

**STAFF MEETING MINUTES
LANCASTER COUNTY BOARD OF COMMISSIONERS
COUNTY-CITY BUILDING, ROOM 113
THURSDAY, OCTOBER 24, 2013
8:30 A.M.**

Commissioners Present: Larry Hudkins, Chair
Brent Smoyer, Vice Chair
Deb Schorr
Jane Raybould
Roma Amundson

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

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 October 23, 2013.

The Chair noted the location of the Open Meetings Act and opened the meeting at 8:32 a.m.

AGENDA ITEM

1 APPROVAL OF THE STAFF MEETING MINUTES OF OCTOBER 17, 2013

MOTION: Amundson moved and Raybould seconded approval of the Staff Meeting minutes of October 17, 2013. Raybould, Amundson, Smoyer and Hudkins voted aye. Schorr abstained from voting. Motion carried 4-0, with one abstention.

2 ADDITIONS TO THE AGENDA

- A. Discussion of County Engineer Position
- B. Update on Appraisals of the County Properties: Community Mental Health Center (CMHC) (2201 South 17th Street); Midtown Center (2966 "O" Street); Trabert Hall (2202 South 11th Street); and Former Attention Center for Youth Building (2220 South 10th Street)

MOTION: Schorr moved and Smoyer seconded approval of the additions to the agenda. Schorr, Smoyer, Amundson, Raybould and Hudkins voted aye. Motion carried 5-0.

3 A) COMMUNITY MENTAL HEALTH CENTER (CMHC) TRANSITION UPDATE; AND B) PSYCHIATRIC RESIDENTIAL REHABILITATION UPDATE - Gwen Thorpe, Deputy Chief Administrative Officer; Ron Sorensen, Community Mental Health Center (CMHC) Executive Director; C. J. Johnson, Region V Systems Administrator

C. J. Johnson, Region V Systems Administrator, said he and Ron Sorensen, Community Mental Health Center (CMHC) Executive Director, met with representatives of CenterPointe, Inc., Lutheran Family Services (LFS) and Aging Partners yesterday to discuss the Harvest Program, a collaborative effort between CMHC, CenterPointe and Aging Partners to work with individuals who are over the age of 55 and suffer the combined effects of advanced age, impaired health, mental illness and/or substance abuse. He said LFS indicated it would like to be part of that program and may be asked to provide a community support worker.

Johnson then discussed the Projects for Assistance in Transition from Homelessness (PATH) Program. He said Region V receives \$65,000 from the federal government to provide community support or outreach to individuals who are homeless. Those funds have historically been split between CenterPointe and CMHC, with CenterPointe providing community support services and CMHC providing outreach services to the homeless. Johnson said Region V issued an RFP for CMHC's portion and received two proposals. The Evaluation Team has recommended selection of CenterPointe.

Johnson said the Evaluation Committee reviewed two responses to the Request for Proposal (RFP) to take over psychiatric residential rehabilitation services, also known as The Heather, and has recommended selection of CenterPointe. He said that recommendation was approved by the Behavioral Health Advisory Committee (BHAC) and will be presented to the Region V Governing Board.

Raybould inquired about the study by the University of Nebraska-Lincoln (UNL) Public Policy Center on the effectiveness of the transition. Johnson said the proposal had three phases. He said the first phase involved looking at the logistics and said Region V felt it was not necessary to have them provide that evaluation because Region V was already receiving regular updates from the agencies. Johnson said the Public Policy Center will begin their work in December and will look at what the transition experience was like for consumers and employees and how the transition affected the entire system.

Schorr asked Topher Hansen, CenterPointe Director, who was in attendance, how he plans to utilize space for these programs. Hansen said the Midtown Center is dedicated to day rehabilitation services and is operating at capacity. He said consumers from the Midtown Center and another day rehabilitation program operated by CenterPointe have embraced the program and have asked to rename it "MidPointe." Hansen said he will work with the State Fire Marshall to see what will be required to expand its capacity and will seek bids for a sprinkler system. He will bring that information back to the Board. Hansen said the 24-hour Crisis Line will be operated out of the CenterPointe's 13th and E Street facility and higher level calls will be handled by two Master's level therapists who will be in charge of the program. He said CenterPointe is working with the Lincoln Police Department (LPD) to provide crisis response. He said CenterPointe will not continue the current arrangement for the psychiatric residential rehabilitation program, adding CenterPointe will operate the program based on the rate established by the State that is passed through Region V. Hansen said the program likely will not remain at O.U.R. Homes, for business reasons. He said he believes the transition will be smooth, but said finding a facility that meets regulations will be one of the toughest hurdles.

Raybould asked the time line for transitioning the psychiatric residential rehabilitation program to CenterPointe's management. Johnson said the goal is still to have it transition by January 1, 2014.

Schorr inquired about the "atmosphere" at CMHC. Sorensen said staff would like better communication from LFS. Thorpe said there should be progress once the agreement between Region V Systems, Lancaster County and LFS for the purpose of defining the transition of certain behavioral and mental health services to be provided by LFS to individuals currently under the care of the County is signed by all parties. Johnson said LFS is on track but is taking a different approach than he would have.

4 EMERGENCY MEDICAL SERVICES OVERSIGHT AUTHORITY (EMSOA) UPDATE - Dr. Jason Kruger, Medical Director

Schorr introduced Dr. Jason Kruger, Medical Director for Emergency Medical Services Oversight Authority (EMSOA). She said Dr. Kruger provides medical oversight for Lincoln Fire and Rescue (LFR) and the following rural squads and private contracting entities: Beatrice Rural Fire, Bennet Rescue, Clatonia Rescue, Cortland Volunteer Fire, Douglas Rescue, Duncan Aviation, Firth Rural Fire, Hallam Rescue, Hickman Volunteer Fire and Rescue, Kawasaki, Nebraska Air Guard, Palmyra Rescue, Pickrell Rural Fire, Southeast Rural and Waverly Fire.

Dr. Kruger said he attends the Mutual Aid meetings and has done ride-alongs with Emergency Medical Services (EMS) supervisors and ambulance paramedics. He said he also visits every rural agency, every year, to provide teaching and said the recent focus has been on pre-hospital cardiac arrest treatment. Dr. Kruger said LFR has incorporated the cardio cerebral resuscitation (CCR) model and a "pit crew" (pre-assigned roles) cardio-pulmonary resuscitation (CPR) model has been incorporated in the rural areas. They have also introduced pre-hospital hypothermia after resuscitation (cooling in the field) to improve outcomes. He reported that LFR has been accepted as the first EMS agency in Nebraska in the Cardiac Arrest Registry to Enhance Survival (CARES) and will now be able to compare its data to national averages.

5 POTENTIAL LITIGATION - Brittany Behrens, Deputy County Attorney

MOTION: Smoyer moved and Raybould seconded to enter Executive Session at 9:26 a.m. for the purpose of protecting the public interest with regards to potential litigation.

The Chair restated the motion for the record.

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

Raybould exited the meeting.

MOTION: Smoyer moved and Schorr seconded to exit Executive Session at 9:46 a.m. Schorr, Smoyer, Amundson and Hudkins voted aye. Raybould was absent from voting. Motion carried 4-0.

Raybould returned to the meeting at 9:47 a.m.

6 PERSONNEL RULE CHANGES - Richard Grabow, Deputy County Attorney; Doug McDaniel, Personnel Director

Richard Grabow, Deputy County Attorney, reported on a proposed change to Personnel Rule 18.1 (Compensation for Absence on Holidays) to provide a pro-rated schedule based on date of hire. The proposed change will go to the Personnel Policy Board for recommendation.

7 HEALTH RISK ASSESSMENT REPORT - Sue Eckley, County Risk Manager; Keerun Kamble, City Wellness Coordinator; Mike Heyl, Public Health Educator; Charlotte Burke, Division Manager, Health Promotion and Outreach, Lincoln-Lancaster County Health Department (LLCHD) Director

Sue Eckley, County Risk Manager, noted 31% of employees (271 out of 871) participated in the recent health risk assessment and said there had been questions regarding some of the results, which appeared to be skewed by the body mass index (BMI) calculations. Employees with more muscle were shown as obese, when they are not.

Keerun Kamble, City Wellness Coordinator, gave an overview of Lancaster County 2013 LiveWell Survey Aggregate Highlights (Exhibit A), noting four health priorities were identified by responses to the survey: 1) Nutrition/Weight Management; 2) Physical Activity; 3) Tobacco Use; and 4) Stress Management.

Eckley noted the number of respondents who indicated they are seriously considering stopping smoking and said the County needs to get information about its smoking cessation program out to employees.

Board members expressed concern about the responses to alcohol use and suggested there is a need for alcohol education.

Kamble also presented a summary of next steps for the Lancaster County Wellness Program (see Exhibit A). There was consensus to proceed as outlined.

Eckley said the survey will be offered annually, going forward.

8 SHERIFF CAPTAIN COMPENSATION - Terry Wagner, Lancaster County Sheriff; Jeff Bliemeister, Chief Deputy Sheriff

Terry Wagner, Lancaster County Sheriff, said the sheriff captains were the only unrepresented, unclassified group whose salaries were not addressed in August.

Jeff Bliemeister, Chief Deputy Sheriff, outlined a proposed resolution that will adopt a salary schedule for deputy sheriff captains, which he said is based on a similar resolution the Board passed in January, 2013 for the Attorney II's in the County Attorney's Office and Public Defender's Office. He said the document was drafted with the assistance of Doug McDaniel, Personnel Director; Nicole Gross, Compensation Technician, Personnel Department; and Richard Grabow, Deputy County Attorney, using the usual array of counties. A draft was also presented to the Sheriff's Merit Commission and received unanimous approval.

Bliemeister noted the Sheriff's Office competes with the Lincoln Police Department (LPD) for personnel and said the Board has given that consideration in the past. He said an LPD officer currently makes 4% more than a topped-out Lincoln Sheriff's Office (LSO) deputy. A topped-out LPD sergeant makes 0.8% more than a LSO sergeant. In contrast, a topped-out LPD captain makes 13.3% more than a topped-out LSO captain.

Bliemeister said the proposed resolution does the following: 1) Places a cap on captains' salaries; 2) Creates a structure to minimize the compression of salaries between captains and topped-out sergeants; 3) Provides a merit-based financial incentive (2.5% aggregate), based on mandated annual evaluations (a captain will not receive the incentive once they are topped-out); 4) Provides objectivity for personnel seeking promotion to captain; and 5) Provides a salary adjustment for the LSO captains. It also provides a 2% cost-of-living increase that mirrors that of unrepresented employees (increase will not be retroactive and will be less for a topped-out captain).

In response to a question from Schorr, Bliemeister said the fiscal impact of the cost-of-living element will be \$8,437.

Raybould noted this group did not get a salary increase in August, however they did receive an increase in January. Bliemeister said the total aggregate increase was 3.62% (the increase in January was 2.02% and another increase of 1.60% in July). Wagner explained it was structured that way at the Board's request to spread the increase out over two budget cycles.

Raybould inquired about annual increases for comparison. Bliemeister said increases have been as follows for the past four years: 1.5% increase in 2010; 1.0% in 2011; 1.0% in 2012 and 3.62% in 2013. He said those are aggregate numbers with no step process in place.

MOTION: Amundson moved and Smoyer seconded to schedule the resolution for action on a regular County Board of Commissioners Meeting agenda.

Raybould said she would like an opportunity to view the document before voting. She also questioned the fairness of giving the LSO captains an additional increase this year. Bliemeister said other unrepresented, unclassified employees receive merit-based increases in addition to a cost-of-living increase. Wagner said this group should have been addressed in August with the attorneys, but it has taken time to get the resolution "fine-tuned."

Raybould asked whether LPD uses a similar model. Doug McDaniel, Personnel Director, appeared and said LPD captains are unionized and said LSO captains can choose to be represented by a union, as well. Wagner said the County wants to avoid that, if it can. McDaniel added that he views the plan as responsible, consistent and certainly not extravagant, given the level of responsibility these positions have.

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

A copy of the proposed resolution was provided to the Board and County Clerk's Office following the meeting (Exhibit B).

9 ACTION ITEMS

- A. Approve Revised Budget for Enhancement Grant Application to Nebraska Crime Commission

MOTION: Schorr moved and Amundson seconded to authorize signature by the Chair. Smoyer, Amundson, Raybould, Schorr and Hudkins voted aye. Motion carried 5-0.

10 CONSENT ITEMS

There were no consent items.

11 ADMINISTRATIVE OFFICER REPORT

- A. Retirement Match

Raybould felt the Board should reduce the retirement match for new hires, noting the County was successful in getting enabling legislation passed and four of the five bargaining units have agreed to support the change. Richard Grabow, Deputy County Attorney, appeared and clarified that it is only three of the five bargaining units.

MOTION: Raybould moved to reduce the retirement match for new hires in the unrepresented classification from 1.5 to 1.0 to 1.0 to 1.0, beginning January 1, 2014.

The motion died for the lack of a second.

- B. County Board Presentation to Elected Official Salary Review Committee

It was noted the Chair will present information to the Elected Official Salary Review Committee on the duties of County Commissioner. The Committee will present its recommendations to the Board at the December 19th County Board Staff Meeting.

- C. Planning Commission Appointment (Maja Harris)

It was noted the Mayor has also asked the Board to consider reappointment of Ken Weber (Exhibit C).

The Board scheduled the appointment and reappointment on the October 29, 2013 County Board of Commissioners Meeting agenda.

12 PENDING

There were no pending items.

ADDITIONS TO THE AGENDA

A. Discussion of County Engineer Position

Raybould said she would like to discuss whether to appoint a new County Engineer in light of the discussions going on with the Lincoln-Lancaster County Consolidation Task Force or let it go through the election process.

Eagan said state statues require the County Board to fill an elected official position within 45 days of the date of the vacancy. In the case of the County Engineer, the person appointed must be a licensed engineer in the State of Nebraska.

B. Update on Appraisal of the Following County Properties: Community Mental Health Center (CMHC) (2201 South 17th Street); Midtown Center (2966 "O" Street); Trabert Hall (2202 South 11th Street); and Former Attention Center for Youth Building (2220 South 10th Street)

Eagan said Don Killeen, County Property Manager, anticipates he will have all the appraisals back within a week.

Board consensus was to schedule an update on the October 31th Staff Meeting agenda.

13 DISCUSSION OF BOARD MEMBERS MEETINGS

A. Information Services Policy Committee (ISPC) - Raybould

Raybould said they discussed the interlocal agreement between the City and County and the role of the ISPC. She noted one item of concern is that Information Services (IS) would not need to seek approval from the County for budget matters or rate approval. **NOTE:** IS is a City department. Board members indicated that they would want to be informed.

Thorpe noted the agreement is "silent" on the issue of IS's revolving fund and felt that should be addressed in case the City and County would decide to terminate the interlocal agreement.

B. Community Mental Health Center (CMHC) Advisory Committee -
Raybould

Raybould said Phil Tegeler, Executive Director, Cornhusker Place Substance Abuse Treatment Center, suggested it would be helpful for other mental health service providers in the community to have information about the transition of services so they can communicate that information to their consumers.

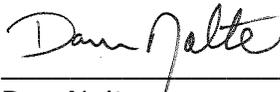
Schorr suggested the Human Services Federation as a forum to communicate that information.

14 EMERGENCY ITEMS AND OTHER BUSINESS

There were no emergency items or other business.

15 ADJOURNMENT

MOTION: Smoyer moved and Schorr seconded to adjourn the meeting at 11:07 a.m. Schorr, Smoyer, Raybould, Amundson and Hudkins voted aye. Motion carried 5-0.

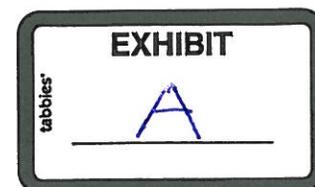


Dan Nolte
Lancaster County Clerk



Lancaster County 2013 LiveWell Survey Aggregate Highlights

Lancaster County Percent of Survey Completion:	31% (271 out of 871)
Duration of Main Opportunity for Survey Completion:	July 29- September 30, 2013
Identified Health Priorities for Lancaster County:	<ol style="list-style-type: none"> 1. Nutrition/Weight Management 2. Physical Activity 3. Tobacco Use 4. Stress Management



Areas better than the expected ranges:

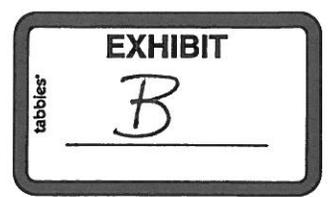
- General Health
 - 95.2% of respondents have excellent, very good, or good general health compared to 94% at the state level and 91.7% at the national level
- Health care access and utilization
 - 95.2% of respondents have health care coverage compared to 88.0% at the state level
 - 80.5% of eligible respondents have had a colonoscopy or sigmoidoscopy compared to 57.0% at the state level
- Physical activity
 - 75.7% of respondents engage in the recommended amount of physical activity compared to 70.0% at the state level and 68.7% at the national level
 - 67.2% of respondents are seriously considering increasing physical activity during the next six months
- Tobacco
 - 9.1% of respondents are current cigarette smokers compared to 17.0% at the state level and 16.2% at the national level
 - 66.7% of respondents who are current cigarette smokers are seriously considering stopping smoking in the next six months
- Flu Vaccination
 - 69.4% of respondents have had a seasonal flu vaccination within the past year compared to 47% at the state level and 38.7% at the national level
- Workplace Culture
 - Average rating of how supportive employees think the overall COMPANY, SUPERVISOR, & CO-WORKERS are (based on a 5 point scale with 5= strongly agree) is **3.62**

Areas to pay attention to:

- Nutrition
 - 8.6% of respondents consume the recommended amount of fruits and vegetables per day
 - 11.2% of respondents reported the foods in worksite vending machines are somewhat healthy and 0.5% reported those foods to be very healthy
 - 18.1% of respondents feel that foods at meeting and events at their company are somewhat or very healthy
 - 68.4% of respondents are seriously considering improving eating habits in the next six months
- Weight management
 - 71.5% of respondents are obese or overweight based on Body Mass Index compared to 65.0% at the state level and 65.8% at the national level
 - 68.7% of respondents are currently trying to lose weight
- Stress
 - 5.9% of respondents are dissatisfied with their life compared to 2.0- 3.2% at the state and national levels
- Alcohol
 - 29.6% of respondents binge drank during the past 30 days compared to 24% at the state level and 18.8% at the national level

Summary of Next Steps for Lancaster County Wellness Program

1. Present the Lancaster County LiveWell Survey Aggregate Highlights to the **HRA Contacts** since they had a significant role in promoting the survey. We want them to know results and next steps. We will also ask them if they would like to remain as their County wellness delegate and be on the County wellness committee.
2. Meet with each of the **County Department Directors** to share their department-specific report in comparison with the County-wide aggregate report. Also, we will ask them to confirm their department's wellness delegate.
3. Form the **County Wellness Committee** and discuss in-depth the Lancaster County LiveWell Survey Aggregate Highlights
4. Prepare a **Draft County Wellness Plan** for review by using LiveWell Survey Aggregate data, input from the directors, feedback from the wellness committee, demographics of County employees and other relevant information



BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF ADOPTING A SALARY)
SCHEDULE FOR DEPUTY SHERIFF CAPTAINS) RESOLUTION NO. _____
)

WHEREAS, pursuant to NEB.REV.STAT. § 23-1727(5) (Reissue 2012), the Lancaster County Merit Commission (“Merit Commission”) is required to recommend to the Lancaster County Board of Commissioners (“County Board”) salaries for each group of deputy sheriffs which are comparable to those of comparable counties in this section of the United States; and

WHEREAS, pursuant to NEB.REV.STAT. § 23-1727(5) the Merit Commission has been advised of a salary schedule for deputy sheriffs holding the rank of captain and has recommended adoption of that salary schedule; and

WHEREAS, pursuant to NEB.REV.STAT. § 23-1704.04 (Reissue 2012), the County Board has the authority to fix the compensation of all deputy sheriffs; and

WHEREAS, the County Board seeks to establish a salary schedule for deputy sheriff captains which allows the Lancaster County Sheriff to effectively recruit and retain deputy sheriffs to serve as captains; and

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Lancaster County, as follows:

1. Definitions

- A. Budget year shall mean Lancaster County’s fiscal budget year beginning July 1 and ending June 30 of the following calendar year.
- B. County Board shall mean the Lancaster County Board of Commissioners.
- C. Sheriff shall mean the elected or appointed Sheriff of Lancaster County.

2. Deputy Sheriff Captain Compensation.

A. The Deputy Sheriff Captain classification shall have a minimum annual salary of \$73,894 and a maximum annual salary of \$97,234.

B. Each budget year, beginning January 1, 2014, the Sheriff shall be provided with a sum equal to 2.5 % of the aggregate value of the Deputy Sheriff Captain salaries for the preceding budget year to be used for annual merit salary increases. The Sheriff shall then conduct performance evaluations of each Deputy Sheriff Captain and provide each Deputy Sheriff Captain with an annual merit salary increase. This salary increase shall constitute the only annual merit salary increase a Deputy Sheriff Captain may receive.

C. Upon execution of this resolution, all employees in the Deputy Sheriff Captain classification shall receive a 2% cost of living adjustment. Subsequent cost of living adjustments shall be made to the salaries of all employees in the Deputy Sheriff Captain classification, as well as the minimum and maximum salaries, from time to time and be equal to and coincide with the cost-of-living adjustments made to the pay plan of classified unrepresented employees.

3. This resolution shall not be construed as repealing, rescinding or superseding resolution R-12-040.

4. This Resolution does not constitute an employment contract.

DATED this ____ day of Month, 2013, at the County-City Building, Lincoln, Lancaster County, Nebraska.

BY THE BOARD OF COUNTY
COMMISSIONERS OF LANCASTER

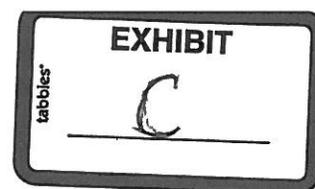
COUNTY, NEBRASKA

APPROVED AS TO FORM
this ____ day of
_____, 2013.

for JOE KELLY
County Attorney



MAYOR CHRIS BEUTLER
555 South 10th Street Suite 301 Lincoln, NE 68508
402-441-7511 lincoln.ne.gov



MEMO

TO: Lancaster County Board of Commissioners

FROM: Denise Pearce,
Aide to Mayor Chris Beutler

DATE: October 23, 2013

RE: Appointments to the Lincoln City-Lancaster County
Planning Commission

Please consider approving the following appointment to the Planning Commission for a term expiring on 8.31.19:

- Maja Viklands Harris (replacing Wendy Francis)

Ms. Viklands Harris' application is attached.

Please also consider re-appointing Ken Weber to a term expiring on 9.24.19.

Thank you for your consideration.

City of Lincoln Appointment Application

PERSONAL INFORMATION

Application Date: 8/8/2013
Salutation: Ms. **Applicant Name:** Viklands Harris, Maja
Legal Residence: 2430 LaFayette Ave **City/State/ZipCode:** Lincoln, NE 68502
Residence Telephone: 402-419-1191 **Business Telephone:**
Applicant Occupation: Project manager **Employer:** NHI II
E-mail Address: maja@nebheavyindustries.com
Affirmative Action Information: Sex Female **Racial/Ethnic Background:** Caucasian/White

EDUCATION

Continuing education courses: Accounting, Finance, University of Vaxjo, Sweden (2003) M.A. Journalism and Mass Communications, Gothenburg University, Sweden (1999); B.A. Linguistics, Lund University, Sweden (1996).

PRESENT OR PREVIOUS COMMUNITY/VOLUNTEER ACTIVITIES

Hormel Family Foundation, a non-profit organization dedicated to education and business development in McCook, NE; Invest Nebraska, a statewide non-profit organization dedicated to the development of an angel investor network in Nebraska; Lincoln City Libraries Board of Trustees; Foundation for Lincoln City Libraries; Dimensions Educational Research Foundation (preschool volunteer)

EMPLOYMENT

Nebraska Heavy Industries, research, PR, administration, web development, project management, 2005-present; Assistant to Senator Chris Beutler, pr, administration, outreach, 2004-2005; Gazeta Mercantil (Brazil), business reporting, layout, broadcast, 2001-2002; Business news Americas, Chile, business reporting, translations, 1998-2001.

Board(s) Requested

Lincoln City Library Board
Lincoln-Lancaster County Planning Commission