

**STAFF MEETING MINUTES
LANCASTER COUNTY BOARD OF COMMISSIONERS
COUNTY-CITY BUILDING, ROOM 113
THURSDAY, APRIL 12, 2012
8:30 A.M.**

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

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

Advance public notice of the Board of Commissioners Staff Meeting was posted on the County-City Building bulletin board and the Lancaster County, Nebraska, web site and provided to the media on April 11, 2012.

The Chair noted the location of the Open Meetings Act and opened the meeting at 8:34 a.m.

AGENDA ITEM

1 APPROVAL OF THE MINUTES OF THE THURSDAY, APRIL 5, 2012

MOTION: Raybould moved and Smoyer seconded approval of the minutes of the April 5, 2012 Staff Meeting. Heier, Hudkins, Smoyer, Raybould and Schorr voted aye. Motion carried 5-0.

2 ADDITIONS TO THE AGENDA

None were stated.

3 LEGISLATIVE UPDATE - Gordon Kissel and Joe Kohout, Kissel/E&S Associates

Gordon Kissel, Kissel/E&S Associates, presented a legislative update (Exhibit A).

In response to a question from Hudkins, Joe Kohout, Kissel/E&S Associates, said the Governor will likely continue his efforts to eliminate the Inheritance Tax next year.

Kissel noted there will be several new senators next year and stressed the need to educate them on this issue.

ACTION ITEMS

A. Support Letter for Victims of Crime Act (VOCA) Grant

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

4 INFORMATION SERVICES (IS) AND PERSONNEL COORDINATOR POSITIONS FOR CORRECTIONS - Mike Thurber, Corrections Director; Doug McDaniel, Personnel Director; Steve Henderson, Chief Information Officer, Information Services (IS)

Mike Thurber, Corrections Director, requested authorization to hire two new positions that were included in his budget: 1) A personnel specialist to assist with interviewing and screening applicants, payroll, staffing system, training, etc.; and 2) A liaison to Information Services (IS) who will work with the Criminal Justice Information Services (CJIS) Committee and the Jail Management System. He noted the department has a 23% turnover rate and hopes the personnel specialist position will help them retain employees and reduce overtime and on-call costs.

Raybould asked Doug McDaniel, Personnel Director, whether he could "loan" a member of his staff to Corrections. McDaniel said no, he lacks the capacity to dedicate someone to Corrections. Thurber said he considers the position critical to his operation and gave up a supervisory position to fund it.

MOTION: Heier moved and Smoyer seconded to allow Corrections to hire a personnel specialist. Smoyer, Schorr and Heier voted aye. Hudkins and Raybould voted nay. Motion carried 3-2.

Steve Henderson, Chief Information Officer, Information Services (IS), said he supports the request for a liaison to IS. He said Corrections' IS needs are becoming increasingly complex, partly due to the physical logistics of the new Lancaster County Adult Detention Facility (LCADF). Henderson said his staff have "deep" skills in very narrow areas and it is not easy for them to "jump across those skills" and provide generalized support to an organization like the Corrections Department.

MOTION: Heier moved to allow Corrections to proceed with hiring a liaison to Information Services (IS).

Hudkins asked whether there will be a corresponding reduction in IS charges. Thurber said they hope to reduce the number of hours billed from 900 to 400 which will help pay for the position. Hudkins said he believes this position is a higher priority than the personnel specialist, but is reluctant to add full-time equivalents (FTE's) when the County may be facing layoffs.

Schorr noted the Information Services Policy Committee (ISPC) has discussed the importance of having someone who is specialized in jail management technology.

Raybould suggested consideration be given to hiring a consultant that can work with the IS department on these specialized skills. Henderson said IS needs to balance support of Corrections with other City and County departments.

Schorr seconded the motion.

ROLL CALL: Heier, Schorr and Smoyer voted aye. Raybould and Hudkins voted nay. Motion carried 3-2.

5 BOARD OF EQUALIZATION (BOE) PROTEST HEARINGS - Tom Kubert, Great Plains Appraisal Company, Inc. (Referee Coordinator); Dan Nolte, County Clerk; Cori Beattie, Deputy County Clerk; Melissa Virgil, Board of Equalization Specialist, County Clerk's Office

Tom Kubert, Great Plains Appraisal Company, Inc. (Referee Coordinator), discussed 2012 Lancaster County Board of Equalization (BOE) Options (Exhibit B):

- 1) Referee hearings and no BOE testimony
- 2) No referee hearings and no BOE testimony
- 3) Limit the number of referee hearings and no BOE testimony

Kubert recommended that the Board limit referee hearings to protests filed by June 22, 2012, with all others handled in writing. He said there could be 12,000 protests this year and estimated that half of the protests will be filed by that date. Kubert said most of the filings are done on-line and property owners have the option to waive their hearing. He said limiting referee hearings could result in more appeals to the Tax Equalization and Review Commission (TERC) and suggested working towards settlement before TERC calls those cases. Kubert also recommended there be no referee hearings for Commercial and Multi-family 4+ property classes; no BOE testimony; and extension of the deadline for BOE action to August 10, 2012 (see Exhibit B).

Dan Nolte, County Clerk, felt a deadline would be confusing and there may be reasons, such as illness, that could cause property owners to wait until the end of June to file. He said another option might be to limit the number of appointments, rather than making it date specific.

Schorr said she believes a deadline would be a more fair approach.

Hudkins said, "Taxpayers believe they should have their day in front of the Board of Equalization."

Raybould agreed that is the "right thing to do" but said the County can't afford to do so, given the current budget situation.

Heier asked whether individual members of the BOE can hold hearings. Kubert said LB 384 (Change property tax provisions and membership, powers and duties of the Tax Equalization and Review Commission) addressed that issue and said individual commissioner hearings are no longer allowed.

MOTION: Raybould moved and Smoyer seconded to approve Option 2.

In response to a question from Heier, Dennis Meyer, Budget and Fiscal Officer, indicated BOE costs could be close to \$1,000,000.

ROLL CALL: Heier and Raybould voted aye. Schorr, Hudkins and Smoyer voted nay. Motion failed 2-3.

MOTION: Hudkins moved and Smoyer seconded to approve Option 3, with no referee hearings for Commercial and Multi-family 4+ property classes. Smoyer, Hudkins and Schorr voted aye. Heier and Raybould voted nay. Motion carried 3-2.

MOTION: Smoyer moved and Hudkins seconded to limit the number of referee hearings to 6,000. Raybould, Heier, Schorr, Smoyer and Hudkins voted aye. Motion carried 5-0.

The Board reviewed a draft of a letter that will be sent to property owners who still have cases pending before TERC informing them they need to file protests for 2012 (Exhibit C).

MOTION: Heier moved and Hudkins seconded approval of the letter with the addition of language to indicate that referee hearings will be limited in number.

Kubert suggested that the date May 1, 2012 in the first and second paragraphs be changed to March 1, 2012.

AMENDMENT: The maker of the motion and the seconder amended their motion to reflect the date correction.

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

NOTE: A resolution to extend the deadline for BOE action to August 10, 2012 was scheduled on the April 17th County Board of Commissioners Meeting agenda for action.

6 UNCLASSIFIED EMPLOYEE AND CHIEF DEPUTY SALARIES - Doug McDaniel, Personnel Director; Nicole Gross and Amy Sadler, Compensation Technicians

Copies of Appointed Salary Information 2012 and Salary Information 2012 were disseminated (Exhibit D).

Hudkins said since it appears the Board will have to consider layoffs, he would prefer to keep salaries level.

Schorr said the total dollar amount for the increases is insignificant in terms of the total budget. Hudkins responded, "It's somebody's job." Schorr said her main concerns are the increases employees may receive as a result of labor negotiations and the unrepresented employees category.

Doug McDaniel, Personnel Director, said another component to consider is the cost of turnover and loss of institutional knowledge.

Raybould felt benefits should also be factored into a comparison. She also noted previous discussion of entry level attorney salaries in which she said statistics from the Nebraska Department of Labor (NDOL) indicate the County is at market (see January 26, 2012 Staff Meeting minutes). Joe Kelly, County Attorney, appeared and said the position may not be the same as in the statistics she referenced.

Smoyer said he believes elected officials should be able to give salary increases, provided they fit within their approved budgets. Terry Wagner, Lancaster County Sheriff, appeared and said the Board does not allow elected officials to budget for salary increases.

Dennis Keefe, Public Defender, appeared and said his statement at the April 5th Staff Meeting that he will have sufficient funds in his budget to cover the salary increases stands provided the Board covers the Post Employment Health Plan (PEHP) contributions through the Board's Miscellaneous Fund.

MOTION: Hudkins moved and Smoyer seconded to approve a 1% increase for unclassified employees and chief deputies.

Raybould recommended the Board look at reducing the salaries of elected officials, directors, and their deputies by 6% and all other employees by 1%.

ROLL CALL: Hudkins, Smoyer, Schorr and Heier voted aye. Raybould voted nay. Motion carried 4-1.

It was clarified that the increases will be retroactive to the pay period beginning December 15, 2011. The paycheck for this period was received January 5, 2012.

7 A) COMMUNITY MENTAL HEALTH CENTER (CMHC) INVITATION TO NEGOTIATE (ITN); AND B) CRISIS CENTER - Dean Settle, Community Mental Health Center (CMHC) Director; Ron Sorensen, CMHC Director (Effective May 3, 2012); C. J. Johnson, Region V Systems Administrator

A) Community Mental Health Center (CMHC) Invitation to Negotiate (ITN)

A list of names that Dean Settle, CMHC Director, suggested for appointment to the committee that will review the responses to the Invitation to Negotiate (ITN) and a list of members of the CMHC Advisory Committee were disseminated (Exhibits E & F).

MOTION: Hudkins moved and Raybould seconded to authorize the Chair to send a letter to the following individuals inviting them to serve on the committee that will review the responses to the Invitation to Negotiate (ITN): C. J. Johnson, Region V Systems Administrator; Ron Sorensen, CMHC Director (Effective May 3, 2012); Lori Seibel, President/Chief Executive Officer (CEO), Community Health Endowment (CHE); Scott Etherton, Program Manager, Crisis Center; Wendy Andorff, Program Manager, Community Support Services, CMHC; Gary Lorenzen, Lincoln/Lancaster Mental Health Foundation; Pat Talbott, Mental Health Association of Nebraska (MHA-NE); Gail Anderson, CMHC Advisory Committee; J. Rock Johnson, consumer advocate; Tony Messineo, local businessman; Jane Raybould and Brent Smoyer, County Commissioners; Kerry Eagan, Chief Administrative Officer, (ex-officio member); and a representative of the Purchasing Department (ex-officio member). Raybould, Heier, Schorr, Smoyer and Hudkins voted aye. Motion carried 5-0.

Kerry Eagan, Chief Administrative Officer; Brittany Behrens, Deputy County Attorney; Ron Sorensen, CMHC Director (Effective May 3, 2012); and C. J. Johnson, Region V Systems Administrator; will begin to draft a Memorandum of Understanding (MOU) between the County and Region V and the ITN.

B) Crisis Center

Copies of a pamphlet on the Crisis Center that is provided to friends, family and other interested persons were disseminated (Exhibit G).

C.J. Johnson said he believes the County needs to maintain the Crisis Center for at least two years at the same location.

There was general consensus to retain the Crisis Center for now.

Smoyer exited the meeting at 10:55 a.m.

8 A) SALE OF SURPLUS PROPERTY AT SOUTH 68TH STREET AND WAGON TRAIN ROAD; AND B) DISSOLUTION OF DEERHAVEN ACRES SPECIAL PAVING IMPROVEMENT DISTRICT - Brittany Behrens, Deputy County Attorney

A) Sale of Surplus Property at South 68th Street and Wagon Train Road

Brittany Behrens, Deputy County Attorney, said the surplus property sale was conducted on March 29th. Tracy and Rhonda Weatherby of Hickman, who had initiated the request for the property to be declared surplus, submitted the only bid in the amount of \$10,000. The fair market value had been established at the appraised value of \$30,000. She said the Board can accept or reject the bid, or continue to negotiate a contract for sale with the Weatherbys.

Smoyer returned to the meeting at 10:58 a.m.

Board consensus was to counter with an offer to sell the property for \$15,000.

B) Dissolution of Deerhaven Acres Paving Improvement District

Behrens said the trustees of the Deerhaven Acres Special Paving Improvement District have presented a petition requesting that the District be dissolved and have provided a letter from their bank indicating all bond payments have been paid in full.

Behrens was asked to prepare a resolution to approve the dissolution.

9 REQUEST FOR PROPOSAL (RFP) FOR ARCHITECTURAL SERVICES FOR NEW COUNTY COURT COURTROOM - Don Killeen, County Property Manager; Bob Walla, Assistant Purchasing Agent

Don Killeen, County Property Manager, suggested the Board proceed with a Request for Proposal (RFP) for architectural services for the new County Court courtroom. He also reported that Juvenile Probation staff has looked at space in the building that is located across the street from the north parking lot and indicated it will work as interim office space for them.

MOTION: Raybould moved and Hudkins seconded to proceed with a Request for Proposal (RFP) for architectural services for a new County Court courtroom in the space that was designated on the plan previously provided to the Board. Raybould, Heier, Schorr, Smoyer and Hudkins voted aye. Motion carried 5-0.

ADMINISTRATIVE OFFICER REPORT

B. County Budget Survey

Raybould suggested consideration be given to conducting a budget survey, similar to one conducted by the City (Exhibits H & I). She said it would educate the public on the budget and solicit their input.

Heier said the survey should include mandated services.

Schorr asked when the County's Annual Report will be completed. Gwen Thorpe, Deputy Chief Administrative Officer, said Diego Moreno, County Board Intern, is still working on it and likely will not be finished by the time he graduates in May. She said Moreno plans to start a business that does this type of work and has offered to finish it at no cost.

A. Pester Ridge Road Access Agreement for Tru-Built Construction

Brittany Behrens, Deputy County Attorney, said the bonding company is not comfortable preparing a bond for road damage (see March 29th Staff Meeting minutes) but Larry Geiger, the property owner, has expressed willingness to enter into an escrow agreement. The amount that he offered, and was recommended by the bonding company, is \$5,000. She said that seems sufficient.

Raybould asked whether the County should also request a "right to cure" clause. Behrens said the agreement contains the provisions regarding maintenance and damage. She said the escrow agreement ensures payment to the County if those provisions are not met.

Behrens recommended that determination regarding the instability or safety of the current access road be made by Geiger and his contractor. A determination would also need to be made whether it would be appropriate to use Pester Ridge Road at that time. She said County Engineering has indicated it does not want to assume that responsibility.

There was consensus to indicate that access will only be via Pester Ridge Road when current access is unsafe and to leave that determination to Geiger and his general contractor.

Behrens also reported that Geiger does not want to comply with the County's insurance requirement. Board consensus was to request proof that Geiger has general business liability insurance.

C. Reschedule Arena Tour

Three dates were suggested: April 24th, May 1st and May 8th.

10 PENDING LITIGATION AND LABOR NEGOTIATIONS - Doug McDaniel, Personnel Director; Nicole Gross and Amy Sadler, Compensation Technicians; Tom Fox, Deputy County Attorney

MOTION: Smoyer moved and Heier seconded to enter Executive Session at 11:20 a.m. for the purpose of protecting the public interest with regards to pending litigation and labor negotiations.

The Chair restated the motion for the record.

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

MOTION: Hudkins moved and Raybould seconded to exit Executive Session at 11:32 a.m. Hudkins, Smoyer, Raybould, Heier and Schorr voted aye. Motion carried 5-0.

11 ACTION ITEMS

A. Support Letter for Victims of Crime Act (VOCA) Grant

Item was moved forward on the agenda.

12 CONSENT ITEMS

There were no consent items.

13 ADMINISTRATIVE OFFICER REPORT

- A. Pester Ridge Road Access Agreement for Tru-Built Construction
- B. County Budget Survey
- C. Reschedule Arena Tour

Items A-C were moved forward on the agenda.

14 DISCUSSION OF BOARD MEMBER MEETINGS

A. Village of Sprague - Schorr

Schorr said discussion focused on water issues.

B. Raymond Rural Fire Emergency Medical Services (EMS) - Schorr

Schorr said she and Dr. Jason Kruger, Medical Director, Emergency Medical System Oversight Agency (EMSOA), met with the Raymond Rural Fire District and discussed the possibility of providing them with emergency medical services (EMS).

C. Meeting with Mayor - Schorr

Schorr reported discussion of the following: 1) The lack of a signed contract between the City and the Arena management company, which has impacted the ability of the Lincoln Convention and Visitors Bureau (CVB) to book convention business; 2) Possible reduction in human services funding; 3) Emergency Medical System Oversight Agency (EMSOA); 4) A design competition related to the South 14th Street, Warlick Boulevard and Old Cheney Road intersection; and 5) City's plans to utilize Tax Incremental Financing (TIF) for the Centennial Mall Project and Civic Plaza.

D. Public Building Commission (PBC) - Raybould

Raybould said they received an update on the plans to display art by Nebraska artists in the lobby of the County-City Building.

E. Board of Health - Smoyer

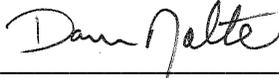
Smoyer reported on an awards ceremony.

15 EMERGENCY ITEMS AND OTHER BUSINESS

There were no emergency items or other business.

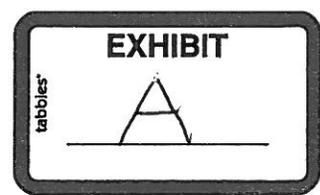
16 ADJOURNMENT

MOTION: Heier moved and Raybould seconded to adjourn the meeting at 11:40 a.m. Hudkins, Smoyer, Heier, Schorr and Raybould voted aye. Motion carried 5-0.



Dan Nolte, Lancaster County Clerk





Lancaster County Board of Commissioners

Legislative Update

April 12, 2012

Yesterday was the fifty-ninth day of the sixty day session. Speaker Flood announced that April 18, 2012 will be the final day of the session. This will let the Legislature to attempt to override two vetoes. The first is LB 357 which would allow local option sales taxes to be levied at 1.75 percent and 2 percent , with 75 percent approval of the members of the municipality's governing body and then submitted to voters for approval. The Governor has vetoed the bill. Second, LB 599 the bill dealing with pre-natal care was passed yesterday, but it expected to be vetoed. The Legislature will take up motions to override on Wednesday.

The Governor did sign the three bills of interest to Lancaster County on consent calendar.

All in all a good year with Lancaster County able to fend off the elimination of inheritance tax, getting the change on the retirement plan a top priority.

We will provide one more summary for you next week.

2012 Lancaster County BOE Options

-Illustrative Cost Projections
 -Based on estimated Referee labor costs.
 April 12, 2012

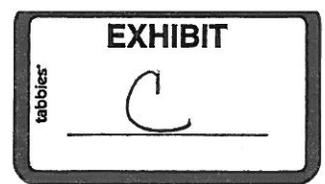
Hearings and No BOE Testimony					
<u># Protest</u>	<u>Referee Cost</u>	<u>Coor. Cost</u>	<u>Total Cost</u>	<u>\$/Parcel</u>	<u># Protest</u>
8,000	\$336,000	\$102,000	\$438,000	\$55	8,000
10,000	\$400,000	\$110,500	\$510,500	\$51	10,000
12,000	\$456,000	\$122,400	\$578,400	\$48	12,000
14,000	\$532,000	\$142,800	\$674,800	\$48	14,000

No Hearings and No BOE Testimony					
<u># Protest</u>	<u>Referee Cost</u>	<u>Coor. Cost</u>	<u>Total Cost</u>	<u>\$/Parcel</u>	<u># Protest</u>
8,000	\$168,000	\$102,000	\$270,000	\$34	8,000
10,000	\$200,000	\$110,500	\$310,500	\$31	10,000
12,000	\$228,000	\$122,400	\$350,400	\$29	12,000
14,000	\$266,000	\$142,800	\$408,800	\$29	14,000

Coordinator Recommendations

- Limit Hearings to protests filed by June 22, 2012, with all others handled in writing only.
- Coordinator estimate of 6,000 hearings, with remainder reviewed based on written submission.
- No hearings for Commercial and Multi-family 4+ property classes.
- No BOE Testimony
- BOE action to extend completion deadline to August 10, 2012.

Limited Hearings (6,000) and No BOE Testimony					
<u># Protest</u>	<u>Referee Cost</u>	<u>Coor. Cost</u>	<u>Total Cost</u>	<u>\$/Parcel</u>	<u># Protest</u>
8,000	\$268,800	\$102,000	\$370,800	\$46	8,000
10,000	\$320,000	\$110,500	\$430,500	\$43	10,000
12,000	\$364,800	\$122,400	\$487,200	\$41	12,000
14,000	\$425,600	\$142,800	\$568,400	\$41	14,000



May 20, 2012

«Owner»
«Attention»
«Address»
«City», «State» «Zip»

Re: Property Valuation Appeal for «Legal_Description»

Dear Property Owner:

Our records indicate that you filed a property valuation appeal with the Nebraska Tax Equalization and Review Commission (TERC) in 2009, 2010 and/or 2011 for the above named property and the decision is still pending. If your appeal was not resolved by May 1, 2012, you may want to file a separate property valuation protest with Lancaster County for the current year (2012).

Neb. Rev. Stat. 77-1315(2) requires that taxpayers be provided with notice of the taxable value of their property only if that value has changed from the preceding year. If the decision on your 2009, 2010 or 2011 appeal is still pending as of May 1, it is likely the 2012 value will not have changed, thus, no notice would have been sent. Therefore, any relief you might receive for the previous year's appeal will not apply to the current year unless a separate protest is filed. For your information, the 2012 valuation for the property above is «Assessors_Value».

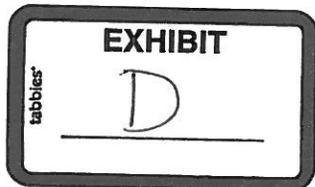
Beginning June 1st, you may file protests electronically at www.lancaster.ne.gov (keyword: protest) or by mail. A protest form has been enclosed for your convenience. Since the June 30th date falls on a Saturday, protests must be filed with the Lancaster County Clerk's Office on or before July 2, 2012.

If you have questions regarding this letter, please contact the County Clerk's Office at (402)441-8724.

Sincerely,

Deb Schorr, Chair
Lancaster County Board of Equalization

Enclosure



Appointed Salary Information 2012

Name	Department	Class title	Current salary	1% increase	2% increase
ETHERTON, KIM G.	COMMUNITY CORRECTIONS	COMMUNITY CORRECTIONS DIRECTOR	\$82,599	\$83,425	\$84,251
MEYER, DENNIS M.	BUDGET AND FISCAL	BUDGET & FISCAL OFFICER	\$92,030	\$92,950	\$93,870
ECKLEY, LINDA S	RISK MANAGEMENT	RISK MANAGEMENT DIRECTOR	\$76,527	\$77,293	\$78,058
BOESCH, KATHRYN M.	HUMAN SERVICES	HUMAN SERVICES ADMINISTRATOR	\$77,767	\$78,545	\$79,322
CHALUPA, GAROLD E.	VETERANS SERVICES	CO VETS SERV & GEN ASSIST OFFICER	\$76,887	\$77,656	\$78,425
RINGLEIN, RICHARD J.	VETERANS SERVICES	ASST COUNTY VET SERVICE OFFICER	\$56,422	\$56,986	\$57,551
COVERT, CYNTHIA ANN	VETERANS SERVICES	GENERAL ASSISTANCE DEPUTY DIRECTOR	\$50,001	\$50,501	\$51,001
EAGAN, KERRY P.	ADMINISTRATIVE SERVICES	CHIEF ADMINISTRATIVE OFFICER	\$128,128	\$129,409	\$130,691
THORPE, GWENDOLYN K.	ADMINISTRATIVE SERVICES	DEPUTY CHIEF ADMIN OFFICER	\$85,001	\$85,851	\$86,701
AHLBERG, DOUGLAS A.	EMERGENCY MANAGEMENT	EMERGENCY MANAGEMENT DIRECTOR	\$83,283	\$84,116	\$84,949
HOSKING, MARK DAVID	EMERGENCY MANAGEMENT	ASST EMER SERVICES COORDINATOR	\$45,001	\$45,451	\$45,901
SETTLE, DEAN B.	COMM. MENTAL HEALTH CENTER	MENTAL HEALTH ADMINISTRATOR	\$104,840	\$105,889	\$106,937
ROY, SANAT K.	COMM. MENTAL HEALTH CENTER	CLINICAL DIRECTOR	\$211,072	\$213,183	\$215,294
MEYER, BRENT DOUGLAS	WEED CONTROL AUTHORITY	WEED CONTROL SUPERINTENDENT	\$62,001	\$62,621	\$63,241
KILLEEN, DONALD F.	CNTY/CITY PROPERTY MANAGEMENT	BUILDING ADMINISTRATOR	\$108,326	\$109,410	\$110,493
SCHINDLER, MICHELLE L.	YOUTH SERVICES CENTER	YOUTH SERVICES CENTER DIRECTOR	\$92,562	\$93,488	\$94,413
THOMPSON, ANNETTE B.	YOUTH SERVICES CENTER	JUV DETENTION CENTER DEP DIRECTOR	\$71,155	\$71,866	\$72,578
THURBER, JAMES M.	CORRECTIONS	CORRECTIONS ADMINISTRATOR	\$102,810	\$103,838	\$104,866

<p>Current wage is \$1,606,413 1% increase is \$1,622,477 2% increase is \$1,638,541</p>
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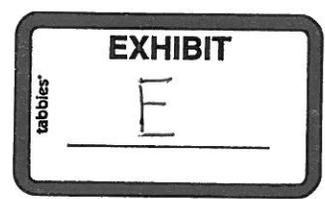
Salary Information 2012

Name	Department	Class title	Current salary	1% increase	2% increase
SMITH,VERNICE M.	DISTRICT COURT	BAILIFF I	\$44,368	\$44,812	\$45,256
GILLEN,SUSAN L.	DISTRICT COURT	CHILD SUPPORT REFEREE	\$95,418	\$96,372	\$97,326
GAU,ELIZABETH OSTERMAN	DISTRICT COURT	DISTRICT COURT JUDGES LAW CLERK	\$38,445	\$38,829	\$39,214
BARNES,CAITLIN R.	DISTRICT COURT	DISTRICT COURT JUDGES LAW CLERK	\$38,445	\$38,829	\$39,214

0.74%				
Name	Department	Class title	Current salary	1% increase
HOUGH,SHARON MARIE	DISTRICT COURT	BAILIFF II*	\$54,664	\$55,068
FOLSOM,KIM R.	DISTRICT COURT	BAILIFF II*	\$54,664	\$55,068
LAMPE,SHERI A.	DISTRICT COURT	BAILIFF II*	\$54,664	\$55,068
PETERSEN,MARIAN G.	DISTRICT COURT	BAILIFF II*	\$54,664	\$55,068
RHYNALDS,CHRISTINE L.	DISTRICT COURT	BAILIFF II*	\$54,664	\$55,068
SCHMIDT,BERNADETTE L.	DISTRICT COURT	BAILIFF II*	\$54,664	\$55,068
MOST,RHONDA R.	DISTRICT COURT	BAILIFF II*	\$54,664	\$55,068
ROWE,KAREN M.	DISTRICT COURT	BAILIFF II*	\$54,664	\$55,068
WOOD,JANICE K.	DISTRICT COURT	BAILIFF II*	\$54,664	\$55,068
OWENS,ANGELA R.	JUVENILE COURT	BAILIFF II*	\$54,664	\$55,068
POFAHL,ANGELA M.	JUVENILE COURT	BAILIFF II*	\$54,664	\$55,068
LEE,LESLI L.	JUVENILE COURT	BAILIFF II*	\$54,664	\$55,068
PAUL,DIANNE E.	JUVENILE COURT	BAILIFF II*	\$54,664	\$55,068

* The Board has stated they would like to equalize the Bailiff II to the Paralegal II.
The Paralegal II is currently paid \$55,068 at the maximum.

Current wage is \$927,314
 1% increase + Bailiff II is \$934,726
 2% increase + Bailiff II is \$936,893



MEMORANDUM

To: Lancaster County Commissioners

Date: April 12, 2012

From: Dean Settle, Director
Community Mental Health Center

I want share my thoughts regarding the Panel that needs to be appointed to receive and rank Invitations to Negotiate CMHC's service system of care for citizens with severe and persistent mental illness.

Increasingly I hope that the system can be kept in tact and not fractured.

The Panel once appointed will need to receive invitations to provide the care and service currently provided by CMHC. Region V Systems will need to draw up the service definitions and specifications for interested vendors to respond to.

The size of the Panel either 7 or 9 individuals, my suggestion.

Possible names to consider:

Consumer Advocates - J. Rock Johnson, Gail Anderson

County - Brent Smoyer, Jane Raybould, Kerry Eagan

CMHC staff representative - Wendy Andorf

CMHC Planning Committee - Lori Siebel

Region V Systems - Linda Wittmuss

CMHC Advisory Committee - Pat Talbott, Jean Krejci, Carol Countryman

Lincoln/Lancaster Mental Health Foundation - Gary Lorenzen, David Rowe

At Large - Mary Sullivan, Tony Messineo, Steve Griffith

cc: Ron Sorensen
CJ Johnson

1st TERM EXPIRES DECEMBER 2011

*Carol Countryman
Cheney Psychiatric Associates
3600 Village Drive, Suite 110 (16)
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Alan Green
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Dennis Hoffman
CenterPointe, Inc
2633 "P" Street (03)
Work: 475-8717
E-mail: dhoffman@centerpointe.org

Dr. Jean Krejci, Chair
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Work: 441-6208 FAX: 441-8323
E-mail: jkrejci@lincoln.ne.gov

Dr. Ruth Lavin
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Home: 483-4227

Peggy Maresh
BryanLGH Medical Center West
2300 South 16th Street (02)
Work: 481-5320

*Pat Talbott, Secretary
4000 Huntington Avenue, Apt. #111 (04)
Home: (402) 540-0576

2nd TERM EXPIRES DECEMBER 2012

Captain Ben T. Houchin
Sheriff's Office, County-City Building
575 South 10th Street (08)
Work: 441-6500 FAX: 441-8320
E-mail: LSO284@jis.lancaster.ne.gov

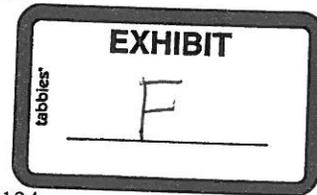
Detective Tim Kennett, Vice Chair
Lincoln Police Dept., County-City Building
575 South 10th Street (08)
Work: 441-7789 FAX: 441-8492
E-mail: lpd897@cjis.lincoln.ne.gov

Gail Anderson
3850 Randolph Street (10)
Home: 438-4943

1st TERM EXPIRES DECEMBER 2013

Cassie Trine
1402 South 24th Street
Lincoln, NE 68502

Jereme Hill, Hope Park
4603 Prescott Avenue (06)
Office: (402) 483-4086 FAX: 483-4124
Cell: (402) 770-3248



County Board Representative

Jane Raybould, County Commissioner
County-City Building
555 South 10th Street (08)
cell: (402) 430-6561
E-Mail: jane@brstores.com

Community Mental Health Center Representative

*Dean B. Settle, Executive Director
Community Mental Health Center
2201 South 17th Street (02)
Work: 441-6603 FAX: 441-8625
E-mail: dsettle@lancaster.ne.gov

Ex Officio Member Representing:

Lincoln-Lancaster Mental Health Foundation

Gary Lorenzen
8216 Dorset Drive
Lincoln, NE 68510
cell: (402) 202-6352

Cornhusker Place

Phil Tegeler, Executive Director
Cornhusker Place, Inc.
721 "K" Street (08)
Work: 477-3951

Courtesy Copy:

• J. Rock Johnson, JD
1342 South 11th Street (02-1219)

• CJ Zimmer
email: cjzimmer@gmail.com

• Marylyde Kornfeld
Midtown Center
2966 "O" Street (10)
Work: 441-8150

How can I visit, call, or find out how someone is doing?

Confidentiality of our clients is protected by law. We are unable to provide information about anyone, including admission status, unless specific written permission is given by the client. The release limits what types of information can be released and to whom.

Visitation is encouraged. Because of limited space, the need to protect the confidentiality of others, and to provide a safe environment there are some restrictions. Visitation is by appointment only. To make an appointment call 441-8276. Clients may have two visits per day, preferably limited to two adult visitors per visit. Visitors are required to show photo I.D. at the time of their appointment. Visitor's personal items will be secured prior to the visit. This includes but is not limited to: purses, cell phones, coats, bags, and keys. Ask staff about restrictions concerning food and snacks.

Phones are available for out-going, local calls. If clients need to make a long distance call they may call collect or use a phone card. Clients are not able to receive telephone calls.

- If you wish to contact a client, call the Crisis Center at 441-8276 and staff will post a message for the client to return your call.

What rights do clients have?

- To receive considerate and respectful care.
- To confidentiality.
- To privacy with respect to non-patients visiting at this facility.
- To communicate freely by sealed mail, personal visit, and private telephone conversation.
- To contact the clergy of choice and for them to make appointments for visits.
- To access records upon discharge.
- To refuse medication treatment, except treatment that is essential in the judgment of the mental health professional in charge of such treatment, to prevent injury to the client or others.
- To be involved in discharge planning.
- To be informed of multi-disciplinary team recommendations for treatment.

What are the expectations of clients at the Crisis Center?

- To follow the Crisis Center Unit Guidelines and consideration of the rights of other clients and staff.
- To give accurate and complete medical and psychiatric information and to notify staff about any changes in their condition.
- To meet client fees and to make necessary arrangements for payment.
- To use the grievance procedure if the client feels his or her rights have been violated.

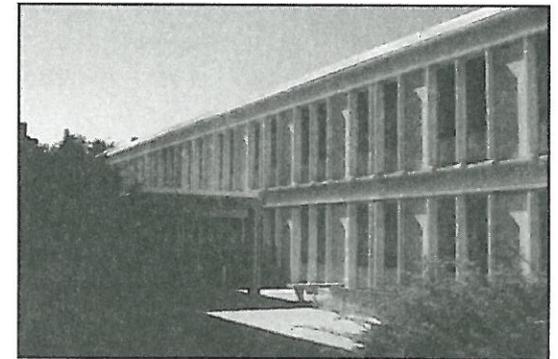
EXHIBIT

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Lancaster County Crisis Center

Information for friends, family
and other interested persons.



(402) 441-8276

COMMUNITY MENTAL
Health
HEALTH CENTER

2201 South 17th Street
Lincoln, NE 68502
402.441.7940 / 402.441.8625 fax
www.ci.lincoln.ne.us/cnty/mental

To schedule visits or to leave a message, call 441-8276.

What is the Crisis Center?

The Crisis Center is a 15 bed psychiatric evaluation and stabilization unit for adults. It is part of the Community Mental Health Center of Lancaster County. We serve the 16 counties in the southeast corner of Nebraska referred to as Region V.

Admissions are only open to persons placed on Emergency Protective Custody (EPC) or similar hold. Law Enforcement can place a hold on someone they believe to be mentally ill and dangerous to themselves, others, or is unable to care for his or her own basic needs.

Our mission is to perform a thorough evaluation, ensure the safety of and to stabilize our clients, then refer them to the least restrictive treatment setting.

> **60%** of all clients are released to attend voluntary treatment.

< **20%** of clients are committed by a Board of Mental Health to outpatient treatment, and less than

< **20%** of clients are committed to inpatient treatment.

What happens when persons are admitted to the Crisis Center?

Upon arrival, and on each shift, an assigned staff member will serve as the primary case manager. Nursing staff are available 24 hours per day for physical and psychiatric assessment and to implement medical orders. A Crisis Center Psychiatrist and/or Psychologist will meet with the client and provide a psychological evaluation.

The staff at the Crisis Center are dedicated to providing the best care possible. Initially, clients will be asked to complete admission forms which will be used to create a clinical file. Our professional staff will obtain historical information from friends, family and treatment providers. Information gathered from all sources will be used to establish treatment goals. All information obtained is confidential and will be used in accordance with the Nebraska Mental Health Commitment Act.

The Nebraska Mental Health Commitment Act requires an initial 36 hour evaluation be forwarded to the County Attorney from where the legal hold originated. The County Attorney is responsible for determining if the statutory requirements to convene a Mental Health Board hearing have been met.

What it is like inside the Crisis Center?

There are 15 private client rooms. In addition, there is a dining area, a library (quiet area), an activity room (tv), and an exercise room that includes a foosball table and exercise equipment.

Below are some basic guidelines of the Crisis Center:

- The Crisis Center is a smoke-free facility.
- Clients are expected to shower upon admission. Toiletries are provided.
- Meals are provided in the dining area.
- A television is available during free time. Additionally, books, magazines, games, and puzzles are available.
- Nursing personnel will dispense medications as ordered by the MD.
- Clothing will be laundered upon request. Two changes of clothing are allowed in the client's room. Personal toiletry items are available upon request. Other personal items will be secured until discharge. If clients choose to keep items of value, the Crisis Center is not responsible for their security.
- The time between 12:00 midnight and 6:00 a.m. is quiet time and clients are expected to rest in their rooms.

Budget summary for Lancaster County - Currently the biggest obstacle for balancing the budget of Lancaster County is the amount that the county spends on personnel costs such as payroll and benefits . The current percentage is 87% of the operating budget. Last year the County struggled with a \$4.5 million deficit. This year, the County is facing a \$6.7 million deficit that consists of the following: additional correction officers for the new jail; additional annual payroll costs, board of equalization costs for property evaluations, additional costs for court appointed legal counsel and fees, underfunded insurance plans, offset of PEHP reduction

What would you cut?

- 1) Elected officials' salary (estimated savings \$)
- 2) Directors' salary (estimated savings \$)
- 3) All other employees' salary (estimated savings \$)
- 4) Reduce sick leave and other benefits (estimated savings \$)
- 5) Defer vehicle capital investments for one year (estimated savings \$)
- 6) Privatize repair and maintenance shop (estimated savings \$)
- 7) Road paving projects for one year (estimated savings \$)
- 8) Human Services programs such as (estimated savings \$)

What would you fund?

- 1) Elected officials' salary increase (estimated cost \$)
- 2) Directors' salary increase (estimated cost \$)
- 3) All other employees' salary increase(estimated cost \$)
- 4) Maintain current sick leave and other benefits (estimated cost \$)
- 5) Maintain capital investments (estimated cost \$)
- 6) Continue funding repair and maintenance shop (estimated cost \$)
- 7) Road paving projects for one year (estimated cost \$)
- 8) Human Services programs such as (estimated cost \$)

Do you support a property tax increase of \$ (estimated cost per \$100 of property value)?

County Government Best Budget Practices

December 19, 2011

- 1) Form a cost cutting/revenue generating committee of both elected and department directors
- 2) Voluntary freeze on elected salary increases for January 2012. Annual salary savings would be \$20,988.30 plus payroll tax reduction but the leadership and role model message would be profound.
- 3) Individual payroll summary on comprehensive salary and benefit package
- 4) Zero increase on elected officials salaries for new election cycle
- 5) Early retirement buy-outs
- 6) Reduction in force for departments and programs
- 7) Hiring freeze
- 8) Merit pay/longevity pay reduction or elimination
- 9) Reduction in retirement match (now in Nebraska Legislature Retirement Committee)
- 10) Capital investment/capital improvement freeze including no new county vehicles
- 11) Licensing fee adjustments (now in Nebraska Legislature – Senator Amanda McGill)
- 12) Engage and move forward with a county wide wheel tax and JPA for allocation
- 13) Evaluate and assess preventative programs and their ROI on taxpayer savings in short term and long term
- 14) Jury fee and mileage reimbursement waivers
- 15) Develop short term and long term strategic consolidation of county property and re-use of county jail
- 16) Evaluate and assess the privatization of county vehicle repair and maintenance shop
- 17) Continue discussion and evaluation of consolidation of city and county public safety
- 18) Continue discussion and evaluation of consolidation of city public works and county engineering
- 19) Continue discussion and evaluation of consolidation of office of clerk of the district and county clerk
- 20) Enact statute changes for appointment rather than elected positions such as County Assessor/Register of Deeds and County Engineer
- 21) Support and encourage community corrections, jail diversion, drug court, day reporting initiatives on all levels to reduce the high costs of county corrections and to avoid filling the new county jail

TAKING CHARGE BUDGET ACTIVITY

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You can "roll over" **bolded blue text** for further explanation. You can click on red underlined text to view additional details.

Please carefully read the following important information before going to the activity on the next page.

On the next page you will see a list of several City programs **that are currently in place, but could be in jeopardy of being cut**. To fund all of the programs, annual property taxes would need to increase; and if none of the programs were funded, property taxes could decrease.

We are asking you to evaluate the programs, their costs, and indicate your funding priorities for the coming year.

Please keep in mind that this is a **simulation** and we have attempted to make it simpler than the actual budget process. We recognize that in an actual budget situation there are more options available. Even though this is a simulation, your responses will provide important information about your preferences and important guidance on how to prioritize various programs.

For purposes of this exercise you are being asked to decide which programs (listed on the next page) to fund or cut in light of the following budget situation:

- Imagine that keeping property taxes the **same** provides enough funds to cover about **\$750,000** of the programs listed on the next page, and thus requires \$2,770,000 worth of program cuts.
- Every **\$1** that property taxes are **increased** (on an average priced home), results in approximately **\$100,000 MORE** that could be spent on the programs listed.

For example, increasing taxes \$1 per year on an average value home (i.e., a \$150,000 home) would result in a total of \$850,000 (i.e., the original \$750,000 + \$100,000 from the tax increase) that could be spent. (See more examples.)

If ALL the programs listed were funded, property taxes on an average value home in Lincoln would need to **increase** by about \$27.70 for the year. (See more examples.)

- Every **\$1** that property taxes (on an average priced home) are **decreased** results in approximately **\$100,000 LESS** that can be spent on the programs listed on the next page.

For example, if property taxes were decreased by \$1, then only \$650,000 (i.e., \$750,000 - \$100,000) worth of programs could be funded.

If **none** of the programs listed were funded, annual property taxes on an averaged priced home (i.e., a \$150,000 home) could be **decreased** by about \$7.50 for the year. (See more examples.)

Frequently Asked Questions

WHAT WOULD YOU CUT?

Below, please select the programs that you would like the City to prioritize **LOWEST** for funding, and that you would suggest cutting from the City budget. To learn more about any program, click on "more information" next to the program name.

Remember that you must identify \$2770K (\$2,770,000) to cut if you would like property taxes to remain the same as last year. You may choose to cut more or less than that, but then property taxes will be increased or decreased accordingly.

On the next page, you will be told the total savings after your cuts of programs and whether or not taxes would increase or decrease based on your choices. You will then be given the opportunity to come back to this page to change your answers.

In order to simplify the large numbers, we use K to refer to "thousands." E.g., \$2770K = \$2,770,000.

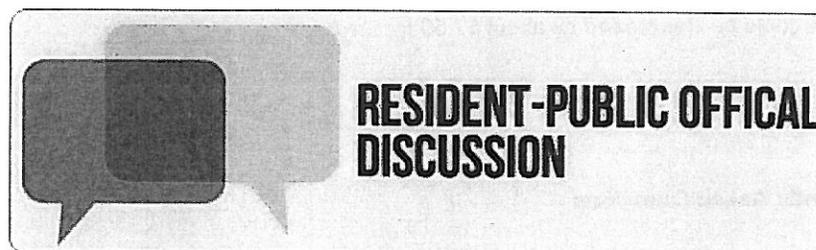
- Financial support for economic development (\$500K)** — [More information](#)
- Fire station (\$900K)** — [More information](#)
- Maintenance of street trees (\$500K)** — [More information](#)
- Non-injury traffic accident reporting (\$140K)** — [More information](#)
- Operation and maintenance of neighborhood libraries (\$510K)** — [More information](#)
- Operation and maintenance of neighborhood pools (\$150K)** — [More information](#)
- Pioneers Park Nature Center (\$430K)** — [More information](#)
- Senior Citizens volunteer programs (\$200K)** — [More information](#)
- Star Tran bus routes (\$190K)** — [More information](#)

DISCUSSION OPPORTUNITY

Would you like discuss these issues with others?

The discussion area will open in a new window. Don't forget to come back to this window to finish the survey!

- To discuss the issues with other residents and city public officials, click on the picture below.**



SUGGESTED FOR FUNDING

Below are the items you chose to fund. To provide a bit more detail on your priorities, please use your mouse and drag and drop them in order of most important to fund (list first) to least important to fund (list last).

Even if you like the order the items are in already, please click on and move at least one item so that the system knows you are intending to answer the question. Numbers indicating the rankings will then appear, and you can continue dragging and dropping until the items are in the order you want. The system will record your final choices when you go to the next page.

If you did not choose any programs to be funded, no programs will be listed below.

Financial support for economic development (\$500K) — [More information](#)

Fire station (\$900K) — [More information](#)

Maintenance of street trees (\$500K) — [More information](#)

Non-injury traffic accident reporting (\$140K) — [More information](#)

Operation and maintenance of neighborhood libraries (\$510K) — [More information](#)

Operation and maintenance of neighborhood pools (\$150K) — [More information](#)

Pioneers Park Nature Center (\$430K) — [More information](#)

Senior Citizens volunteer programs (\$200K) — [More information](#)

Star Tran bus routes (\$190K) — [More information](#)

NOT SUGGESTED FOR FUNDING

Below are the items that you chose to cut. Please also order these from most important to fund (first) to least important to fund (last).

If there were a budget surplus, the items ranked first would be the items you think should be funded first with that surplus.

If you chose ALL programs to be funded, no programs will be listed below.

It would be very helpful if you explained **why** you ranked certain programs higher or lower than others above. If you are willing to do so, please explain below.

TAKING CHARGE BUDGET ACTIVITY

How much did each of the following affect your budget choices?

To help us better understand the reasons for your choices in the budgeting activity, please rate the extent to which each of the following affected your choices of programs.

	Not at All	Slightly	Somewhat	Quite a Bit	A Great Deal
Benevolence: Helping less fortunate community members.	<input type="radio"/>				
The long-term impacts of funding or not funding certain programs.	<input type="radio"/>				
Viewpoints expressed by public officials.	<input type="radio"/>				
Viewpoints expressed by the media (TV news, the newspaper, etc.)	<input type="radio"/>				
Fiscal responsibility: Doing what makes the most fiscal sense.	<input type="radio"/>				
Sacrifice: Making sacrifices for the greater good.	<input type="radio"/>				
Equity: Doing what is the most fair outcome for the most amount of people.	<input type="radio"/>				
The total cost of certain programs compared to other programs.	<input type="radio"/>				
The likely impact on me and my family as recipients of the programs.	<input type="radio"/>				
Efficiency: Eliminating as many unneeded services as possible.	<input type="radio"/>				
The potential impact on the economy.	<input type="radio"/>				

What influenced you the most?

Please rank order what most influenced your choices in the budgeting activity. Rank the factor that influenced your decisions the most, first. Rank the factor that influenced your decisions the least, last.

As before, drag and drop the items into the rank order that you want.

- The likely impact on me and my family as recipients of the programs.

- The potential impact on the economy.

- The potential impacts on businesses.

- The potential impacts on communities that use the programs the most.

- The total cost of certain programs compared to other programs.

- The estimated impact on my property taxes.

- The long-term impacts of funding or not funding certain programs.

SATISFACTION WITH LINCOLN CITY GOVERNMENT

Thanks for giving your input into the budget. At this time, if you are willing, we'd also like to know how satisfied you are with Lincoln City government.

Overall, how would you rate the performance of Lincoln City government?

Poor Fair Good Very good Excellent

Please indicate the extent to which you agree or disagree with the following statements.

Did you know? When assessing attitudes (like satisfaction or confidence), it is recommended to ask people multiple similar but slightly different questions. Measurement studies indicate that this helps provide a better and more reliable measure of what people really think.

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I can freely express my points of view to the Lincoln City government.	<input type="radio"/>					
I am satisfied with the Lincoln City government.	<input type="radio"/>					
Residents have a great say in decisions made by the Lincoln City government.	<input type="radio"/>					
The outcomes of the procedures used by the City of Lincoln to make its budgetary decisions are fair.	<input type="radio"/>					
The City of Lincoln should use public input to help inform its budgetary decisions.	<input type="radio"/>					
	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Most members of the Lincoln City government are competent to meet their responsibilities.	<input type="radio"/>					
Most members of Lincoln City government treat people with respect.	<input type="radio"/>					
Most Lincoln City government officials lack integrity.	<input type="radio"/>					
I have confidence in the Lincoln City government to do its job well.	<input type="radio"/>					
I feel like the Lincoln City government listens to my opinions.	<input type="radio"/>					
	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Lincoln City government treats residents with respect.	<input type="radio"/>					
The way in which decisions are made by the Lincoln City government is biased to favor some groups more than others.	<input type="radio"/>					
To the extent that I understand them, I share the Lincoln City government's values regarding Lincoln's future.	<input type="radio"/>					
Residents can influence the Lincoln City government's decisions.	<input type="radio"/>					