

**STAFF MEETING MINUTES  
LANCASTER COUNTY BOARD OF COMMISSIONERS  
COUNTY-CITY BUILDING, ROOM 113  
THURSDAY, DECEMBER 8, 2011  
8:30 A.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  
Dan Nolte, County Clerk  
Cori Beattie, Deputy County Clerk  
Ann Taylor, County Clerk's Office

The Chair opened the meeting at 8:30 a.m.

**AGENDA ITEM**

**1 APPROVAL OF THE MINUTES OF THE TUESDAY, DECEMBER 1, 2011 STAFF MEETING**

**MOTION:** Smoyer moved and Hudkins seconded approval of the minutes of the December 1, 2011 Staff Meeting. Hudkins, Smoyer, Heier and Schorr voted aye. Raybould was absent from voting. Motion carried 4-0.

**2 ADDITIONS TO THE AGENDA**

None were stated.

**3 MEMORANDUM OF UNDERSTANDING (MOU) WITH THE CITY OF HICKMAN REGARDING FALLEN OFFICER MEMORIAL** - Terry Wagner, Lancaster County Sheriff; Bill Jarrett, Chief Deputy Sheriff; Brittany Behrens, Deputy County Attorney

Terry Wagner, Lancaster County Sheriff, said Deputy Craig Dodge was killed in the line of duty in 1987 when he responded to a call in Hickman. He said the owner of the property where the incident occurred has agreed to donate a portion of the property to the City of Hickman for a law enforcement memorial. The City of Hickman will be

responsible for maintenance and lighting. The Deputy Sheriff's Association and the Sheriff's Office will raise funds for fixtures, such as benches and a flag pole, which will become the property of Lancaster County. In response to a question from Heier, Brittany Behrens, Deputy County Attorney, said the County will be responsible for making sure the memorial's design meets Hickman's codes and ordinances. **NOTE:** An agreement to allow placement of the memorial on the City of Hickman's property will be scheduled for action on the December 13<sup>th</sup> County Board of Commissioners Meeting agenda.

### **ACTION ITEMS**

- A. Approval of a Part-Time AmeriCorps Volunteer for the Youth Services Center (YSC)

Gwen Thorpe, Deputy Chief Administrative Officer, said YSC was offered another part-time AmeriCorps volunteer for Fiscal Year 2012. She said the cost will be \$2,100 and Sheli Schindler, YSC Director, has indicated she has sufficient funds in the budget to cover the expense.

**MOTION:** Heier moved and Hudkins seconded approval. Heier, Hudkins, Smoyer and Schorr voted aye. Raybould was absent from voting. Motion carried 4-0.

### **ADMINISTRATIVE OFFICER REPORT**

- A. Photograph of County Board for Lobby Area of Office

Board consensus was to schedule time in January to have a group picture taken.

Raybould arrived at the meeting at 8:40 a.m.

- C. Management Team Meeting (January 12, 2011)

It was noted that the following items are scheduled on the agenda: 1) A presentation by representatives of the Lincoln Public Schools (LPS) on disaster recovery; and 2) An employee health evaluation.

Schorr suggested it may be better for the County to utilize the employee health evaluation the City is using, as there are several joint departments, rather than the health assessment offered through Blue Cross and Blue Shield (BCBS) (see November 10, 2011 Staff Meeting minutes). She said the County can still utilize the educational components offered by BCBS.

#### 4 COMMUNITY MENTAL HEALTH CENTER (CMHC) MANAGEMENT CONSULTANT AGREEMENT - Tom Fox, Deputy County Attorney

Tom Fox, Deputy County Attorney, advised against contracting with Dean Settle for management services at the Community Mental Health Center (CMHC) as it would not meet the Internal Revenue Service's (IRS's) characteristics of an independent contractor. There are also tax implications. **NOTE:** Settle, who currently serves as CMHC Director, had planned to retire at the end of December. The position was offered to Travis Parker, CMHC Deputy Director, but he declined the offer and resigned to accept another position. Fox said it would be better to have Settle continue as an employee. Hudkins asked whether the County could contract with Region V to run the facility, adding Region V would have the option of contracting with Settle. Fox said that would be a different situation. Raybould said she has visited with a number of the providers and individuals involved with CMHC and felt they would not be supportive of hiring Region V at this time. She stressed the need for consistency and asked whether Settle could suspend his resignation and his application for pension. Fox said he has not looked into that specific issue and indicated Settle may need to consult his tax attorney. Heier and Raybould agreed to meet with Settle and Fox to try to resolve the issue.

#### ADMINISTRATIVE OFFICER REPORT

##### D. Legislative Issues (Pension Match and Juvenile Post Adjudication Placements)

Kerry Eagan, Chief Administrative Officer, said he attended the hearing on Legislative Resolution (LR) 210 (Interim study to examine the public employees retirement systems administered by the Public Employees Retirement Board). He said Senator Nordquist would like to draft the bill to include a "floor" of a 1 to 1 match. Counties would have the option of remaining at the 1 to 1.5 match. Eagan noted the change would only apply to new employees.

Eagan said the State would like to place all post-adjudicated juveniles under Juvenile Probation. Those costs are the responsibility of the State when placement is with the Office of Juvenile Services (OJS). He expressed concern that those costs could shift to the County with that change, noting the following provision in Nebraska Revised Statute §43-286:

*Under subdivision (1)(a) of this section, upon a determination by the court that there are no parental, private, or other public funds available for the care, custody, and maintenance of a juvenile, the court may order a reasonable sum for the care, custody, and maintenance of the juvenile to be paid out of a fund which shall be*

*appropriated annually by the county where the petition is filed until a suitable provision may be made for the juvenile without such payment;*

Eagan said Douglas County shares his concerns and would like to know Lancaster County's position. Smoyer said several senators on the Legislature's Judiciary Committee have also expressed concerns.

Schorr indicated that she, Smoyer and Eagan will meet with Lori Griggs, Chief Juvenile Probation Officer; Sara Hoyle, Juvenile Justice Coordinator; and Joe Kohout, Legislative Consultant, to discuss the issue. There was also consensus to closely monitor legislation that Senator Ashford is trying to "fast-track".

#### E. County Internship

Raybould said she was contacted by a University of Nebraska-Lincoln (UNL) student who is interested in an internship with Lancaster County. She presented a list of possible tasks (Exhibit A). Gwen Thorpe, Deputy Chief Administrative Officer, noted that one of tasks Raybould has suggested is to assist with Thorpe with TRIM (electronic records management system) management and updates. Thorpe said she will not allow an intern administrative access to TRIM. Eagan suggested an intern might be able to assist with an update of policies. Heier said Nebraska Wesleyan University and Union College students may also be interested in internships. Raybould agreed to check on how to post an internship opportunity and to bring back more information on the student she spoke with. Hudkins suggested that the issue of internships be scheduled on a City-County Common Meeting agenda for discussion.

### **5 VISITORS PROMOTION COMMITTEE (VPC) RECOMMENDATIONS REGARDING: A) IMPROVEMENT OF BOOSALIS TRAIL (SOUTH 27<sup>TH</sup> TO SOUTH 48<sup>TH</sup> STREET); AND B) EXPANSION OF SMITH COLLECTION MUSEUM OF AMERICAN SPEED - Jeff Maul, Lincoln Convention and Visitors Bureau (CVB) Executive Director; Steve Hilton, Visitors Promotion Committee (VPC) Chair**

#### **A) Improvement of Boosalis Trail (South 27<sup>th</sup> to South 48<sup>th</sup> Street)**

Steve Hilton, Visitors Promotion Committee (VPC) Chair, said the City Parks and Recreation Department has requested \$495,000 for improvement of the section of the Helen Boosalis Trail that runs between South 27<sup>th</sup> to South 48<sup>th</sup> Street, parallel to Nebraska Highway 2, to better accommodate the Lincoln Marathon. He said the intent is to widen the trail to allow more runners to run abreast if the marathon wants to continue to grow. Hilton said costs were not clearly defined and the VPC suggested

they explore whether a section of Highway 2 could be closed. Lynn Johnson, Lincoln Parks and Recreation Department Director, appeared and said they have contacted the Nebraska Department of Roads to see what would be required.

Schorr asked why organizers don't consider changing the route. Johnson explained that runners like the existing route which allows them to qualify for other marathons.

Smoyer suggested they explore other funding sources, citing the \$1,000,000 that was recently allocated for the City's parks. Johnson said they can explore that option. He said they might also seek funding from the Great Plains Trails Network, Lincoln Track Club and the Recreational Trails Program, which is administered by the Nebraska Game and Parks Commission. Hudkins suggested the Lower Platte South Natural Resources District (NRD) as another possible funding source.

## **B) Expansion of Smith Collection Museum of American Speed**

Hilton said the request is for \$750,000 for expansion of the Smith Collection Museum of American Speed located off Sun Valley Boulevard. He said the expansion will be in two stages: 1) Renovate a 25,000 square foot building; and 2) A new addition of 52,000 square feet. The total cost is projected at \$2,500,000 and the Smith family has indicated it will contribute funds to support the project. Hilton noted the museum has served as a catalyst for other groups and events. He said the museum is a 501c(3) (non-profit organization). The Smith family owns the facility but has indicated plans to gift ownership in the next few years. Maul noted that Visitor Improvement Fund grants are limited to public or non-profit organizations.

There was consensus to send a letter to the applicant, signed by all members of the Board, indicating it is an exciting potential project but the details need to be developed further.

### **6 JUVENILE JUSTICE PROGRAM FUNDING GRANT SUBMISSION REQUEST AND MATCH FUNDING - Kit Boesch, Human Services Administrator; Sara Hoyle, Juvenile Justice Coordinator**

Kit Boesch, Human Services Administrator, requested authorization to submit 22 grant applications related to the juvenile justice program to the Nebraska Crime Commission. The grants total \$762,173. She said the County is asked to provide \$48,000 in matching funds for certain grants, dependent upon whether they are funded.

In response to a question from Schorr, Sara Hoyle, Juvenile Justice Coordinator, said there are seven new projects this year: 1) Lincoln Police Department (LPD) Officer (An overtime police officer to focus on processing juvenile referrals. This will aid in speeding up the disposition of the referrals); 2) Project Learn (Boys and Girls Club to work with 6<sup>th</sup> graders at Park Middle School); 3) Heartland Big Brother/Big Sisters Mentoring Youth with Disabilities (Self explanatory); 4) TeamMates Stand (TeamMates assigned to youth who are having difficulties in school); 5) Lux-The Artist Inside (A partnership between the Youth Services Center (YSC) and the LUX Center for The Arts to provide art for YSC residents and scholarships for LUX events); 6) Project Roll Call (Targets truant youth at Title I schools); and 7) I Got You (A community organization is interested in working with youth to develop their musical talents).

**MOTION:** Heier moved and Raybould seconded to: 1) Approve the submission of 22 grant applications totaling \$762,173 through Lancaster County to the Nebraska Crime Commission; and 2) Approve County match in the amount of \$48,000, provided the corresponding grants are approved. Raybould, Heier, Smoyer, Hudkins and Schorr voted aye. Motion carried 5-0.

## **7 BLOOD CHEMISTRY PROFILE - Sue Eckley, County Risk Manager**

Sue Eckley, County Risk Manager, said the County currently offers blood chemistry profiles every 18 months and said 263 employees participated in 2010 at a cost of \$3,200. **NOTE:** The cost is \$20 for males and \$25 for females. She asked the Board to consider reducing the spacing of the blood draws to every 12 months, which she said is what most physicians recommend. Eckley said there is \$6,500 remaining in this year's budget for wellness activities that could be used to fund this expense.

Raybould asked what can be done to encourage a higher participation rate. Eckley said she will be coming back to discuss health risk appraisals and suggested that tool could help increase participation in the blood chemistry profiles.

**MOTION:** Hudkins moved and Smoyer seconded to schedule the blood chemistry profiles after the health risk appraisals.

Raybould said BlueCross and BlueShield of Nebraska, the County's health care provider, should be a partner in promoting the health risk appraisals and blood chemistry profiles. She added that she would like to see incentives offered to increase participation.

**ROLL CALL:** Hudkins, Smoyer, Heier, Raybould and Schorr voted aye. Motion carried 5-0.

**8 UNCLASSIFIED EMPLOYEE AND CHIEF DEPUTY SALARIES** - Don Taute, Interim Personnel Director; Nicole Gross, Compensation Technician

Don Taute, Interim Personnel Director, disseminated copies of Appointed Officials Salary Survey 2011 (Exhibit B). **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), elected officials and chief deputies was also disseminated (Exhibit C). It was noted that the increase for 2012 will be 2% for elected officials. **NOTE:** The Board passed a resolution in 2009 (County Resolution No. R-09-0107) establishing the annual salaries and cost-of-living increases for elected officials for the 2011-2014 term of office. The increases are based on the U.S. Department of Labor Statistics Consumer Price Index (CPI) for all Urban Consumers in the Mid-West Region.

Schorr noted the County has a case pending before the Commission of Industrial Relations (CIR) and suggested the Board delay making a decision on salaries until that case is settled. She asked the Personnel Department to provide a comparison showing 1% and 2% salary increases for the unclassified employees and the County Sheriff, County Attorney and Public Defender to indicate how they would allocate those increases within their departments.

It was noted that the Board made a commitment in 2009 to make market adjustments to the Bailiff II's salaries to equalize them with the salaries of the Paralegal II's. Troy Hawk, Court Administrator, Lancaster County District Court, appeared and said this is the last year for the market adjustment.

Raybould said she does not see any opportunity for salary increases, given the budget situation. Hudkins and Heier concurred. Hudkins said he cannot support having staff spend time to gather additional information if there are not funds available to increase salaries. Heier said he fears there will have to be a reduction in force and said departments should be prepared for that possibility. He said the alternative would be to raise property taxes and said he is not prepared to do that at this time.

In response to a question from Raybould, Eagan said elected officials' salaries are set for a four-year term and cannot be changed. Raybould suggested the Board seek a legislative remedy that would allow for an across-the-board modification of elected officials' salaries. Smoyer said the Board would have to find a senator willing to sponsor the legislation and the elected officials would have to agree, in a collective vote, to leave their salaries flat. Eagan said it is also a constitutional issue and would require a vote of the people. Raybould said she finds an automatic increase for elected officials to be distasteful and demoralizing to the county government workforce.

Terry Wagner, Lancaster County Sheriff, appeared and expressed concern that there will be a compression of wages within the ranks and 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 increases. He also pointed out that most of the Board members have other income sources and said that is not the case for most employees. Raybould said the disparity in wages is grossly unfair but said the Board must make tough cost cutting decisions. She added she would be willing to sit down with each of the elected officials and "brainstorm" on budget matters.

Joe Kelly, County Attorney, appeared and said he has lost four attorneys in the last two years due to salaries. He said he believes the attorneys in his office are vastly underpaid and urged the Board to compare their salaries and benefits with their counterparts in government (City Attorney's Office, Nebraska Attorney General's Office and U.S. Attorneys who are located in Lincoln) and private attorneys to get a better read on the situation. Taute said it may be difficult to obtain that information from the private sector. Raybould suggested the Nebraska Department of Labor and Nebraska Bar Association may be able to provide comparability information.

Smoyer suggested the Board consider going back to a system where the elected officials have more control over salaries within their allocation.

Meyer said the Board would have to start "bumping up" the department budgets.

Doug Cyr, Chief Administrative Deputy County Attorney, appeared said salary increases could be made up through other budget reductions, such as vacancy savings. He noted Raybould had indicated she was offended that elected officials would receive salary increases when employees would not and said the elected officials have the option to turning their increases back in to the County and take a tax deduction. Raybould said she will do so.

Smoyer said he believes the Board also needs to look closely at non-mandated

programs. Raybould said she believes that is “short-sighted”, noting many provide a significant return on investment.

Cyr stressed the importance of employees and the disparity in wages is very disheartening. Heier asked Cyr what he would advocate. Cyr said there is discretionary spending within the budget, citing the Joint Budget Committee (JBC) funding as an example. He noted the City increased its property tax requirement last year and said at some point the County must stop forcing the burden on the employees.

The Chair asked whether there is direction from the Board.

**MOTION:** Smoyer moved to delay a decision on salaries adjustments for the unclassified employees until there is more information on budgetary issues.

Raybould said she would like the Personnel Department to prepare a comprehensive wage and benefits analysis, adding she believes employees may not have a complete understanding of their total compensation package.

The maker of the motion withdrew his motion.

Taute said the City provides employees with a statement each year that provides that information and suggested the County provide something similar to its employees. He agreed to work with Meyer in that regard.

Schorr said she believes comparison studies will show most of these positions are underpaid. She said she believes the focus should be on what Board believes the County can afford for salary increases.

Hudkins said he is willing to honor the commitment to the bailiffs, but doesn't know how the County can fund anything beyond that.

Heier said he believes the Board needs to continue to look at funding of the Community Mental Health Center (CMHC), JBC and human services.

There was general consensus to schedule further discussion on the January 26<sup>th</sup> Staff Meeting agenda.

## **9 ACTION ITEMS**

Item was moved forward on the agenda.

## **10 CONSENT ITEMS**

There were no consent items.

## **11 ADMINISTRATIVE OFFICER REPORT**

### A. Photograph of County Board for Lobby Area of Office

Item was moved forward on the agenda.

### B. Claims for Review:

1. Payment Voucher (PV) No. 335880 from Emergency Management for \$12,865.05 for Salary, Benefits and Mileage Reimbursement (Includes Dates Beyond the 90-Day Time Period)
2. Payment Voucher (PV) No. 335879 from Emergency Management for \$1,671.26 for Mileage Reimbursement (Includes Dates Beyond the 90-Day Time Period)

Doug Ahlberg, Emergency Management Director, appeared and gave an overview of the claims which are related to the County serving as a "pass-through" for Federal Homeland Security grant funds for counties in the Southeast Region (Cass, Gage, Fillmore, Jefferson, Johnson, Lancaster, Nemaha, Otoe, Pawnee, Richardson, Saline, Seward, Thayer and York).

**MOTION:** Hudkins moved and Heier seconded to handle the claims through the regular claims process. Hudkins, Smoyer, Raybould, Heier and Schorr voted aye. Motion carried 5-0.

- C. Management Team Meeting (January 12, 2011)
- D. Legislative Issues (Pension Match and Juvenile Post Adjudication Placements)
- E. County Internship

Items C-E were moved forward on the agenda.

## **12 PENDING**

There were no pending items.

### **13 DISCUSSION OF BOARD MEMBER MEETINGS**

#### **A. Public Building Commission (PBC) - Hudkins, Raybould**

Hudkins said the PBC accepted a proposal and has recommended purchase of an office building at 825 J Street for \$1.77 million, with a five-year lease back provision, to the County Board and City Council.

#### **B. Meeting with the Mayor - Schorr, Heier**

Schorr said they did not have a meeting.

Eagan suggested the Board ask the Mayor to copy the Board on correspondence that relates to legislation that may affect joint departments.

#### **C. Lincoln Metropolitan Planning Organization (MPO) Officials Committee - Schorr, Heier**

Schorr said they took action on the following: 1) MPO Transportation Improvement Program for 2012-2015; and 2) Long-Range Transportation Plan. She said most of the discussion focused on the 10-Year Priority Road Project Plan that was presented by the Nebraska Department of Roads (NDOR) (Exhibit D).

#### **D. Human Services Joint Budget Committee (JBC) - Schorr, Raybould**

Schorr said discussion focused on whether to require the boards of agencies receiving funding to have training and how to allocate prevention dollars.

#### **E. Railroad Transportation Safety District (RTSD) - Hudkins, Schorr, Smoyer**

Schorr said the meeting was routine in nature.

#### **F. Chamber Coffee - Raybould, Smoyer**

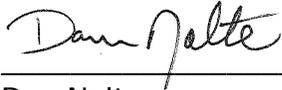
Raybould said it was a community consensus exercise.

### **13 EMERGENCY ITEMS AND OTHER BUSINESS**

There were no emergency items or other business.

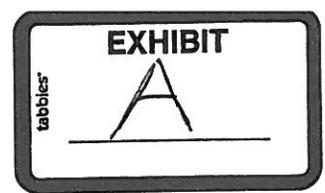
**14 ADJOURNMENT**

**MOTION:** Heier moved and Smoyer seconded to adjourn the meeting at 10:56 a.m. Hudkins, Smoyer, Schorr, Heier and Raybould voted aye. Motion carried.



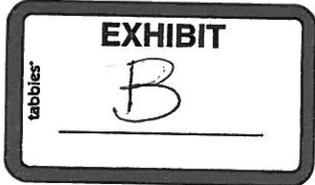
Dan Nolte  
Lancaster County Clerk





Possible Intern Research Opportunities and Tasks:

- 1) Best practices in county budget cost controls
- 2) Visit and work with each department and elected officials on drafting best practices/best revenue generating ideas/best cost saving summary
- 3) Review and analyze historical summaries on consolidation of city and county agencies. What are other counties doing?
- 4) Analysis of elected county offices of Assessor and Engineer that are currently elected positions. What do other counties do? Appointment? Does this require a statutory change to the Nebraska Legislature?
- 5) Research on road and infrastructure bond initiatives and comparison to impact fee collection; contact Mary Johnson with Ruth Mueller and Robak as a resource
- 6) Assist with County Engineering office on cost data collection and vehicle servicing summary
- 7) Analysis and comparison of benefits and retirement benefits among different counties in Nebraska and other Midwest states
- 8) Comparison of other county early retirement buy-out offerings
- 9) Analysis of reduction in force practices
- 10) Assist with County Clerks' office on researching and comparing other counties' fees
- 11) Communicate with NACO on data collection assistance and use NACO as a resource
- 12) Review and analyze past history of wheel tax and the implementation countywide – work with Kerry Eagan on getting the fundamentals and JPA structure as a possibility
- 13) Review best practices of community correction and jail diversion
- 14) Work with Gene Cotter on maintaining data summary of preliminary investigative reports and savings/impact to the county
- 15) Assist Gwen on TRIM management and updates
- 16) MORE SUGGESTIONS?



## APPOINTED OFFICIALS SALARY SURVEY 2011

COUNTY	Mental Health Administrator		Youth Services Center Director		Chief Administrative Officer		Deputy Chief Administrative Officer	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Douglas	\$63,687	\$106,147	\$70,979	\$118,296	\$88,389	\$147,318	\$70,979	\$118,296
Linn	\$66,091	\$105,081	\$66,091	\$105,081				
Minnehaha			\$69,547	\$105,822	\$84,735	\$128,935	\$51,711	\$78,684
Polk			\$65,092	\$85,722	\$166,866	\$166,866		
Sedgwick	\$78,403	\$114,561	\$58,705	\$85,806	\$175,095	\$175,095	\$118,746	\$118,746
Shawnee								
Mean	\$69,394	\$108,596	\$66,083	\$100,145	\$128,771	\$154,554	\$80,479	\$105,242
Median	\$66,091	\$106,147	\$66,091	\$105,081	\$127,628	\$157,092	\$70,979	\$118,296
Midpoint	\$67,742	\$107,372	\$66,087	\$102,613	\$128,199	\$155,823	\$75,729	\$111,769
Lancaster	\$104,840	\$104,840	\$92,562	\$92,562	\$128,128	\$128,128	\$85,001	\$85,001
\$ incr/decr	-\$37,098	\$2,532	-\$26,475	\$10,051	\$71	\$27,695	-\$9,272	\$26,768
% incr/decr	-35.39%	2.41%	-28.60%	10.86%	0.06%	21.61%	-10.91%	31.49%

COUNTY	Budget & Fiscal Officer		Building Administrator		Corrections Administrator		Weed Control Superintendent	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Douglas	\$70,979	\$118,296	\$70,979	\$118,296	\$79,177	\$131,963		
Linn	\$71,712	\$114,742	\$66,091	\$105,081	\$93,536	\$93,536		
Minnehaha			\$69,547	\$105,822			\$36,598	\$55,688
Polk	\$82,425	\$108,743	\$90,642	\$119,652	\$104,988	\$104,988	\$65,092	\$85,722
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	\$77,159	\$107,226	\$72,894	\$103,010	\$88,175	\$101,372	\$54,349	\$70,979
Median	\$72,930	\$108,743	\$70,263	\$105,452	\$86,357	\$99,262	\$57,853	\$71,253
Midpoint	\$75,045	\$107,985	\$71,579	\$104,231	\$87,266	\$100,317	\$56,101	\$71,116
Lancaster	\$92,030	\$92,030	\$108,326	\$108,326	\$102,810	\$102,810	\$62,000	\$62,000
\$ incr/decr	-\$16,985	\$15,955	-\$36,747	-\$4,095	-\$15,544	-\$2,493	-\$5,899	\$9,116
% incr/decr	-18.46%	17.34%	-33.92%	-3.78%	-15.12%	-2.42%	-9.52%	14.70%

Deputy Sheriff -  
Captain

Attorney I

Attorney II

Community  
Corrections Dir

COUNTY	MINIMUM	MAXIMUM		MINIMUM	MAXIMUM		MINIMUM	MAXIMUM		MINIMUM	MAXIMUM
Douglas	\$105,007	\$105,007		\$45,000			\$106,590			\$62,169	\$93,211
Linn	\$91,254	\$91,254		\$53,965	\$84,187		\$62,954	\$99,466			
Minnehaha	\$53,005	\$95,869		\$51,711	\$78,684		\$57,079	\$86,855			
Polk	\$71,513	\$94,268		\$61,404			\$116,919				
Sedgwick	\$58,705	\$85,806		\$50,000			\$90,000			\$78,403	\$114,561
Shawnee	\$50,689	\$81,016		\$64,875			\$103,709			\$74,000	\$74,000
Mean	\$71,696	\$92,203		\$54,492	\$81,436		\$60,017	\$100,590		\$71,524	\$93,924
Median	\$65,109	\$92,761		\$52,838	\$81,436		\$60,017	\$101,587		\$74,000	\$93,211
Midpoint	\$68,402	\$92,482		\$53,665	\$81,436		\$60,017	\$101,089		\$72,762	\$93,568
Lancaster	\$84,000	\$90,002		\$56,000	\$63,632		\$72,000	\$99,817		\$82,599	\$82,599
\$ incr/decr	-\$15,598	\$2,480		-\$2,335	\$17,804		-\$11,983	\$1,272		-\$9,837	\$10,969
% incr/decr	-18.57%	2.76%		-4.17%	27.98%		-16.64%	1.27%		-11.91%	13.28%

COUNTY	Veterans Service		General Assistance		Risk Management Director		Emergency Management Director	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Douglas	\$57,158	\$95,264	\$63,687	\$106,147			\$63,687	\$106,174
Linn	\$52,312	\$81,607	\$52,312	\$81,607	\$61,025	\$96,418	\$91,229	\$91,229
Minnehaha	\$40,398	\$61,468					\$69,547	\$105,822
Polk							\$101,659	\$101,659
Sedgwick					\$67,844	\$99,097	\$58,705	\$85,506
Shawnee							\$57,500	\$57,500
Mean	\$49,956	\$79,446	\$58,000	\$93,877	\$64,435	\$97,758	\$73,721	\$91,315
Median	\$52,312	\$81,607	\$58,000	\$93,877	\$64,435	\$97,758	\$66,617	\$96,444
Midpoint	\$51,134	\$80,527	\$58,000	\$93,877	\$64,435	\$97,758	\$70,169	\$93,880
Lancaster	\$76,887	\$76,887	\$76,887	\$76,887	\$76,527	\$76,527	\$83,283	\$83,283
\$ incr/decr	-\$25,753	\$3,640	-\$18,888	\$16,990	-\$12,093	\$21,231	-\$13,114	\$10,597
% incr/decr	-33.49%	4.73%	-24.57%	22.10%	-15.80%	27.74%	-15.75%	12.72%

Directors Salary Information 2011 ATTACHMENT A					
Agency Director	2010 Actual	2011 Proposed	% Inc.	Addition To Duties or Market	1.00% 2011 Proposed
Boesch	\$77,767.04	\$77,767.04	0.00%		\$77,767.04
Eagan	\$128,128.00	\$128,128.00	0.00%		\$128,128.00
Thorpe	\$85,001.28	\$85,001.28	0.00%		\$85,001.28
Ahlberg	\$83,283.20	\$83,283.20	0.00%		\$83,283.20
Schindler	\$92,562.08	\$92,562.08	0.00%		\$92,562.08
Thompson, Annette	\$71,154.72	\$71,154.72	0.00%		\$71,154.72
Dennis Meyer	\$92,029.60	\$92,029.60	0.00%		\$92,029.60
Brent Meyer	\$57,000.32	\$57,000.32	0.00%		\$57,000.32
Thurber	\$102,810.24	\$102,810.24	0.00%		\$102,810.24
Chalupa	\$76,887.20	\$76,887.20	0.00%		\$76,887.20
Ringlein	\$56,422.08	\$56,422.08	0.00%		\$56,422.08
Killeen	\$108,326.40	\$108,326.40	0.00%		\$108,326.40
Dean Settle	\$104,840.32	\$104,840.32	0.00%		\$104,840.32
Parker	\$84,581.12	\$84,581.12	0.00%		\$84,581.12
Kim Etherton	\$82,598.88	\$82,598.88	0.00%		\$82,598.88
Eckley	\$76,527.36	\$76,527.36	0.00%		\$76,527.36
Child Support - Gillen	\$95,417.92	\$95,417.92	0.00%		\$95,417.92
Bailiff I (Smith)	\$21,120	\$21,331	1.00%		\$21,331
Bailiff II*	\$52,636.48	\$53,162.84	1.00%	\$1,500.00	\$54,662.84
District Court Law Clerks	\$38,064.00	\$38,444.64	1.00%		\$38,444.64
Psychiatrist II (Roy)	\$202,072.00	\$202,072.00	0.00%		\$202,072.00

\* It is the intention of the Board to equalize the Bailiff II position to the Para Legal II

January 7, 2011

Attachment B

	<i>Promotion Date</i>	<i>2009 Salary</i>	<i>2010 Salary</i>	<i>2011 salary Recommendation</i>	<i>Actual \$ Increase</i>	<i>% increase</i>
Juilfs, Gary	09/09/99	\$89,075	\$90,100	\$91,000	\$900	.98%
Lefler, Joseph	06/14/01	\$88,075	\$89,100	\$90,000	\$900	1%
Duncan, Todd	09/02/01	\$88,075	\$89,100	\$90,000	\$900	1%
Houchin, Benjamin	02/15/05	\$84,775	\$86,100	\$87,000	\$900	1%
Young, Don	02/01/07	\$81,825	\$84,000	\$84,800	\$800	.94%
<u>TOTALS</u>		\$431,825	\$438,400	\$442,800	\$4,400	1%



**SALARY RECOMMENDATION WORKSHEET  
NON-NEGOTIATED SALARIES  
OTHER THAN ELECTED OFFICIALS AND CHIEF DEPUTIES  
Lancaster County Public Defender's Office  
2011**

Name	Position	Grad Date	Employ Date	Current Salary	Proposed Salary	% Change
Nigro, Joseph	Attorney II	05-83	11-83	\$98,950	\$99,816	1%
Bancroft, Webb	Attorney II	12-83	05-89	\$97,160	\$98,026	0.89%
Tast, Susan	Attorney II	05-86	09-89	\$83,200	\$84,066	1.04%
Egger-Brown, Kristi	Attorney II	05-88	01-90	\$93,833	\$94,699	0.92%
Elliott, Shawn	Attorney II	05-89	08-96	\$95,950	\$96,816	0.90%
Cooney, Paul	Attorney II	05-93	07-96	\$85,300	\$86,166	1.02%
Eppler, Timothy	Attorney II	05-96	11-99	\$77,500	\$78,366	1.12%
Eickholt, Christopher	Attorney II	05-98	05-03	\$76,250	\$77,116	1.14%
Foster, Elizabeth	Attorney II	09-04	10-05	\$65,575	\$65,575	0.00%
Jorgensen, John	Attorney II	05-03	10-05	\$65,730	\$65,730	0.00%
Newell, Sarah	Attorney I	05-05	06-06	\$59,788	\$60,654	1.45%
Houlden, Jennifer	Attorney I	05-06	09-07	\$58,108	\$58,974	1.49%
McHargue, Valerie	Attorney I	05-08	07-09	\$57,000	\$57,866	1.52%
Christie, Yohance	Attorney I	05-09	02-10	\$56,000	\$56,866	1.55%
Molvar, Todd	Attorney I	05-09	02-10	\$56,000	\$56,866	1.55%
<b>Totals</b>				<b>\$1,126,344</b>	<b>\$1,137,602</b>	<b>1.00%</b>

**AMENDED ATTACHMENT A**

**CHIEF DEPUTY SALARIES  
For the Calendar Year 2011  
(Effective December 16, 2010)**

<u>CHIEF DEPUTY (DEPARTMENT)</u>	<u>2010</u>	<u>2011</u>
Joe Kelly (County Attorney)*	\$125,740.25	125,740.25
Condon, Patrick F. (County Attorney)**		125,740.25
Thew, Mike (County Attorney)	122,431.30	122,431.30
Cyr, Doug (County Attorney)	115,813.39	115,813.39
Henderson, Alicia (County Attorney)	115,813.39	115,813.39
Helvie, Scott (Public Defender)	125,740.25	125,740.25
Hays, Robert G. (Public Defender)	120,313.42	120,313.42
Timm, Margene (Public Defender)	114,224.95	114,224.95
Jarrett, William (County Sheriff)	101,856.51	101,856.51
Ogden, Rob (Assessor/Register of Deeds)	105,362.92	105,362.92
Gaines, Scott (Assessor/Register of Deeds)	94,272.09	94,272.09
Schroeder, Ken (County Engineer)	81,875.00	81,875.00
Adams, Terry (County Treasurer)	74,301.30	74,301.30
Morrison, Sherri (Clerk of District Court)	74,296.10	74,296.10
Beattie, Cori (County Clerk)	70,871.69	70,871.69

\* Becomes County Attorney effective January 6, 2011

\*\* Effective January 6, 2011 instead of December 16, 2010

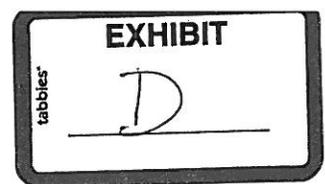
EXHIBIT A

LANCASTER COUNTY  
ELECTED OFFICIAL SALARIES

**SALARIES**

OFFICIAL	2011	2012	2013 - 2014
County Attorney	\$132,358	Between not less than 1% and not greater than 2%, depending on the increase in the U.S. Department of Labor Statistics CPI for all Urban Consumers Mid-West Region as published for November immediately preceding January 1, 2012	Annual increase - the higher of 2% OR the increase in the U.S. Department of Labor Statistics CPI for all Urban Consumers Mid-West Region as published for November immediately preceding each January 1 <sup>st</sup> , but with a maximum increase not to exceed 4%.
Public Defender	\$132,358		
Assessor/Reg of Deeds	\$110,908		
Engineer	\$104,747		
Sheriff	\$107,217		
County Treasurer	\$78,212		
County Clerk	\$74,602		
District Court Clerk	\$78,206		
Commissioners	\$37,301		

# Roads Priorities - 10 Year Plan (LB 84)



## FY 14-15

Hwy 133, Blair to Omaha	49.8 million
Kearney East Bypass, Phase 2 & 3	24.0 million
Hwy 77, Wahoo Bypass	18.8 million
I-80, 126th to 96th, Omaha	10.0 million
I-80, 60th to 24th, Omaha	10.0 million
I-680, Center - Pacific Street, Omaha	5.0 million
	<hr/>
	117.6 million

## FY 16-19

Hwy 30, Schuyler to Fremont	110.3 million
Hwy 75, Plattsmouth to Bellevue, N of Platte River	42.0 million
Heartland Expressway (Hwy 385, L62A to Alliance)	30.0 million
I-80, NW 56th - US 77, Lincoln	30.5 million
Hwy 75, Nebraska City Southeast Interchange	22.5 million
Hwy 6, Hastings Southeast	7.2 million
	<hr/>
	242.5 million

## FY 20-23

Hwy 2, Lincoln South Beltway	158.0 million
Hwy 30, US 281 West, Grand Island	25.0 million
Hwy 34 & 75, Murray to Plattsmouth	23.0 million
Hwy 77, Lincoln West Beltway	20.7 million
I-80, 24th to 13th, Omaha	11.0 million
	<hr/>
	237.7 million

## **TOTAL**

**597.8 million**

*Oct. 2011*