

**MINUTES**  
**LANCASTER COUNTY BOARD OF COMMISSIONERS**  
**TUESDAY, AUGUST 16, 2011**  
**COMMISSIONERS HEARING ROOM, ROOM 112**  
**FIRST FLOOR, COUNTY-CITY BUILDING**  
**5:00 P.M.**

Commissioners present: Deb Schorr, Chair  
Bernie Heier, Vice Chair  
Larry Hudkins  
Jane Raybould  
Brent Smoyer

Others present: Kerry Eagan, Chief Administrative Officer  
Gwen Thorpe, Deputy Chief Administrative Officer  
Brittany Behrens, Deputy County Attorney  
Dan Nolte, County Clerk  
Cori Beattie, Deputy County Clerk  
Angela Zocholl, County Clerk's Office

The location announcement of the Nebraska Open Meetings Act was given and the meeting was called to order at 5:00 p.m.

1) **MINUTES: Approval of the minutes of the Board of Commissioners meeting held on Tuesday, August 9, 2011.**

**MOTION:** Heier moved and Smoyer seconded approval of the minutes. Hudkins, Raybould, Heier, Smoyer and Schorr voted aye. Motion carried 5-0.

2) **CLAIMS: Approval of all claims processed through Tuesday, August 16, 2011.**

**MOTION:** Hudkins moved and Smoyer seconded approval of the claims. Raybould, Heier, Smoyer, Hudkins and Schorr voted aye. Motion carried 5-0.

3) **SPECIAL PRESENTATION:**

A. **Lancaster County Preliminary Flood Insurance Rate Map and Flood Insurance Study Reports – Ben Higgins, Lincoln Public Works Watershed Management Senior Engineer.**

Ben Higgins said the County received a letter from FEMA regarding a new County floodplain map, which changes Zone A mapping for non-detailed areas without flood plain elevations. He explained that the State has already done most of the work for the revised map which should become effective in 2012. Higgins said he has been working with Doug Pillard in the County Engineer's Office regarding changes. He discussed the appeal process and noted a letter would be sent to the County's villages.

Hudkins asked if there were any major revisions on 148<sup>th</sup> Street and O Street. Higgins said there would not be any remapping done for that area since the detailed mapping was done earlier.

4) **NEW BUSINESS:**

- A. **A letter to Lancaster County Villages regarding the Preliminary Flood Insurance Rate Map for Lancaster County.**

**MOTION:** Heier moved and Smoyer seconded approval to send the letter. Smoyer, Hudkins, Raybould, Heier and Schorr voted aye. Motion carried 5-0.

- B. **A 2008 grant adjustment notice to the sub-grant award agreement for 2008 Department of Homeland Security Grant 2008-GE-T8-0054 with the Nebraska Emergency Management Agency as the grantee and Lancaster County on behalf of the Southeast Region as the sub-grantee. The adjustment extends the end date of the award to February 29, 2012.**

Doug Ahlberg, Emergency Management Director, explained this would give a six-month extension to the 2008 grant. He said not all counties had designated a use for the money so he asked for an extension.

**MOTION:** Hudkins moved and Smoyer seconded approval of the grant adjustment notice. Hudkins, Raybould, Heier, Smoyer and Schorr voted aye. Motion carried 5-0.

- C. **A 2010 grant adjustment notice to the sub-grant award agreement for 2010 Department of Homeland Security Grant 2010-EP-E0-0029 with the Nebraska Emergency Management Agency as the grantee and Lancaster County on behalf of the Southeast Region as the sub-grantee. The adjustment increases the total award amount to \$83,955.**

Doug Ahlberg said this is the annual EMPG (Emergency Management Performance Grant) and is for \$18,055 more than the 2010 grant.

**MOTION:** Heier moved and Raybould seconded approval of the grant adjustment notice. Raybould, Heier, Smoyer, Hudkins and Schorr voted aye. Motion carried 5-0.

- D. **A resolution authorizing the installation of the following traffic signs in Sunrise Estates, Lancaster County, Nebraska: one "Caution Children Playing" sign (C1-2mod) on Linwood Lane, south of Holdrege Street for southbound traffic, and one "Caution Children Playing" sign (C1-2mod) on Linwood Lane, north of Eastview Road for northbound traffic. (R-11-0052)**

**MOTION:** Smoyer moved and Raybould seconded approval of the resolution. Heier, Smoyer, Hudkins, Raybould and Schorr voted aye. Motion carried 5-0.

- E. **A federal aid transportation fund purchase-sale agreement between the State of Nebraska, Department of Roads, and Lancaster County to establish the terms upon which the State will purchase federal funds previously distributed to the County for transportation projects. The State will pay the County 80% of the total dollar amount of federal-aid funds purchased by the State from the County. The agreement is effective upon execution by the State. (R-11-0053) (C-11-0464)**

**MOTION:** Heier moved and Hudkins seconded approval of the agreement. Smoyer, Hudkins, Raybould, Heier and Schorr voted aye. Motion carried 5-0.

4) **NEW BUSINESS CONTINUED:**

- F. **An amendment to County Contract C-09-0575 between NMC, Lancaster County and the City of Lincoln for the annual supply of grader blades. The amendment renews the agreement for an additional one-year term from September 1, 2011, to August 31, 2012. (C-11-0465)**

**MOTION:** Hudkins moved and Smoyer seconded approval of the amendment. Hudkins, Raybould, Heier, Smoyer and Schorr voted aye. Motion carried 5-0.

- G. **An amendment to County Contract C-09-0574 between Winter Equipment Company, Lancaster County and the City of Lincoln for the annual supply of grader blades. The amendment renews the agreement for an additional one-year term from September 1, 2011, to August 31, 2012. (C-11-0480)**

**MOTION:** Smoyer moved and Heier seconded approval of the amendment. Raybould, Heier, Smoyer, Hudkins and Schorr voted aye. Motion carried 5-0.

- H. **An amendment to County Contract C-08-0375 between CleanMax, Lancaster County, the City of Lincoln and the Lincoln-Lancaster County Public Building Commission for carpet/upholstery cleaning. The amendment renews the contract for an additional term from July 1, 2011, to June 30, 2012. (C-11-0466)**

**MOTION:** Raybould moved and Smoyer seconded approval of the amendment. Heier, Smoyer, Hudkins, Raybould and Schorr voted aye. Motion carried 5-0.

- I. **A contract between Ray O'Herron Company, Lancaster County and the City of Lincoln for the annual supply of ammunition. The County will pay for products and services on an as needed basis according to line items 6, 9 and 10 of the contractor's proposal. Term of the contract is one year from the date of execution by all parties. (C-11-0467)**

**MOTION:** Hudkins moved and Smoyer seconded approval of the contract. Smoyer, Hudkins, Raybould, Heier and Schorr voted aye. Motion carried 5-0.

- J. **A contract between UltraMax Ammunition, Lancaster County and the City of Lincoln for the annual supply of ammunition. The County will pay for products and services on an as needed basis according to line items 1, 4 and 11 of the contractor's proposal. Term of the contract is one year from the date of execution by all parties. (C-11-0468)**

**MOTION:** Heier moved and Smoyer seconded approval of the contract. Hudkins, Raybould, Heier, Smoyer and Schorr voted aye. Motion carried 5-0.

- K. **A contract between OMB Guns, Lancaster County and the City of Lincoln for the annual supply of ammunition. The County will pay for products and services on an as needed basis according to line items 2, 3 and 7 of the contractor's proposal. Term of the contract is one year from the date of execution by all parties. (C-11-0469)**

4) **NEW BUSINESS CONTINUED:**

**MOTION:** Smoyer moved and Hudkins seconded approval of the contract. Raybould, Heier, Smoyer, Hudkins and Schorr voted aye. Motion carried 5-0.

- L. **An interlocal agreement with the City of Waverly for three Sheriff's Deputies for law enforcement services within the corporate limits of the City of Waverly. Waverly will pay the County \$23,255.06 per month. Term of the agreement is October 1, 2011, to September 30, 2012. (C-11-0470)**

Terry Wagner, County Sheriff, said the contract has been ongoing with Waverly since around 1973. Three full time deputies are stationed in Waverly. Smoyer said Waverly's Mayor and City Administrator are very happy with the service.

**MOTION:** Heier moved and Smoyer seconded approval of the agreement. Heier, Smoyer, Hudkins, Raybould and Schorr voted aye. Motion carried 5-0.

- M. **A federal equitable sharing agreement and annual certification report for the Lancaster County Sheriff's Office regarding equitable sharing activity of drug forfeiture funds for the fiscal year ending June 30, 2011. (C-11-0471)**

Terry Wagner said no funds are currently being shared, but this would allow fund sharing if needed.

**MOTION:** Raybould moved and Smoyer seconded approval of the agreement and report. Smoyer, Hudkins, Raybould, Heier and Schorr voted aye. Motion carried 5-0.

- N. **A mini-grant contract application and award with the Nebraska Office of Highway Safety in the amount of \$1,800 for radar enforcement by the Lancaster County Sheriff.**

Terry Wagner said the application is for two mobile radar units. Cost to the County is \$3,900, and the grant amount is \$1,800. If the grant were successful, the match would come from STOP funds, not tax dollars.

**MOTION:** Smoyer moved and Raybould seconded approval of the mini-grant contract application and award. Hudkins, Raybould, Heier, Smoyer and Schorr voted aye. Motion carried 5-0.

- O. **An agreement between Nebraska Interactive, LLC, and Lancaster County, on behalf of the Lancaster County Clerk's Office, for electronic payment processing hardware and support. There is no cost to the County. The agreement is effective upon execution and will continue through January 31, 2014. (C-11-0472)**

**MOTION:** Hudkins moved and Raybould seconded approval of the agreement. Raybould, Heier, Smoyer, Hudkins and Schorr voted aye. Motion carried 5-0.

- P. **An agreement with Dr. Klaus Hartmann, MD, for the professional services of a psychiatrist to assist in the provision of psychiatric services at the Community Mental Health Center on an as needed, on call basis. The County shall pay \$500 per 24-hour period of coverage. Term of the agreement is August 1, 2011, to July 31, 2012. (C-11-0473)**

4) **NEW BUSINESS CONTINUED:**

**MOTION:** Heier moved and Raybould seconded approval of the agreement. Heier, Smoyer, Hudkins, Raybould and Schorr voted aye. Motion carried 5-0.

- Q. A lease agreement between KJH Enterprises, LLC, and Lancaster County, on behalf of the Community Mental Health Center, for two apartment units for the Independent Living Program. The County will pay \$525 per month per apartment for the leased space. Term of the agreement is September 1, 2011, to September 30, 2011, with an automatic renewal on the first of each following month unless terminated prior to that time. (C-11-0474)**

Dean Settle, Community Mental Health Center Executive Director, said this program has been in place for years. Since the apartment complex has a new owner, a new initial lease is being done even though there are no other changes. He explained that the Mental Health Center leases the space and subleases it to individuals; he did not think the program had historically used County tax dollars.

Hudkins confirmed the term was September 1, 2011, to September 30, 2011. Brittany Behrens, Deputy County Attorney, said the term is correct, but with automatic renewals on the first of each month unless terminated.

**MOTION:** Raybould moved and Heier seconded approval of the agreement. Smoyer, Hudkins, Raybould, Heier and Schorr voted aye. Motion carried 5-0.

- R. A network provider contract with the Regional Behavioral Health Authority (Region V) for the provision of certain behavioral mental health services at the Community Mental Health Center. The County shall be reimbursed up to \$3,201,565 for the services. Term of the agreement is July 1, 2011, to June 30, 2012. (C-11-0475)**

Dean Settle said this is an annual contract and there are no reductions.

**MOTION:** Raybould moved and Heier seconded approval of the contract. Hudkins, Raybould, Heiers, Smoyer and Schorr voted aye. Motion carried 5-0.

- S. An amendment to County Contract C-11-0165 with the Lincoln Council on Alcoholism & Drugs, Inc., for program management and facilitation of the youth gambling prevention program called "The Odds Are..." The amendment extends the end date of the grant contract to September 30, 2011. (C-11-0476)**

**MOTION:** Raybould moved and Heier seconded approval of the amendment. Raybould, Heier, Smoyer, Hudkins and Schorr voted aye. Motion carried 5-0.

- T. An amendment to County Contract C-10-0535 with the Asian Cultural and Community Center to provide funding for the Sudanese Advocate Project. The amendment extends the end date of the contract to September 30, 2011. (C-11-0477)**

**MOTION:** Heier moved and Raybould seconded approval of the amendment. Heier, Smoyer, Hudkins, Raybould and Schorr voted aye. Motion carried 5-0.

4) **NEW BUSINESS CONTINUED:**

- U. **A standard membership agreement between TALX Corporation and Lancaster County, on behalf of the Lancaster County Attorney's Office Child Support Division, for automated access to certain employment and income data. There is no cost to the County. Term of the agreement is one year from the date of implementation. (C-11-0478)**

**MOTION:** Hudkins moved and Smoyer seconded approval of the agreement. Smoyer, Hudkins, Raybould, Heier and Schorr voted aye. Motion carried 5-0.

- V. **An agreement with Maximus, Inc., for professional consulting services to provide cost allocation plans and collections from programs which the County operates with outside funding for fiscal years 2011, 2012 and 2013. The County will pay \$49,200 per year for the services. (C-11-0479)**

Item was held per request of the County Attorney's Office.

- W. **Liability insurance coverage with National Legal Aid and Defender Association (NLADA) Service Corporation for the Lancaster County Public Defender's Office, in the amount of \$6,379.82. The policy period begins on November 1, 2011, and ends on November 1, 2012.**

**MOTION:** Smoyer moved and Raybould seconded approval of the insurance policy. Raybould, Heier, Smoyer, Hudkins and Schorr voted aye. Motion carried 5-0.

- X. **A request for Denise Sahele to withdraw from her retirement account under the disability retirement provision.**

Kerry Eagan, Chief Administrative Officer, said under the terms of the pension plan, the County Board has the right to designate a physician chosen by the administrator to determine disability. He felt it was appropriate for the County to accept the medical opinions provided since disability was clearly shown.

**MOTION:** Raybould moved and Smoyer seconded approval of the request. Heier, Smoyer, Hudkins, Raybould and Schorr voted aye. Motion carried 5-0.

- Y. **A request for a refund of 2010 personal property taxes from SP Group, P.C., on behalf of T&T Land Company, LLC.**

Scott Gaines, Deputy County Assessor/Register of Deeds, recommended approval. He said the personal property return was filed in Lancaster County. The property is in Gage County and has been reported there.

**MOTION:** Hudkins moved and Smoyer seconded approval of the request based on the County Assessor's recommendation. Smoyer, Hudkins, Raybould, Heier and Schorr voted aye. Motion carried 5-0.

5) **CONSENT ITEMS:** *These are routine business items that are expected to be adopted without dissent. Any individual item may be removed for special discussion and consideration by a Commissioner or by any member of the public without prior notice. Unless there is an exception, these items will be approved as one with a single vote of the Board of Commissioners. These items are approval of:*

A. **Receive and place on file the following:**

1. **County Sheriff monthly report for July 2011.**
2. **Clerk of the District Court monthly report for July 2011.**
3. **County Treasurer midterm report on 2009 distress warrants.**

B. **Setting of a public hearing for Tuesday, August 30, 2011, at 7:00 p.m., in Room 112 on the first floor of the County-City Building regarding the following:**

1. **Keno Fund Projects (on file with the County Budget and Fiscal Office).**
2. **Lancaster County's Proposed Budget for Fiscal Year 2011-2012.**

**MOTION:** Heier moved and Smoyer seconded approval of the consent items. Hudkins, Raybould, Heier, Smoyer and Schorr voted aye. Motion carried 5-0.

6) **PUBLIC COMMENT:** Those wishing to speak on items relating to County business not on the agenda may do so at this time.

Jeanne Sayers discussed a possible change in Personnel rules regarding longevity pay (Exhibit A).

7) **ANNOUNCEMENTS:**

A. **The Lancaster County Board of Commissioners will attend a Legislative Management Retreat on Thursday, August 18, 2011, from 8:30 a.m. to 12:00 p.m., at the Child Advocacy Center, Gary Lacey Training Center, 5025 Garland Street, Lincoln. The next staff meeting is tentatively scheduled for Thursday, August 25, 2011, at 8:30 a.m., in Room 113 on the first floor of the County-City Building.**

B. **The Lancaster County Board of Commissioners will hold their next regular meeting on Tuesday, August 23, 2011, at 9:30 a.m., in Room 112 on the first floor of the County-City Building, with the Board of Equalization meeting immediately following.**

C. **Public hearings will be held on Tuesday, August 30, 2011, at 9:30 a.m. in Room 112 on the first floor of the County-City Building regarding the following:**

1. **The vacation of a portion of W. Panama Road, more particularly described as Lot 2, an irregular tract located at a point in the Southwest Quarter of Section 4, Township 7 North, Range 6 East of the Sixth Principal Meridian, Lancaster County, Nebraska.**
2. **An amusement license application from Christian Heritage Children's Home to hold an event at 14880 Old Cheney Road, Walton, on Thursday, September 15, 2011.**
3. **The Lincoln-Lancaster County Health Department's proposal to amend fees in County Resolutions:**
  - (a) **Amendment of Sections VI and XV of County Resolution No. 03-0007, Regulations for the Operation of Body Art and Piercing Establishments in Lancaster County, Nebraska, by increasing various fees.**

7) **ANNOUNCEMENTS CONTINUED:**

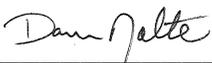
- (b) Amendment of Section XIII of County Resolution No. 02-30, Procedures for the Regulation of On-Site Wastewater Treatment Systems in Lancaster County, Nebraska, by increasing various fees.
- (c) Amendment of Section X of County Resolution No. 06-0005, Procedures for the Inspection of On-site Water Supply Systems and On-site Wastewater Treatment Systems Prior to the Sale, Transfer, or Conveyance of Property in Lancaster County, Nebraska, by increasing various fees.
- (d) Amendment of Resolution No. 5069, the Lancaster County Air Pollution Control Resolution, to increase the fee for open burning permits charged to business and industry.
- (e) Amendment of the Lincoln-Lancaster County Air Pollution Regulations and Standards, to increase the fee for asbestos project notifications and consolidate all fees into a single section for clarity.

D. The Lancaster County Board of Commissioners meeting is broadcast live. It is rebroadcast on Tuesday at 1:30 and 6:00 p.m. and on Saturday afternoon on 5 City-TV, Cable Channel 5. In addition, the meeting may be viewed on Nebraska On Demand Time Warner Channel 411 and on the internet at [www.lancaster.ne.gov](http://www.lancaster.ne.gov). Click on 5 City-TV Video on Demand.

E. The County Commissioners can be reached at 402-441-7447 or [commish@lancaster.ne.gov](mailto:commish@lancaster.ne.gov).

8) **ADJOURNMENT**

**MOTION:** Heier moved and Smoyer seconded to adjourn the Board of Commissioners meeting at 5:37 p.m. Raybould, Heier, Smoyer, Hudkins and Schorr voted aye. Motion carried 5-0.

  
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**Dan Nolte**  
Lancaster County Clerk



**MINUTES**  
**LANCASTER COUNTY BOARD OF EQUALIZATION**  
**TUESDAY, AUGUST 16, 2011**  
**COMMISSIONERS HEARING ROOM, ROOM 112**  
**FIRST FLOOR, COUNTY-CITY BUILDING**  
**IMMEDIATELY FOLLOWING THE LANCASTER COUNTY**  
**BOARD OF COMMISSIONERS MEETING**

Commissioners present: Deb Schorr, Chair  
Bernie Heier, Vice Chair  
Larry Hudkins  
Jane Raybould  
Brent Smoyer

Others present: Scott Gaines, Deputy County Assessor/Register of Deeds  
Kerry Eagan, Chief Administrative Officer  
Gwen Thorpe, Deputy Chief Administrative Officer  
Brittany Behrens, Deputy County Attorney  
Dan Nolte, County Clerk  
Cori Beattie, Deputy County Clerk  
Angela Zocholl, County Clerk's Office

The location announcement of the Nebraska Open Meetings Act was given and the meeting was called to order at 5:37 p.m.

- 1) **MINUTES**: Approval of the minutes of the Board of Equalization meeting held on Tuesday, August 9, 2011.

**MOTION**: Smoyer moved and Hudkins seconded approval of the minutes. Hudkins, Raybould, Heier, Smoyer and Schorr voted aye. Motion carried 5-0.

- 2) **ADDITIONS AND DEDUCTIONS**: Approval of six additions and deductions to the tax assessment rolls per Attachments "A" and "B".

**MOTION**: Hudkins moved and Smoyer seconded approval of the additions and deductions. Raybould, Heier, Smoyer, Hudkins and Schorr voted aye. Motion carried 5-0.

- 3) **MOTOR VEHICLE TAX EXEMPTION APPLICATIONS**:

Community Action Partnership of Lancaster & Saunders County  
Lincoln Christian School  
St. Peter's Catholic Church of Lincoln  
St. Thomas Aquinas Church  
Sisters of Mary, Queen of Mercy

**MOTION**: Raybould moved and Smoyer seconded approval of the motor vehicle tax exemption applications. Heier, Smoyer, Hudkins, Raybould and Schorr voted aye. Motion carried 5-0.

4) **APPEALS RELATING TO NOTICE OF ASSESSED VALUATION CHANGE FOR TAX YEAR 2011:**

**Charles & Jewel Claytor  
William Alan LLC  
Priestly Fraternity of St. Peter  
Roger & Patty Vollstedt  
Frances Ann Sieck Life Estate**

Tom Kubert, Great Plains Appraisal, said referee hearings were held with the five appealed properties.

Charles & Jewel Claytor

Kubert said this property contained a post office, but it has now been moved to a personal property account with tax responsibility under the Federal government. He anticipated it to be tax exempt eventually. He recommended a reduction from \$64,800 to \$32,900.

William Alan LLC

Kubert said there was a question on site value and land use. The land uses were reallocated. He recommended a reduction from \$595,700 to \$402,900.

Priestly Fraternity of St. Peter

Kubert said there was a land use question that resulted in a reduction from \$8,644,000 to \$8,643,000.

Roger & Patty Vollstedt

Kubert said the County Assessor's record was accurate, so he recommended no change, leaving the value at \$18,900.

Frances Ann Sieck Life Estate

Kubert said this is an irrigated parcel, but the home site does not allow part of it to be irrigated. It was switched to dry land, which resulted in a reduction from \$48,700 to \$48,000.

Raybould asked if the Priestly Fraternity of St. Peter property would be tax exempt. Kubert thought it was partially tax exempt.

Hudkins asked if the Vollstedt parcel in question was the new piece purchased from the County. Kubert said it was not.

Schorr asked if the information provided today would change action taken by the Board last week. Kubert said it should not. He explained these notices on valuation change were sent late (early June) and had their own process. Since it fell during the Board of Equalization, the County Board chose to have referees handle them at the same time.

**MOTION:** Heier moved and Smoyer seconded approval of the appeals relating to notice of assessed valuation change for the tax year 2011 based on the referee's recommendations. Smoyer, Hudkins, Raybould, Heier and Schorr voted aye. Motion carried 5-0.

5) **ADJOURNMENT**

**MOTION:** Heier moved and Raybould seconded to adjourn the Board of Equalization meeting at 5:43 p.m. Hudkins, Raybould, Heier, Smoyer and Schorr voted aye. Motion carried 5-0.

*Dan Nolte*

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**Dan Nolte**  
**Lancaster County Clerk**



My name is Jeanne Sayers. I have worked for Lancaster County for almost 36 & ½ years. Last Thursday the agenda of the Personnel Policy Board had two items, one which deleted longevity and one which reduced personal holidays, both items which would affect unrepresented employees

Of the approximately 30 that were in attendance there were at least 7 individuals and myself who spoke to the board members and strongly encouraged them NOT to vote in favor or recommend these changes in the Personnel Rules and I would briefly like to sum up the reasons why

Longevity has been in practice with county government for many years and probably ~~20~~<sup>25</sup> years ago or better, longevity was awarded much like the current county's service awards are given - in other words an employee received the longevity pay once every 5 years. I don't remember the amounts any longer or at what year longevity began. As a member then of EAT this group lobbied for changing the longevity to the current practice - which it was - I'm assuming this was in the mid 80's and longevity, though EAT has tried many times to increase the monetary amount, it has remained the same dollar amount.

Longevity is at the completion of 5, 10, 15, 20 & 25 years of service- it's intention from EAT's stand point was as an increase as an employee had maxed out, or reached the top step and was no longer eligible for a merit increase. I believe at this time pay grades were only 5 steps so an employee reached the top pay grade at 3 & ½ years and began longevity at the completion of their 5<sup>th</sup> year - longevity

*is just that little extra that our experience & dedication provides to the dept.*

There are now 8 steps to a pay grade and an employee will max out at 6 & ½ years - at 4 & ½ years an employee would normally receive a merit increase (Step 6 - 3.6%), in 6 months, 5 years of service has been accomplished and longevity pay (11 cents/hour) begins - normally around September 1<sup>st</sup> of each year that same employee would also get a COL increase - % subject to negotiation or County Board decision - this will continue to happen to that employee for two additional years as that employee has 2 more steps of a 3.6% increase each before topping out - that's 2 additional pay increases per year and the employee has less than 10 years of service which is the next longevity increase

Every year you honor employees of <sup>6</sup> 10 to over 35 years of service. This year approximately 122 employees received a \$12 breakfast and a city gift certificate ranging between \$25 and \$100 - Now 3 months later you requested support to take away from these very same employees \$387 to \$1,000 of

their annual pay plus a personal holiday

and many more  
harded values  
long employees

Deleting longevity and a personal holiday if done for EVERY county employee is said to save in the neighborhood of \$360,000. However you are penalizing me for my years of service by reducing my pay by 48 cents/hour compared to a 5 year employee's reduction of 11 cents per hour and this 5 year employee continues to receive merit increases - there has to be something more equitable

In the upcoming days you will hear further discussion with words like comparable & exceeding as these benefits relate to other counties. County employees are told they can not be compared to our side by side city employees who by the way have a higher <sup>paying</sup> longevity policy - but why can't Lancaster County be the county compared to, be the county that exceeds normal - why is that so bad

Thank you for your time.