$85,350	\$88,075	\$89,100	\$1,025	1.16%
Houchin, Benjamin	02/15/05	\$81,350	\$84,775	\$86,100	\$1,325	1.5%
Young, Don	02/01/07	<u>\$78,000</u>	<u>\$81,825</u>	<u>\$84,000</u>	<u>\$2,175</u>	<u>2.6%</u>
<b>TOTALS</b>		\$416,416	\$431,825	\$438,400	\$6,575	1.5%

## 2010 DEPUTY COUNTY ATTORNEY COMPENSATION

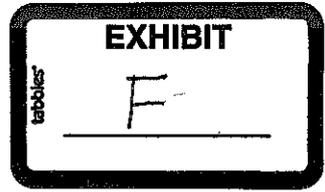
Attachment C

NAME	LEVEL	GRAD DATE	EMPLOYED	CURRENT SALARY	PROPOSED SALARY	PERCENT
Lipovsky, Jan	II*	May-81	Dec-85	\$94,463.00	\$95,500.00	1.10%
Rocke, James	II	May-86	Jan-88	\$98,099.00	\$98,500.00	0.41%
Jacobsen, Andrew	II	May-89	May-90	\$98,099.00	\$98,500.00	0.41%
Condon, Patrick	II	May-89	Aug-90	\$98,099.00	\$98,500.00	0.41%
Ruefer, Rod	II	May-90	Sep-90	\$84,741.00	\$85,500.00	0.90%
Mathers, Jeff	II	May-91	Sep-90	\$95,663.00	\$96,500.00	0.87%
Jacobsen, Amy	II	May-92	Jul-97	\$91,307.00	\$92,200.00	0.98%
Prenda, Bruce	II	May-91	May-97	\$89,984.00	\$91,000.00	1.13%
Pasold, Lory	II	May-94	May-97	\$82,736.00	\$84,000.00	1.53%
Parsley, Holly	II	May-96	May-98	\$78,378.00	\$79,750.00	1.75%
Armstead, Barb	II	May-96	May-98	\$69,742.00	\$72,000.00	3.24%
Sabata, Shellie	II	May-98	May-98	\$71,336.00	\$73,700.00	3.31%
Fox, Tom	II	May-98	May-99	\$72,762.00	\$75,900.00	4.31%
Acton, Matt	II	May-95	May-99	\$83,465.00	\$86,800.00	4.00%
Packard, Dan	II	May-00	Jul-01	\$73,734.00	\$76,800.00	4.16%
Maret, Lori	II	May-95	Apr-02	\$71,279.00	\$72,300.00	1.43%
Miller, Eric	II	May-90	Feb-05	\$79,463.00	\$83,000.00	4.45%
Lavene, Jeremy	I+	May-03	Jul-06	\$62,052.00	\$63,000.00	1.53%
Hannon, Maureen	I	May-01	Aug-06	\$61,370.00	\$62,000.00	1.03%
Seifert, Chris	I	May-06	Mar-07	\$58,516.00	\$59,300.00	1.34%
Jacobsen, Tyler	I	May-07	Dec-07	\$57,680.00	\$58,000.00	0.55%
Venema, Jenna	I	May-07	Jan-08	\$57,677.00	\$58,000.00	0.56%
Turner, Chris	P**	May-09	Sep-09	\$56,000.00	\$56,000.00	0.00%
Mick Monfre, Ryan	P	May-08	Nov-09	\$57,000.00	\$57,000.00	0.00%
Freeman, Nick	P	May-09	Sep-09	\$56,000.00	\$56,000.00	0.00%
Kliene, Phillip	P	May-09	Jan-10	\$56,000.00	\$56,000.00	0.00%
Curry, Carolyn	P	May-09	Jan-10	\$56,000.00	\$56,000.00	0.00%
				\$2,011,645.00	\$2,041,750.00	1.50%
Attorney II						
Attorney I						
*Probationary						
Attorney						

**SALARY RECOMMENDATION WORKSHEET  
NON-NEGOTIATED SALARIES  
OTHER THAN ELECTED OFFICIALS AND CHIEF DEPUTIES  
Lancaster County Public Defender's Office  
2010**

Name	Position	Grad Date	Employ Date	Current Salary	Proposed Salary
Nigro, Joseph	Attorney II	05-83	11-83	\$98,464	\$98,950
Bancroft, Webb	Attorney II	12-83	05-89	\$96,691	\$97,160
Tast, Susan	Attorney II	05-86	09-89	\$81,973	\$83,200
Egger-Brown, Kristi	Attorney II	05-88	01-90	\$92,904	\$93,833
Elliott, Shawn	Attorney II	05-89	06-96	\$95,493	\$95,950
Cooney, Paul	Attorney II	05-93	07-96	\$84,338	\$85,300
Eppler, Timothy	Attorney II	05-96	11-99	\$76,852	\$77,500
Eickholt, Christopher	Attorney II	05-98	05-03	\$75,616	\$76,250
Foster, Elizabeth	Attorney I	09-04	10-05	\$60,225	\$62,450
Jorgensen, John	Attorney I	05-03	10-05	\$59,433	\$62,600
Walker, Dorothy/New Attorney	Attorney I	12-80	03-01	\$56,599	\$56,000
Newell, Sarah	Attorney I	05-05	06-06	\$56,941	\$59,788
Weeks, Andrew/New Attorney	Attorney I	05-03	09-07	\$58,473	\$56,000
Houlden, Jennifer	Attorney I	05-06	09-07	\$55,038	\$58,108
McHargue, Valerie	Attorney I	05-08	06-09	\$55,039	\$57,000
<b>Totals</b>				<b>\$1,104,079</b>	<b>\$1,120,089</b>

This proposal is a 1.4% increase over the current salary.



# Lancaster County

Medical & Dental Experience Data Through October 31, 2010

November 22, 2010



## Lancaster County

	Enrollment					Fixed Expenses			Variable Expenses					Total Cost Summary				
	EE	2 Party	4 party	Family	Total	Admin. Fees	Specific Stop Loss Premium	Total	Medical Claims	AEA Fees	RX Claims	Total Paid Claims	Specific Reim.	Net Paid Claims	Total Cost	Expected Cost	Variance of Actual to Expected Cost	Ratio of Actual to Expected Cost
Jan-10	592	162	95	294	1143	\$53,938	\$32,530	\$86,468	\$641,421	\$652	\$167,673	\$809,746	\$0	\$809,746	\$886,214	\$933,725	-\$37,511	95.98%
Feb-10	595	159	95	291	1140	\$53,797	\$32,444	\$86,241	\$623,331	\$547	\$157,533	\$781,411	\$0	\$781,411	\$867,652	\$927,924	-\$60,272	93.50%
Mar-10	449	133	73	247	902	\$42,565	\$25,871	\$68,236	\$641,811	\$423	\$146,375	\$788,609	\$0	\$788,609	\$866,845	\$752,303	\$104,543	113.90%
Apr-10	446	131	72	251	900	\$42,471	\$25,814	\$68,085	\$486,734	\$179	\$140,734	\$627,647	\$0	\$627,647	\$695,732	\$753,326	-\$57,594	92.35%
May-10	445	132	74	252	903	\$42,613	\$25,899	\$68,312	\$721,081	\$218	\$153,975	\$875,274	\$0	\$875,274	\$943,586	\$787,307	\$186,279	124.60%
Jun-10	446	131	73	254	904	\$42,660	\$25,728	\$68,388	\$675,169	\$2,401	\$131,190	\$808,760	\$0	\$808,760	\$877,148	\$758,445	\$118,703	115.65%
Jul-10	439	132	76	249	896	\$42,282	\$25,500	\$67,782	\$659,497	\$419	\$145,987	\$805,903	\$316	\$805,587	\$873,369	\$752,530	\$120,839	116.06%
Aug-10	437	132	78	248	895	\$42,235	\$25,472	\$67,707	\$820,284	\$2,823	\$162,606	\$985,713	\$54,622	\$931,091	\$998,798	\$752,303	\$246,495	132.77%
Sep-10	434	131	79	251	895	\$42,235	\$25,472	\$67,707	\$1,030,548	\$323	\$129,522	\$1,160,393	\$357,550	\$802,843	\$870,550	\$755,032	\$115,517	115.30%
Oct-10	431	132	78	250	891	\$42,046	\$25,358	\$67,404	\$584,610	\$518	\$66,983	\$652,111	\$14,005	\$638,106	\$705,510	\$752,303	-\$48,792	93.78%
Nov-10					0	\$0	\$0	\$0				\$0		\$0	\$0	\$0	\$0	#DIV/0!
Dec-10					0	\$0	\$0	\$0				\$0		\$0	\$0	\$0	\$0	#DIV/0!
<b>Total:</b>	<b>4,714</b>	<b>1,375</b>	<b>793</b>	<b>2,587</b>	<b>9,469</b>	<b>\$446,842</b>	<b>\$269,488</b>	<b>\$716,330</b>	<b>\$6,884,486</b>	<b>\$8,503</b>	<b>\$1,402,578</b>	<b>\$8,295,567</b>	<b>\$426,493</b>	<b>\$7,869,074</b>	<b>\$8,585,404</b>	<b>\$7,895,197</b>	<b>\$690,207</b>	<b>108.74%</b>
<b>Monthly Ave:</b>	<b>471</b>	<b>138</b>	<b>79</b>	<b>259</b>	<b>789</b>	<b>\$37,237</b>	<b>\$22,457</b>	<b>\$59,694</b>	<b>\$573,707</b>	<b>\$709</b>	<b>\$116,882</b>	<b>\$691,297</b>	<b>\$35,541</b>	<b>\$655,756</b>	<b>\$715,450</b>	<b>\$657,933</b>		
<b>Avg PEPM</b>						<b>\$47.19</b>	<b>\$28.46</b>	<b>\$75.65</b>	<b>\$727.06</b>	<b>\$0.90</b>	<b>\$148.12</b>	<b>\$876.08</b>	<b>\$45.04</b>	<b>\$831.04</b>	<b>\$906.69</b>	<b>\$833.79</b>		

Rx Claims Paid as a % of Total Paid Claims: 16.91%

Plan Year Financials		Benchmark	Plan Year '10	Admin Fee	ISL Premium	Expected Costs*
Actual Plan Cost	\$8,585,404					
Expected Plan Cost	\$7,895,197	Over / (Under) Expected Plan Cost	\$690,207	EE	\$47.19	\$454.98
Plan to Expected	\$690,207	ASO Fee PEPM	\$47.19	2 Party	\$47.19	\$1,023.72
		Claims PEPM	\$831.04	4 Party	\$47.19	\$1,023.72
		Annual Cost Per Enrolled EE	\$10,538	EE & Family	\$47.19	\$1,364.90

\* Based on Millman's 2010 premium equivalents

(1) Note: Survey data from the 2008 Aon Consulting Book of Business of Health and Welfare Plans Public Administration Clients



**Lancaster County  
Specific Reinsurance Year-to-Date Summary**

Reinsurance Carrier: BCBS of Nebraska  
 Individual Specific Deductible: \$200,000  
 Benefits Covered Under Contract: Medical / Rx  
 Contract Basis: Paid  
 Large Claims -- 50% of Specific Deductible: \$100,000  
 Claims paid January 1, 2010 through: October 31, 2010

Gender	Relationship	Diagnosis	Total Amount Paid	Specific Reimbursement	Net Cost to Plan	% of Gross Paid Claims
M	Dependent	Other congenital anomalies of heart	\$ 410,908.00	\$ 210,908	\$ 200,000	5.0%
M	Employee	Heart Failure / Septicemia / Osteomyelitis	\$ 373,456.00	\$ 173,456.00	\$ 200,000	4.5%
M	Employee	Other forms of chronic ischemic heart disease	\$ 242,129.00	\$ 42,129.00	\$ 200,000	2.9%
M	Employee	Osteochondropathies	\$ 149,851.00	\$ -	\$ 149,851	1.8%
F	Spouse	Secondary malignant neoplasm of other specified sites	\$ 149,127.00	\$ -	\$ 149,127	1.8%
F	Employee	Malignant neoplasm of rectum, rectosigmoid junction, and anus	\$ 130,735.00	\$ -	\$ 130,735	1.6%
			<b>\$1,456,206</b>	<b>\$ 426,493</b>	<b>\$ 1,029,713</b>	

	<u>Gross Claims</u>	<u>Net Plan Claims</u>
Total Large Claims	\$1,456,206	\$ 1,029,713
Total Paid Aggregate Claims	\$8,295,567	\$7,869,074
Large Claims as a Percent of Total	17.6%	13.1%



# Lancaster County

## 2010 Dental Total Cost Summary Ameritas

	EE	2 Party	4 Party	Family	Total Enrollment	Fixed Expenses	Variable Expenses	Total Cost	Expected Cost	Variance from Expected Total Cost	Ratio of Actual to Expected Cost
	Total					Admin. Fees	ASO Dental Claims				
Jan-10	492	195	101	293	1081	\$5,162	\$56,812	\$61,974	\$58,101	\$3,873	106.67%
Feb-10	492	194	101	290	1077	\$5,059	\$63,600	\$68,659	\$57,762	\$10,897	118.87%
Mar-10	368	158	82	246	854	\$4,955	\$59,909	\$64,864	\$47,075	\$17,789	137.79%
Apr-10	362	158	80	251	851	\$4,460	\$51,954	\$56,414	\$47,262	\$9,152	119.36%
May-10	362	160	81	251	854	\$2,595	\$40,756	\$43,351	\$47,442	-\$4,091	91.38%
Jun-10	361	161	80	249	851	\$4,022	\$46,778	\$50,800	\$47,229	\$3,571	107.56%
Jul-10	360	163	81	248	852	\$4,008	\$42,547	\$46,555	\$47,289	-\$733	98.45%
Aug-10	359	164	82	247	852	\$4,013	\$32,878	\$36,891	\$47,289	-\$10,398	78.01%
Sep-10	358	164	82	244	848	\$3,994	\$29,400	\$33,394	\$46,982	-\$13,588	71.08%
Oct-10	355	165	82	239	841	\$3,961	\$29,446	\$33,407	\$46,496	-\$13,089	71.85%
Nov-10								\$0	\$0	\$0	#DIV/0!
Dec-10								\$0	\$0	\$0	#DIV/0!

Total	3869	1682	852	2558	8,961	\$42,230	\$454,080	\$496,310	\$492,927	\$3,383	
Avg/PEPM	387	168	85	256	896	\$4.71	\$50.67	\$55.39	\$55.01	\$0.38	100.68%

Plan Year Financials		Benchmark	Plan Year '10	Admin Fee	Expected Cost*
Actual Plan Cost	\$496,310				
Expected Plan Cost	\$492,927				
Plan to Expected	\$3,383				
		Over / (Under) Expected Plan Cost	\$3,383	EE	\$4.71
		ASO Fee PEPM	\$4.71	2 Party	\$4.71
		Claims PEPM	\$50.67	4 Party	\$4.71
		Annual Cost Per Enrolled EE	\$664.60	EE & Family	\$4.71

\* Based on Milliman's 2010 premium equivalents

(1) Note: Survey data from the 2008 Aon Consulting Book of Business of Health and Welfare Plans Public Administration Clients





2011

**BENEFIT HIGHLIGHTS**

**EFFECTIVE**

**January 1, 2011**

**Active Employees**

## PLAN YEAR BEGINNING January 1, 2011

**L**ancaster County recognizes benefits are an important part of your total compensation. Each year at this time, we work with our benefit providers to carefully review benefits and search for ways to maintain the quality of our benefit plans, and at the same time meet the benefit needs of you and your family. This brochure summarizes the options available to you and outlines what your contributions will be for the duration of the plan year.

As a healthcare consumer, it is very important that you educate yourself about the various health plans being offered. In making your elections, you should consider the benefits, ease of obtaining healthcare, costs, and how well the plan meets the needs of you and your family.

If you have further questions about the information contained in this brochure or about any of the benefit options, please don't hesitate to contact your Personnel Department.

### Eligibility Information

All Active Employees working at least 20 hours per week and have satisfied their waiting period are eligible for benefits. You are eligible for benefits the first of the month following your date of hire at the full premium cost. You are eligible for the employer's contribution on the first day of the month following 90 days from your date of hire (MSS and Deputies are eligible the first of the month following their date of hire). Please see carrier Summary Plan Descriptions for further eligibility information.

In order to make a change outside of open enrollment, there must be a change in family status which satisfies HIPAA regulations, such as losing health coverage under another plan, marriage, divorce, birth, adoption or death. The appropriate change forms must be submitted within 30 days of the qualifying event. Please see your Personnel Department for details.

### Benefits Selection

<b>FULLY PAID BY Lancaster County</b>	Basic Life and AD&D	Hartford Life
<b>COST SHARED BY Employees and Lancaster County</b>	Medical Dental	BCBS Ameritas
<b>100% EMPLOYEE PAID</b>	Voluntary Vision Insurance Voluntary Life Insurance Health Flexible Spending and Dependent Care	EyeMed Hartford Life PayFlex

	Reimbursement Accounts	
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**MEDICAL**

 Lancaster County offers one Medical Plan through Blue Cross and Blue Shield of Nebraska. In addition to dollar and percentage copays, members are responsible for deductibles, as described in the summary. Please review the Summary of Benefits for deductible information. Members are also responsible for any costs over the plan maximums. Please see the BCBS benefit summary for a more complete description of benefits.

 BlueCross BlueShield of Nebraska	All Eligible Employees	
	In Network	Out of Network
Annual Deductible	\$400/Individual \$800/Family	\$800/Individual \$1,200/Family
Office Visits Primary Care Physician (PCP) Specialist	\$20 Copay PCP or \$20 Specialist	30% after deductible
Preventive Care Services (Please see plan summary for details on covered services)	\$0 Copay	30% after deductible
Urgent Care Centers	\$35 Copay	
Out-of-Pocket Limit (Includes the Deductible)	\$1,200/Individual \$2,400/Family	\$2,800/Individual \$5,200/Family
Lifetime Plan Maximum	Unlimited	
Inpatient Hospitalization	15% after deductible	30% after deductible
Outpatient Hospital Services	15% after deductible	30% after deductible
Emergency Room	\$150 Copay, waived if admitted within 24 hours for the same diagnosis	
<b>Prescription Drug Benefits</b>		
Tier 1 - Generic Tier 2 - Brand Formulary Tier 3 - Non-Formulary Maintenance Drugs (93 day supply)	\$5 copay \$30 copay \$50 copay \$12.50 / \$75/ \$125 copay	Retail: copay + 25% penalty Mail Order: N/A

**MEDICAL PLAN EMPLOYEE CONTRIBUTIONS**

**AFSCME, UNREPRESENTED, EXCLUDED, and UNCLASSIFIED EMPLOYEE CONTRIBUTIONS (Monthly)**

	<b>Medical</b>
Employee	\$0
2/4- Party	\$161.24
Family	\$214.96

**CORRECTIONAL OFFICER EMPLOYEE CONTRIBUTIONS (Monthly)**

	<b>Medical</b>
Employee	\$0
2/4- Party	\$161.24
Family	\$214.96

**DEPUTY SHERIFF EMPLOYEE CONTRIBUTIONS (Monthly)**

	<b>Medical</b>
Employee	\$23.88
2/4- Party	\$161.24
Family	\$214.96

## AMERITAS DENTAL



Lancaster County understands that your dental health is an important part of your comprehensive health care coverage and well-being. With routine examinations, minor dental problems can be diagnosed and treated before major, more costly problems set in.

Ameritas is our dental insurance provider. The Plan allows for the option of going out-of-network to any non-participating licensed dentist, however, your out of pocket costs will be greater if you choose to see an out of network provider.

### Advantages of a Dental PPO:

- ◆ Negotiated discounts on dental fees
- ◆ No claim forms for services at a participating provider
- ◆ Low out-of-pocket costs
- ◆ If you choose a licensed dentist who participates in the PPO Dental Program out-of-network, your out-of-pocket expenses may be reduced

You must complete an enrollment form and turn it into your Personnel Department in order to enroll or make changes in your coverage.

In order to make a change outside of open enrollment, there must be a change in family status which satisfies HIPAA regulations, such as losing health coverage under another plan, marriage, divorce, birth, adoption or death. The appropriate change forms must be submitted within 30 days of the qualifying event. Please see your Personnel Department for details.

## DENTAL BENEFITS

	All Eligible Employees	
	In Network	Out of Network
Annual Deductible	\$25/Individual \$50/Family	\$50/Individual \$100/Family
Waived for Preventive	Yes	Yes
Annual Plan Maximum	\$1,500	\$1,500
<b>Preventive Services</b>	<b>Ameritas Pays</b>	

Diagnostic and Preventive Services	100%	100%
<b>Basic Services</b>		<b>Ameritas Pays</b>
- Fillings (Resin or Amalgam) - Endodontic and Periodontics - Surgical Extractions	80%	80%
<b>Major Services</b>		<b>Ameritas Pays</b>
- Crowns and Cast Restorations	80%	50%
<b>Orthodontia Services</b>		<b>Ameritas Pays</b>
Orthodontics Lifetime Maximum	\$1,500	\$1,500
Orthodontic Services	50%	50%

*\*Please refer to your Evidence of Coverage for more detailed information on these benefits.*

**DENTAL PLAN EMPLOYEE CONTRIBUTIONS**

**AFSCME, NON-REPRESENTED, and UNCLASSIFIED EMPLOYEE CONTRIBUTIONS (Monthly)**

	Dental
Employee	\$7.21
2/4- Party	\$16.26
Family	\$25.32

**DEPUTY SHERIFF EMPLOYEE CONTRIBUTIONS (Monthly)**

	Dental
Employee	\$0
2/4- Party	\$13.01
Family	\$20.26

**CORRECTIONAL OFFICERS EMPLOYEE CONTRIBUTIONS (Monthly)**

	Dental
Employee	\$0
2/4- Party	\$9.76
Family	\$15.19

## VISION PLAN



Eye health is an important part of your comprehensive health care coverage and well-being. Your vision plan provides routine examinations, coverage for frames and lenses every year.

EyeMed is our vision insurance provider. The EyeMed network doctors are located right where you need them – close to work, home and shopping centers. They provide exceptional care and offer a wide selection of frames to choose from.

## VISION BENEFITS

Coverage	In-Network	Out-of-Network
Benefits are available every 12 months		
Exam	\$10 co-pay	Up to \$35
Contacts (medically necessary)	100% up to \$250 allowance	Up to \$100
Contacts (elective but prescribed)	100% up to \$115 allowance	Up to \$100
Single	100%	Up to \$25
Bifocal	100%	Up to \$40
Trifocal	100%	Up to \$55
Lenticular	100%	Up to \$55
Frame	100% up to \$100 allowance; 20% off remaining balance	Up to \$45
<i>Please refer to your Certificate of Insurance for more details on your coverage.</i>		

### EMPLOYEE CONTRIBUTIONS (Monthly)

	Vision
Employee	\$9.16
2-Party	\$17.40
4-Party	\$18.32

Family	\$27.28
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**GROUP LIFE/AD&D**



Life insurance is an important part of your benefits package. It provides financial protection to you and your family in the event of death or serious accident. All active eligible employees are automatically enrolled in the Basic Life and Accidental Death and Dismemberment Insurance Program. Lancaster County pays 100% of this premium for you. However, you must complete and sign an enrollment form and beneficiary form and return it to the Personnel Department. The effective date of this coverage varies by class; please see your plan document for further details.

**Lancaster County:**

- Class 1: All American Federation of State, County and Municipal Employees
- Class 2: All Lancaster County Deputy Sheriff's Association Employees
- Class 3: All Corrections Officers
- Class 4: All Unrepresented Employees
- Class 5: All Elected Officials
- Class 6: All Exempt Unclassified County Employees not subject to a collective bargaining agreement, excluding Sheriff's Deputy Captains
- Class 7: Unclassified Lancaster County Deputy Sheriff's Captains

Life and AD&D Benefits	
<b>County:</b>	
-Classes 1, 2, 3, 4, and 7	\$30,000
-Classes 5 and 6	\$50,000
<ul style="list-style-type: none"> <li>▪ <i>For most classes, coverage terminates at retirement.</i></li> </ul>	

**VOLUNTARY LIFE and AD&D**



In addition to your Basic Life and AD&D benefits, Hartford Life has an assortment of Voluntary Life and AD&D options to meet you and your family's needs. Hartford Life provides additional benefits in increments of \$10,000 up to \$250,000 (but no more than 5X Salary) without Evidence of Good Health, or a maximum amount of \$500,000 (but no more than 5X Salary) with Evidence of Good Health.

A dependent spouse may be covered up to 50% of the Amount of Life Insurance in force for the employee. Coverage may be elected in increments of \$1,000, subject to a maximum of \$50,000 without Evidence of Good Health, or a maximum of \$100,000 with Evidence of Good Health.

Eligible dependent children may also be covered in increments of \$1,000 up to \$10,000 without Evidence of Good Health.

For current employees: if you did not enroll when first eligible, you will be considered a late entrant and will have to provide Evidence of Good Health and receive approval from Hartford Life in order to be covered by the plan.

### VOLUNTARY GROUP LIFE RATES

MONTHLY RATES	
Age	Employee and Spouse Rates per \$1,000 of Coverage
Under 30	\$ 0.11
30-34	\$ 0.12
35-39	\$ 0.15
40-44	\$ 0.20
45-49	\$ 0.30
50-54	\$ 0.48
55-59	\$ 0.72
60-64	\$ 1.07
65-69	\$ 1.93
70-74	\$ 3.34
75+	\$ 5.49
Child Rate per \$1,000	\$ 0.14

*\*Spouse rates are based on the employee's age*

### FLEXIBLE BENEFIT PLAN



Lancaster County also offers a flexible benefits program which allows you to save on the amount of federal and state income tax you must pay by reducing your gross income. This plan is called a Flexible Benefit Plan. Under the guidelines set up by the IRS, this plan allows employers to deduct the employee share of the monthly premiums out of your earnings before the deduction of mandatory taxes. This will reduce the amount of tax you pay.

January 1- December 31 Maximum Amounts	
Medical	\$5,000
Dependent (Annual Election for married filing jointly)	\$5,000

Additionally, this program allows the employee, through the employer, to set up a Health Flexible Spending Account and/or a Dependent Care Assistance Program account. The amount that you decide to set aside in each Flexible Spending Accounts will then be redirected each pay period into the designated account in your name and administered by PayFlex. During the year you can submit eligible expenses incurred by you or your eligible dependents for reimbursement from these accounts. Your actual tax savings depends on a number of factors, including your tax bracket and how much you set aside in the Flexible Spending Accounts.

**Important Note:** Effective 1/1/2011, over the counter medications will no longer be considered eligible expenses without a prescription. Please see the following

communication from PayFlex's website for further details:  
<https://www.payflex.com/forms/announce/OTC Participant Communication.pdf>.

### IMPORTANT CONTACTS

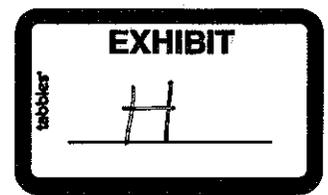
	Coverage	Carrier	Telephone Number	Website
	Medical	BCBS of NE	800- 642-8980	<a href="http://www.bcbsne.com">www.bcbsne.com</a>
	Dental	Ameritas	800-659-2223	<a href="http://www.ameritasgroup.com">www.ameritasgroup.com</a>
	Vision	EyeMed	866-939-3633	<a href="http://www.eyemedvisioncare.com">www.eyemedvisioncare.com</a>
	Life/AD&D, Retiree Life, & Voluntary Life	Hartford Life	800-243-5433	<a href="http://www.thehartford.com">www.thehartford.com</a>
	Flexible Benefit Plan, Dependent Care, Transit Benefits	PayFlex	800- 284-4885	<a href="http://www.healthhub.com">www.healthhub.com</a>

*Complimentary Brochure provided by:*



*This brochure presents a brief overview of Lancaster County's benefits program and is not intended to be all-inclusive, nor is it to be used as a summary plan description. In the event of any conflict between this brochure and specific plan documents, the provisions of the plan documents will prevail. Lancaster County reserves the right to change or modify its benefit programs as appropriate without advance notification.*

# WEED CONTROL TRANSITION



## Review of operations

- Weeds database
- Inspection forms preparation and in the field digital entry on PDAs
- Railroad inspections – new safety requirements
- Register of Deeds ownership information and mapping program
- Weed Abatement special assessment hearing
- Lower Platte Weed Management Area participation
- Hiring process
- Timekeeping
- Supply needs for next season- envelopes, letterhead, postal needs, inserts etc.

## Preparations for next season

- Selection of 989 noxious weed advance work orders
- Preparation of and attaching maps
- Review of control recommendations
- Addition of Japanese knotweed (planned new noxious weed designation) to weeds data base and prepare advance work orders
- Hiring
  - Account Clerk
  - Seasonal inspectors 6 needed – 2 returning, 2 selected, 1 scheduled interview. Should be completed by end of December

## Additional needs

- Annual reports to NDA Jan
- Combined Program report and recommendations Feb
- Mid-year budget review Jan
- Contracting for weed control services Jan
- Weed Awareness NebLine Insert Jan
- Budget preparation March
- Inspector training April and May
- Contractor training march
- Review of inspections process noxious weeds-April, weed abatement-May
- Contracting – Landfill May, Roadside leafy spurge, May, cemetery mowing May, roadside phragmites August
- Account clerk training Jan-Feb



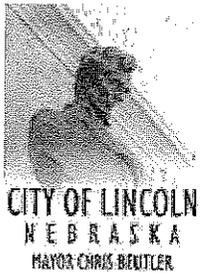
## **Floodplain Ordinance Revision Update**

Floodplain Ordinances, Summary, 12-8-10

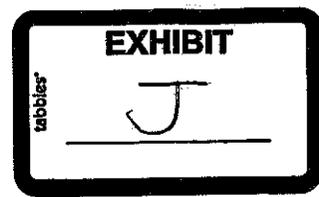
Ben Higgins, Public Works, 441-7589

- New Floodplain Maps approved by FEMA will become effective February 18, 2011 for the City of Lincoln and Lancaster County
- It is required by FEMA that the ordinances be updated to reflect the FEMA adopted floodplain maps prior to the effective date (February 18, 2011)
- Consequence of not adopting the new floodplain maps is spelled out in FEMA Brochure "Adoption of Flood Insurance Rate Maps by Participating Communities" that was sent to the City August 18, 2010 with the FEMA Letter of Final Determination for the new floodplain maps
- City and County regulations being revised include:
  - City Subdivision Ordinance 26.24 "Flood Regulations for Existing Urban Areas"
  - City Subdivision Ordinance 26.25 "Flood Regulations for New Growth Areas"
  - City Zoning Ordinance 27.52 "Flood Regulations for Existing Urban Areas"
  - City Zoning Ordinance 27.53 "Flood Regulations for New Growth Areas"
  - County Zoning Article 11 "Floodplain District"
- New map reflects previous city adopted floodprone areas, significant Letter of Map Revisions, de-certification of Oak Creek Levee, changes in Ash Creek floodplain (Waverly)
- Watershed/Creeks with adopted floodprone areas reflected in the new floodplain map include:
  - Beal Slough, floodprone adopted locally January 2006
  - Southeast Upper Salt Creek, floodprone adopted locally January 2006
  - Stevens Creek, floodprone adopted locally January 2006
  - Cardwell Branch, adopted locally January 2006
  - Salt Creek from south of Saltillo to Stevens Creek confluence, adopted locally February 2007
  - Deadmans Run, adopted locally February 2008
- Due to the timing and length of the FEMA process for adopting new maps no major floodplain revisions that were locally done after the initial submittal packet to FEMA in early 2008 are included in the new floodplain maps, this includes:
  - Little Salt Creek, floodprone adopted locally September 2009
  - Antelope Creek, Letter of Map Revision approved by FEMA and effective October 8, 2010
  - Note: new Antelope Creek floodplain is shown on the city's website

- Significant flood revisions along Oak Creek due to:
  - Oak Creek, W. Adams to W. Fletcher, floodplain reduction due to Letter of Map Revision approved by FEMA and effective October 24, 2007
  - Increase in floodplain area due to de-certification of Oak Creek levee south of airport runway in Summer 2008
  
- The ordinance changes and new floodplain maps are a culmination of a long process that started with the Watershed Master Plan study of Beal Slough (approved May 2000). It includes an extensive public process for each watershed study that included letters to all City property owners in the floodplain, public open houses, newsletters, watershed web sites, and citizen/technical advisory committees
  
- As part of the Watershed Master Plans, elevation surveys were completed for those properties barely in or very close to the new floodplain. As a result the City is coordinating with FEMA so those structures that are out based on elevation (approximately 200) will receive letters from FEMA confirming that they are out shortly after the effective date (February 18, 2011) of the new floodplain maps
  
- Existing FEMA Floodplain and the effective February 18, 2011 Floodplain are on the City's website
  
- City Council Public Hearing is January 3, 2011
  
- County Board Briefing is December 16, 2010



SW 40<sup>th</sup> Overpass  
County Board Update  
December 16, 2010



**Project Milestones:**

- **Environmental Re-Evaluation – Approved Sept 29, 2010**
- **LES Easements Completed – December 2, 2010**
  - City is acquiring LES easements on the east side of SW 40<sup>th</sup> Street. LES will reimburse the City for easement costs. Because the City is acquiring these easements NDOR requested that they review the easements prior to proceeding with acquisition.
- **Right-of-Way plans to NDOR for review – Anticipating December 17, 2010**
- **NDOR approval of Right- of-Way plans – Anticipating end of Jan. 2010**
  - Once approval is received we can continue with appraisals and negotiations on the remaining tracts
  - NDOR will have to approve appraisals not yet completed.
- **Bid Project**

NDOR is now bidding all local projects with Federal money; therefore the plans will need to be converted to match their plans, specifications and standards. The project can not be advertised all ROW has been acquired and NDOR has reviewed the final design plans.
- **SW 40<sup>th</sup> Open to Traffic**

Once the Contractor has been issued a notice to proceed, it will take 24 to 30 months to substantially complete the project and have SW 40th Street open to traffic.



**Legend**

**Right of Way/Easment Status**

-  On Hold/ Being Appraised
-  Railroad
-  Sent to Negotiator

**ROW Status  
SW 40th Project**

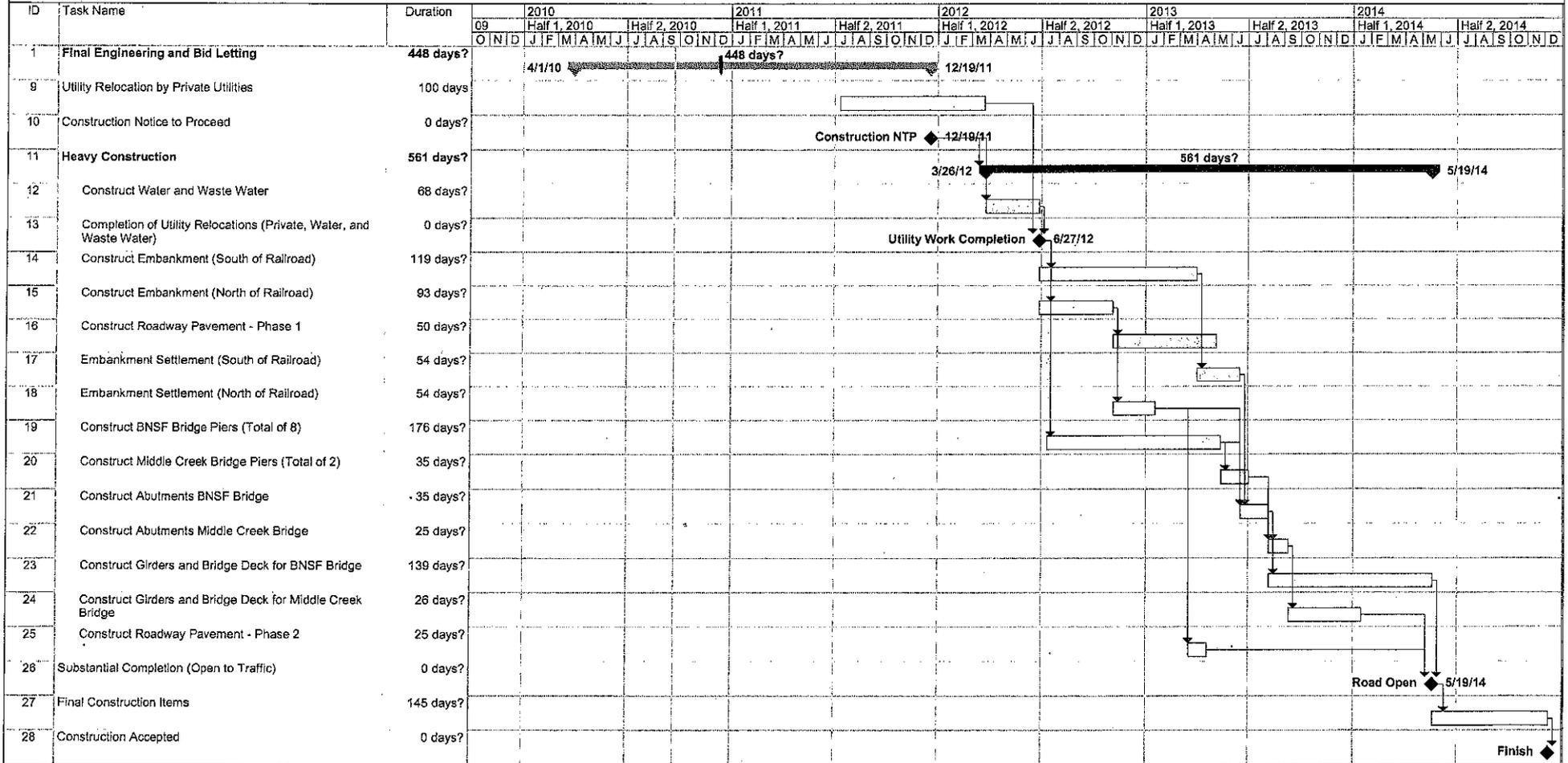
EXHIBIT

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tabbles

## S.W 40th Street Preliminary Construction Schedule September 2010 - Wick Drain Option



Project: 0712243      Task: [ ] Progress: [ ] Summary: [ ] External Tasks: [ ] Milestone: [ ] Split: [ ] Milestone: [ ] Project Summary: [ ] External Milestone: [ ]