

**STAFF MEETING MINUTES
LANCASTER COUNTY BOARD OF COMMISSIONERS
COUNTY-CITY BUILDING
ROOM 113 - BILL LUXFORD STUDIO
THURSDAY, DECEMBER 17, 2015
8:30 A.M.**

Commissioners Present: Roma Amundson, Chair
Larry Hudkins, Vice Chair
Deb Schorr
Bill Avery
Todd Wiltgen

Others Present: Kerry Eagan, Chief Administrative Officer
Gwen Thorpe, Deputy Chief Administrative Officer
Dennis Meyer, Budget and Fiscal 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 December 16, 2015.

The Vice Chair noted the location of the Open Meetings Act and opened the meeting at 8:37 a.m.

AGENDA ITEM

1 APPROVAL OF MINUTES OF THE DECEMBER 3, 2015 STAFF MEETING

MOTION: Wiltgen moved and Schorr seconded approval of the minutes of the December 3, 2015 Staff Meeting. Schorr, Wiltgen and Hudkins voted aye. Amundson and Avery were absent from voting. Motion carried 3-0.

2 ADDITIONS TO THE AGENDA

- A. Correspondence from Dr. Ryan Spohn, Director of the Nebraska Center for Justice Research, University of Nebraska-Omaha (UNO), Regarding Fiscal Impact Study of County Criminal Justice Fines and Fees (Exhibit A)
- B. Nebraska Association of County Officials (NACO) Board of Directors Meeting
- C. Teen Suicide Prevention Coalition

MOTION: Wiltgen moved and Schorr seconded approval of the additions to the agenda. Wiltgen, Schorr and Hudkins voted aye. Amundson and Avery were absent from voting. Motion carried 3-0.

NOTE: Items B and C were not covered during the meeting.

3 LANCASTER COUNTY VISITORS PROMOTION COMMITTEE (VPC) RECOMMENDATIONS ON VISITORS IMPROVEMENT FUND GRANT REQUESTS:

A) LIED CENTER (\$270,000)

B) LINCOLN CHILDREN'S MUSEUM (\$10,000)

C) THE STAGE THEATER (\$10,000)

- Jeff Maul, Lincoln Convention and Visitors Bureau (CVB) Executive Director; Julie Lattimer, Visitors Promotion Committee (VPC) Chair

Kerry Eagan, Chief Administrative Officer, disseminated copies of a document showing the Visitor Improvement Fund Balance as of November 18, 2015 (Exhibit B), noting concerns were expressed at the Visitors Promotion Committee (VPC) meeting regarding possible cash flow issues. He said the financial situation has improved since that meeting because the Lancaster Event Center has indicated it will not claim its 2015 disbursement until the end of 2016 and the \$500,000 committed to the Centennial Mall Project has not been claimed. Jeff Maul, Lincoln Convention and Visitors Bureau (CVB) Executive Director, added the CVB did not request the funds budgeted for bid fees for the first six months of the budget year (savings of \$366,000).

Avery arrived at the meeting at 8:44 a.m.

Dennis Meyer, Budget and Fiscal Officer, said cash flow will be "tight" over the next two years as final payments are made on the grants to the Lancaster Event Center and Pinnacle Bank Arena.

A) Lied Center (\$270,000)

Julie Lattimer, VPC Chair, reviewed the request from the Lied Center for Performing Arts for a grant in the amount of \$270,000 for renovation of the seating in the Lied Center's main concert hall, noting it was determined that repair of the existing seats is more cost effective than replacement and that the project should be done all at once rather than in stages. She said the Lied Center does not have a capital fund and many on the VPC viewed this as a capital expense. The VPC encouraged the Lied Center to do additional things that will help increase their revenue. Lattimer said the VPC was also concerned with the timing of the request and the projected 2016 fund balance.

Eagan said another issue was that the Lied Center's request was submitted during the mini grant (up to \$10,000) cycle and said the County Board needs to be informed of larger grant requests before they are submitted to the VPC.

Lattimer said the VPC recommends denial of the request at this time but suggests the Lied Center reapply in 2016. Maul noted receipt of a letter from Bill Stephan, Executive Director of the Lied Center, indicating plans to ask for reconsideration of the grant request in the fall of 2016 (Exhibit C).

MOTION: Schorr moved and Wiltgen seconded to deny the request from the Lied Center for Performing Arts at this time, based upon the recommendation from the Visitors Promotion Committee (VPC). Avery, Schorr, Wiltgen and Hudkins voted aye. Amundson was absent from voting. Motion carried 4-0.

The Chair arrived at the meeting at 8:51 a.m. and assumed direction of the meeting.

B) Lincoln Children's Museum (\$10,000)

Lattimer gave an overview of the Lincoln Children's Museum's request for \$10,000 to fund a multi-layered advertising campaign to attract visitors from Grand Island and Des Moines, Iowa. The VPC recommends approval of the request.

MOTION: Hudkins moved and Schorr seconded approval of the Visitors Promotion Committee's (VPC's) recommendation. Hudkins, Schorr, Wiltgen, Avery and Amundson voted aye. Motion carried 5-0.

C) The Stage Theater (\$10,000)

Lattimer discussed the request from the Stage Theater, a 501(c)3 non-profit community theater in Hickman, for \$10,000 to expand and improve the theater's existing interior lighting system, sound system, and permanent use stage infrastructure; to purchase handicap and other seating; improve the theater exterior to provide safer access; and purchase portable exterior signage that will be placed on South 68th Street in Lincoln. She said the theater plans to add movie and jazz nights and acquire a liquor license to increase opportunities for more shows. Lattimer said the building is owned by a for-profit entity so any improvements to the physical site are not eligible within the Fund guidelines, therefore the VPC recommends funding of Items 2 (purchase portable exterior theater signage), 3 (expand and improve the sound system), and 5 (expand and improve permanent use stage supporting infrastructure), totaling \$6,392. **NOTE:** See Attachment 2 to the funding application.

In response to a question from Hudkins, Eagan said building fixtures, by legal definition, become part of the realty. He said the VPC felt this equipment would improve productions but would not be affixed to the realty. Hudkins felt there should be a letter delineating that. Eagan said the Board could request a legal opinion on the matter.

MOTION: Schorr moved and Wiltgen seconded to fund Items 2, 3 and 5, based upon the recommendation from the Visitors Promotion Committee (VPC). Schorr, Wiltgen, Avery, Hudkins and Amundson voted aye. Motion carried 5-0.

4 ADULT PROBATION CENTER LEASE NEGOTIATIONS (EXECUTIVE SESSION) - Don Killeen, County Property Manager

MOTION: Schorr moved and Hudkins seconded to enter Executive Session at 9:02 a.m. for the purpose of protecting the public interest with regards to property negotiations and potential and pending litigation.

The Chair restated the motion for the record.

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

MOTION: Hudkins moved and Avery seconded to exit Executive Session at 10:00 a.m. Wiltgen, Avery, Hudkins, Schorr and Amundson voted aye. Motion carried 5-0.

5 NEGOTIATIONS ON SALE OF COUNTY PROPERTY FOR DENTON SHOP IN LIEU OF CONDEMNATION (EXECUTIVE SESSION) - David Derbin, Deputy County Attorney; Jim Shotkoski, Right-of-Way Division Head, County Engineering; Ken Schroeder, County Surveyor

See Item 4.

6 POTENTIAL AND PENDING LITIGATION (EXECUTIVE SESSION) - Sue Eckley, County Risk Manager; David Derbin, Deputy County Attorney

See Item 4.

7 CREDIT CARD FOR COMMUNITY CORRECTIONS - Dennis Meyer, Budget and Fiscal Officer; Kim Etherton, Community Corrections Director

Dennis Meyer, Budget and Fiscal Officer, requested approval of a credit card for Community Corrections, noting Kim Etherton, Community Corrections Director, has had to use her personal credit card to make travel arrangements related to certain grants. He said a number of requests for reimbursement of personal credit cards have been submitted by departments and suggested the need to develop a personal credit card use policy, explaining administering use of personal credit cards can be difficult because of issues such as interest and late fees.

Hudkins asked why purchase orders are not being utilized. Etherton explained that some organizations will not take any form of payment but a credit card, adding it is also easier for one person to make all of the reservations if several are traveling together. She said she has also used her personal credit card to pay conference registration costs and incidentals related to one of the department's programs.

In response to a question from Wiltgen, Meyer said the County looked into purchasing cards (P-Cards), a form of company charge card that allows goods and services to be procured without using a traditional purchasing process, several years ago but decided against using them. He said a few County departments have credit cards.

Avery observed that many major corporations have eliminated credit cards for employees and moved to reimbursements. Meyer said he does not believe it is appropriate for Etherton to be running large dollar amounts through her personal credit card on behalf of the County. He said he also has concerns that employees could earn points from their credit card company by utilizing property tax dollars. Etherton assured the Board she has not been earning points on her card.

Schorr said the Nebraska Association of County Officials (NACO) offers a credit card program for counties and suggested Meyer review their policy.

MOTION: Schorr moved and Wiltgen seconded to approve a single credit card for Community Corrections with a \$3,000 limit.

Avery felt the County should have a policy governing the use of credit cards in place before making a decision on additional cards.

Wiltgen called the question.

ROLL CALL: Wiltgen, Schorr and Amundson voted aye. Hudkins voted nay. Avery abstained from voting. Motion carried 3-1, with one abstention.

MOTION: Avery moved and Hudkins seconded to direct Dennis Meyer, Budget and Fiscal Officer, to draft a policy governing use of credit cards. Avery, Hudkins, Schorr, Wiltgen and Amundson voted aye. Motion carried 5-0.

8 MID-YEAR BUDGET LETTER - Dennis Meyer, Budget and Fiscal Officer

NOTE: See agenda packet for draft of Mid-Year Budget Letter.

MOTION: Schorr moved and Wiltgen seconded to authorize the Mid-Year Budget Letter to be sent to all County departments. Hudkins, Schorr, Wiltgen, Avery and Amundson voted aye. Motion carried 5-0.

9 BUDGET AND FISCAL OFFICER POSITION REVIEW - Dennis Meyer,
Budget and Fiscal Officer

Dennis Meyer, Budget and Fiscal Officer, gave an overview of his primary duties and responsibilities (see agenda packet) which are related to the following:

- County Budget Process
- County Audit Process
- County Financial System
- Bond Issuances/Continuing Disclosure
- Financial Activity for the Lancaster County Correctional Facility Joint Public Agency (JPA)
- Annual Financial Statements for the Abbott Motocross Track
- Cost Allocation Plan/Indirect Cost Rates
- Financial Activity of the Public Building Commission (PBC) and Railroad Transportation Safety District (RTSD)
- Grant Activity
- Legislative Process
- Revolving Loan Fund
- Committees

Meyer also discussed his goals and future challenges, one of which is limited training opportunities due to budget constraints. Amundson asked him to apprise the Board of any training opportunities.

Wiltgen inquired about barriers to moving to zero-based budgeting. Meyer said the biggest barrier would be getting "buy-in" from departments.

ADDITIONS TO THE AGENDA

- A. Correspondence from Dr. Ryan Spohn, Director of the Nebraska Center for Justice Research, University of Nebraska-Omaha (UNO), Regarding Fiscal Impact Study of County Criminal Justice Fines and Fees (Exhibit A)

Schorr said Dr. Spohn indicated a conversation he had with a researcher at the Brennan Center for Justice at the New York University (NYU) School of Law who offered to do a free analysis of criminal justice fines and fees. That would help the County in determining "best practices."

Joe Kelly, County Attorney, appeared and said he will contact the researcher Dr. Spohn spoke to for more details and will report back to the Board.

10 UNCLASSIFIED EMPLOYEE SALARIES - Doug McDaniel, Lincoln-Lancaster County Human Resources Director

Doug McDaniel, Lincoln-Lancaster County Human Resources Director, disseminated copies of Appointed Officials Salary Survey 2016 and Appointed Salary Information 2016 (Exhibits D & E). He said all of the salaries for Lancaster County directors fall below the midpoint maximum, with the exception of the Corrections Administrator. There was no aligning market data for the Mental Health Crisis Center Director.

In response to a question from Schorr, McDaniel said all of the unions will receive a 2.5% increase in 2016. Elected officials will receive a 1.15% increase in 2016, based on a formula established for the 2015-2018 term. **NOTE:** The formula is based on the U.S. Department of Labor Statistics Consumer Price Index (CPI) for all Urban Consumers Midwest Region which is currently -0.2%.

McDaniel also addressed salaries for Bailiffs and the District Court Child Support Referee. He said there is no aligning market data for the Bailiffs and the practice has been to keep them aligned with the Paralegal II's. McDaniel said there were two matches for the Child Support Referee position and said the County is a "little off the mark for that position." He said in looking over the court positions they came across an anomaly. He said the Juvenile Court Administrator is in a higher pay grade than the District Court Administrator and said the issue will be forwarded to the Personnel Policy Board for their review.

Hudkins noted elected officials receive contributions to the Post Employment Health Plan (PEHP). McDaniel said benefits are not reflected in the salaries or market data.

MOTION: Schorr moved and Hudkins seconded to recommend a 2.5% increase for 2016 for the appointed officials.

Schorr explained her motion was based on two factors: 1) All of the unions received a 2.5% increase; and 2) Lancaster County is significantly below market in nearly every category. She also pointed out that the difference between a 2% increase and a 2.5% increase is \$12,500.

Schorr also clarified that her motion was intended to include the Bailiffs, Child Support Referee and District Court Law Clerks.

Jennifer Kulwicki, District Court Administrator, appeared and presented salary recommendations from the District Court for the following positions: District Court Law Clerk, Bailiff I, Bailiff II, and Child Support Referee (Exhibit F), explaining the District Court Judges feel those positions are significantly under compensated.

Wiltgen said he would like more time to review the additional information and suggested the Board could revisit those positions at another time.

Avery asked why a 2.5% increase is recommended when the (CPI) is basically flat. McDaniel said market data is more reliable than the CPI. Avery noted the Board has been accused of ignoring larger macroeconomic conditions when setting salaries. McDaniel said the market data was collected from counties in the salary array. Avery said if the problem is with government, then the County is comparing itself to other entities with the same problem. McDaniel explained there aren't comparable positions in the private sector so government is the only place to find aligning data.

Eagan pointed out that all of these positions are subject to the Commission of Industrial Relations (CIR) and said the County could have a problem if it gets too far behind comparability.

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

Eagan said the County Attorney's Office will prepare a resolution to approve the salaries for action at a regular County Board of Commissioners Meeting.

Schorr asked that Human Resources also look at the County Court Administrator position.

11 ACTION ITEMS

There were no action items.

12 CONSENT ITEMS

There were no consent items.

13 ADMINISTRATIVE OFFICER REPORT

A. TRIM Update (License Reduction and Transition)

Gwen Thorpe, Deputy Chief Administrative Officer, said the period to submit applications for the Records Administrator position in the County Clerk's Office has closed. Cori Beattie, Deputy County Clerk, said her office has not received a list of eligible candidates from Human Resources yet.

Amundson said the County received an email from Hewlett-Packard (HP) on May 14, 2015 which indicated the County will need to have a dormancy license agreement completed by January 31, 2016. Thorpe agreed to follow-up on the matter.

B. Elected Official Chief Deputy Salary Memo

Informational only.

C. Letter to Building and Safety Regarding Underground Irrigation Systems in County Right-of-Way (See agenda packet)

There was consensus to schedule discussion with Chad Blahak, Building and Safety Director, to get an enforcement plan in place and to notify local irrigation companies that the County Board has asked the Building and Safety Department to deny all future requests to install irrigation systems partially or wholly in the County's public right-of-way.

G. Build Nebraska Act Meetings

There was consensus to have Pam Dingman, County Engineer; Eagan, and the County's lobbyist represent the County at the meeting in Ashland, Nebraska on January 21st.

H. Tri-County Request to Meet with Governor Ricketts (Wednesday, December 30, 2015)

The Chair and Vice Chair indicated plans to attend the meeting. It was suggested that Eagan also attend the meeting.

Schorr exited the meeting at 11:28 a.m. to attend a Keno Advisory Board Meeting.

D. Active Shooter Discussion

Amundson said concerns were expressed at the Public Building Commission (PBC) regarding the lack of security in the County-City Building and said the PBC will be sending out an email explaining what to do in the event of an active shooter event. An instructional video will also be made available.

Eagan said Jim Davidsaver, Emergency Management Director, also has materials available.

E. Reappointments to the Lincoln-Lancaster County Ecological Advisory Committee (Judi Cook, Marian Langan, Merle Jahde, Dayle Williamson, Dave Wedin and Dennis Schroeder)

Avery noted the Board receives applications from citizens seeking appointment to various advisory boards, commissions and task forces and asked why the Board keeps appointing the same individuals to serve on the same committees. Eagan said individuals seeking appointment do not always want to serve on these type of committees. Some committees also limit the number of terms an individual can serve.

There was general consensus to schedule the reappointments on the January 5, 2016 County Board of Commissioners Meeting agenda.

F. Search Warrant Records and Fire Department Records Retention Requests

Eagan said departments are notified when they have records scheduled for disposal in accordance with retention schedules. He said the Clerk of the District Court and Lincoln Fire and Rescue (LFR) have protested disposal notices they recently received and have asked that their records be retained longer.

MOTION: Hudkins moved and Wiltgen seconded to grant the request from the Clerk of the District Court and to ask Lincoln Fire and Rescue (LFR) to provide a definite retention period for their records. Wiltgen, Avery, Hudkins and Amundson voted aye. Schorr was absent from voting. Motion carried 4-0.

G. Build Nebraska Act Meetings

H. Tri-County Request to Meet with Governor Ricketts (Wednesday, December 30, 2015)

Items G and H were moved forward on the agenda.

14 PENDING

There were no pending items.

15 DISCUSSION OF BOARD MEMBER MEETINGS

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

Avery said they approved expenditures.

B. Public Building Commission (PBC) Chair/Vice Chair Meeting with Mayor - Amundson

Amundson said they discussed security concerns.

C. County Board Chair/Vice Chair Meeting with Mayor - Amundson

Amundson said they discussed the Railroad Transportation Safety District (RTSD) proposal and the Mayor's request that consideration be given to establishing a joint Lincoln Police Department (LPD)/Lancaster Sheriff's Office (LSO) firing range.

D. General Assistance (GA) Monitoring Committee -Wiltgen

Wiltgen said they received an update on the budget. He also reported they are working with Region V Systems on the issue of who pays for individuals who have a mental health diagnosis and are living in assisted living facilities.

E. Board of Health - Amundson

Amundson said they received updates on the Healthy Families America and Women, Infants and Children (WIC) Programs.

F. Information Services Policy Committee

Meeting was cancelled.

G. Parks and Recreation Advisory Board - Hudkins

Hudkins said he did not attend the meeting.

H. Lancaster County Fairgrounds Joint Public Agency (JPA) - Avery, Wiltgen

Avery and Wiltgen indicated they did not attend the meeting.

I. Lincoln Independent Business Association (LIBA) Budget Monitoring Committee - Wiltgen

Wiltgen said he did not attend the meeting.

J. Meeting with Planning Department - Amundson, Hudkins

Hudkins said discussion focused on issues related to Avalon Event Paradise, a reception venue at 12788 Roca Road, Crete, Nebraska, and an outdoor shooting range.

K. Public Building Commission (PBC) - Amundson, Hudkins

Amundson said they discussed security concerns related to the County-City Building.

L. Parks and Recreation Futures Committee

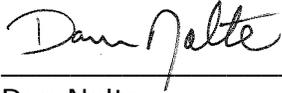
Meeting was cancelled.

15 EMERGENCY ITEMS AND OTHER BUSINESS

There were no emergency items or other business.

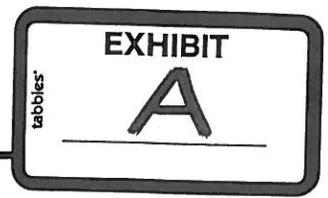
16 ADJOURNMENT

MOTION: Avery moved and Wiltgen seconded to adjourn the meeting at 11:47 a.m. Avery, Hudkins, Wiltgen and Amundson voted aye. Schorr was absent from voting. Motion carried 4-0.



Dan Nolte
Lancaster County Clerk





Minette M. Genuchi

From: Deb Schorr [debschorr@aol.com]
Sent: Thursday, December 17, 2015 8:42 AM
To: Minette M. Genuchi
Subject: Fwd: Fiscal impact study of county criminal justice fines and fees

Sent from my iPhone

Begin forwarded message:

From: "Deb E. Schorr" <DSchorr@lancaster.ne.gov>
Date: December 15, 2015 at 4:00:03 PM CST
To: "debschorr@aol.com" <debschorr@aol.com>
Subject: **FW: Fiscal impact study of county criminal justice fines and fees**

From: Ryan Spohn [rspohn@unomaha.edu]
Sent: Wednesday, December 02, 2015 9:40 PM
To: donald.kleine@douglascounty-ne.gov; John.Freudenberg@nebraska.gov;
Chris.rodgers@douglascounty-ne.gov; maryann.borgeson@douglascounty-ne.gov;
patrick.bloomingtondale@douglascounty-ne.gov; thomas.riley@douglascounty-ne.gov; Joe P. Kelly; Deb E. Schorr; Commish; Todd J. Wiltgen; Bill P. Avery; Joseph D. Nigro
Cc: Antle, Kelsey
Subject: Fiscal impact study of county criminal justice fines and fees

Dir Sir/Madam:

At the annual meetings of the American Society of Criminology in Washington DC this past month, I had a conversation regarding the fiscal impact of criminal justice fines and fees on local counties with Dr. Kelsey Antle, researcher at the Brennan Center for Justice at the NYU School of Law. If a study of this type were conducted in Douglas and/or Lancaster Counties, it would provide a free fiscal impact report for the county on the costs and benefits of existing fines and fees. It would also inform the county in "best practices" relating to the use and administration of fines and fees across the country. This project is in its beginning phases, and the Brennan Center would like to get in touch with stakeholders in Nebraska to learn more about how fees and fines are assessed, and to speak about a potential partnership.

Below is a description of the proposed research. I have also provided the mission of the Brennan Center as well as a link to their website. I think this would be a great resource for Nebraska, so I would appreciate if you would please forward this email to interested parties or let me know the appropriate parties to contact to propose the impact study. I have also CC'd Dr. Antle who can provide additional information on the research process.

Proposed research:

The Brennan Center is undertaking a research project to help ensure that government considers the fiscal cost of public debt collection, punishment, and penalty practices before imposing them. Criminal justice debt has become a national issue, garnering significant public and media attention. Still, changes to policy and practice are lagging. By documenting and highlighting the fiscal ramifications of criminal

justice debt practices, the Brennan Center project could provide additional evidence in the debate about whether courts should charge significant fees and fines to indigent criminal defendants. Our aim also is to shed light on the ultimate burdens placed on taxpayers of such policies.

The Brennan Center project will increase knowledge of the fiscal impacts of criminal fines and fees so that policymakers, justice system actors, and the public are able to weigh the soundness of current policies and practices on public criminal debt. The Brennan Center's work is structured as a two-phase project. In the first year of the project, the Center will assess the data landscape to survey and pinpoint jurisdictions that are good prospects for a fiscal analysis based on the availability of data and other factors. In the second and third year of the project, the Brennan Center will conduct a two-year Phase II study involving representative jurisdictions from which the Center will obtain extensive data, conduct fiscal impact analyses, and disseminate results through the Brennan Center's publications.

Mission of the Brennan Center for Justice at NYU School of Law:

The Brennan Center for Justice at NYU School of Law is a nonpartisan law and policy institute that seeks to improve our systems of democracy and justice. We work to hold our political institutions and laws accountable to the twin American ideals of democracy and equal justice for all. The Center's work ranges from voting rights to campaign finance reform, from ending mass incarceration to preserving Constitutional protection in the fight against terrorism. Part think tank, part advocacy group, part cutting-edge communications hub, we start with rigorous research. We craft innovative policies. And we fight for them — in Congress and the states, the courts, and in the court of public opinion.

Brennan Center's website:

<http://www.brennancenter.org/>

Many thanks for your assistance in this matter,

Ryan

Dr. Ryan Spohn, Director
Nebraska Center for Justice Research
University of Nebraska Omaha
6001 Dodge Street
Omaha, NE 68182-0310
Phone (402) 554-3794
<http://justiceresearch.unomaha.edu>



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Visitor Improvement - Fund 18		Bid Fees	Grants	
Balance at 11-18-15	<u>1%</u>	<u>1/2%</u>	<u>1/2%</u>	<u>Total</u>
	(1,218,022.58)	1,395,095.49	1,540,347.67	1,717,420.58

1% -

FY16 Projected/Committed Funds:				Total Committed
Lancaster Event Center	207,243.01			<u>Expenditures</u>
Arena - Year 4	250,000.00		FY16	1,903,243.01
Centennial Mall	500,000.00		FY17	1,457,324.00
Lincoln Childrens Museum (2 of 2)	100,000.00		FY18	621,000.00
Lincoln Parks Foundation	50,000.00			
City of Waverly - Lawson Park	150,000.00			
Abbott Motocross	150,000.00			
Lincoln Parks & Rec - Prairie Corridor	<u>30,000.00</u>			
	1,437,243.01			

Estimated Annual Receipts 1,500,000.00

FY17 Projected/Committed Funds:	
Lancaster Event Center	411,324.00
Arena - Year 5	500,000.00
Lincoln Parks Foundation	50,000.00
Lincoln Parks & Rec - Prairie Corridor	<u>30,000.00</u>
	991,324.00

FY18 Projected/Committed Funds:	
Arena - Year 5	125,000.00 last payment of Year 5 (timing)
Lincoln Parks & Rec - Prairie Corridor	<u>30,000.00</u>
	155,000.00

Estimated Bid Fees (1/2%) 366,000.00

Estimated Grants (1/2%) - (10 Grants) 100,000.00

LIED

CENTER

FOR

PERFORMING

ARTS



2015 2016 SEASON



301 North 12th Street | Lincoln, NE 68588-0151 | 402.472.4700

November 30, 2015

Mr. Jeff Maul
Executive Director
Lincoln Convention and Visitors Bureau
3 Landmark Centre
1128 Lincoln Mall, Suite 100
Lincoln, NE 68508

Dear Jeff,

On behalf of the Lied Center for the Performing Arts, I want to thank you and the rest of the Visitors Promotion Committee for considering our major grant request of \$270,000 for renovating the Lied's 2,270 seats in our main auditorium. I understand that the fund does not have sufficient capital during the next 12 months to support this level of request.

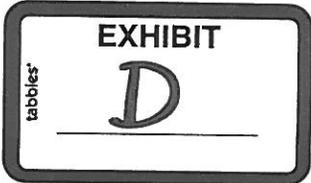
As per your recommendation, we will resubmit our request in October 2016 when it is anticipated that enough funding will be available to potentially support our project. Therefore, we will be delaying the project. We hope that with the support of VPC and other potential funders, we will be able to begin the seat renovation project in the summer of 2017.

Thank you again for your consideration of our seat renovation proposal and all of the past support of the Lied Center in making it one of the greatest performing arts centers in the world.

Please let me know if you have any questions or need any additional information related to the seat renovation project.

Sincerely,

Bill Stephan
Executive Director



APPOINTED OFFICIALS SALARY SURVEY 2016

COUNTY	Youth Services Center Director		Chief Administrative Officer		Deputy Chief Administrative Officer		Budget & Fiscal Officer		Building Administrator	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Douglas **	\$80,264	\$133,771	\$99,951	\$166,589	\$89,535	\$149,225	\$80,264	\$133,771	\$80,264	\$133,771
Linn	\$61,888	\$97,167					\$78,618	\$125,791	\$72,454	\$115,200
Minnehaha	\$74,318	\$107,619	\$90,542	\$131,144	\$55,266	\$80,018	\$87,135	\$87,135	\$74,318	\$107,619
Polk	\$70,974	\$93,469	\$194,840	\$194,840			\$94,245	\$124,386	\$98,883	\$130,465
Sedgwick	\$66,996	\$100,495	\$165,000	\$165,000	\$144,381	\$144,381	\$73,860	\$110,791	\$85,508	\$128,263
Shawnee							\$97,750	\$97,750		
Mean	\$70,888	\$106,504	\$137,583	\$164,393	\$96,394	\$124,541	\$85,312	\$113,271	\$82,286	\$123,064
Median	\$70,974	\$100,495	\$132,476	\$165,795	\$89,535	\$144,381	\$83,700	\$117,589	\$80,264	\$128,263
Midpoint	\$70,931	\$103,500	\$135,030	\$165,094	\$92,964	\$134,461	\$84,506	\$115,430	\$81,275	\$125,663
Lancaster	\$99,701	\$99,701	\$139,358	\$139,358	\$92,452	\$92,452	\$100,096	\$100,096	\$116,678	\$116,678
\$ incr/decr	-\$28,770	\$3,799	-\$4,328	\$25,736	\$512	\$42,009	-\$15,590	\$15,334	-\$35,403	\$8,985
% incr/decr	-28.86%	3.81%	-3.11%	18.47%	0.55%	45.44%	-15.58%	15.32%	-30.34%	7.70%

**Douglas County projected wages based on 4% increase for 2016

COUNTY	Corrections Administrator		Weed Control Superintendent		Community Corrections Dir		Veterans Service		Risk Management Director			
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM		
Douglas **	\$89,535	\$149,225					\$70,301	\$105,404	\$64,635	\$107,725	\$63,631	\$95,495
Linn	\$112,753	\$112,753							\$57,349	\$89,465	\$66,902	\$105,702 *
Minnehaha	\$74,318	\$107,619	\$39,107	\$56,638					\$43,160	\$62,524		
Polk	\$122,281	\$122,281	\$70,974	\$93,469					\$47,531	\$62,217	\$81,751	\$107,796 *
Sedgwick	\$60,777	\$91,166	\$47,611	\$71,416	\$81,432	\$122,148					\$70,345	\$105,518 *
Shawnee	\$82,000	\$82,000	\$58,710	\$58,710	\$76,220	\$76,220						
Mean	\$90,277	\$110,841	\$54,101	\$70,058	\$75,984	\$101,257	\$53,169	\$80,483	\$70,657	\$103,628		
Median	\$85,767	\$110,186	\$53,161	\$65,063	\$76,220	\$105,404	\$52,440	\$75,995	\$68,624	\$105,610		
Midpoint	\$88,022	\$110,513	\$53,631	\$67,561	\$76,102	\$103,331	\$52,804	\$78,239	\$69,640	\$104,619		
Lancaster	\$110,737	\$110,737	\$66,783	\$66,783	\$89,839	\$89,839	\$68,068	\$68,068	\$82,428	\$82,428		
\$ incr/decr	-\$22,715	-\$224	-\$13,152	\$778	-\$13,737	\$13,492	-\$15,264	\$10,171	-\$12,788	\$22,191		
% incr/decr	-20.51%	-0.20%	-19.69%	1.16%	-15.29%	15.02%	-22.42%	14.94%	-15.51%	26.92%		

**Douglas County projected wages based on 4% increase for 2016

COUNTY	Emergency Management Director		Mental Health Crisis Center Director		Human Services Administrator	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Douglas **	\$72,018	\$120,033				
Linn	\$100,069	\$100,069				
Minnehaha	\$74,318	\$107,619			\$74,318	\$107,619
Polk	\$89,872	\$118,569				
Sedgwick	\$60,777	\$91,166				
Shawnee	\$59,225	\$59,225				
Mean	\$76,047	\$99,447	#DIV/0!	#DIV/0!	\$74,318	\$107,619
Median	\$73,168	\$103,844	#NUM!	#NUM!	\$74,318	\$107,619
Midpoint	\$74,607	\$101,645	#DIV/0!	#DIV/0!	\$74,318	\$107,619
Lancaster	\$69,701	\$69,701	\$84,687	\$84,687	\$80,001	\$80,001
\$ incr/decr	\$4,906	\$31,944	#DIV/0!	#DIV/0!	-\$5,683	\$27,618
% incr/decr	7.04%	45.83%	#DIV/0!	#DIV/0!	-7.10%	34.52%

**Douglas County projected wages based on 4% increase for 2016



Appointed Salary Information 2016

Name	Department	Class title	Current salary	2% increase	2.5% increase	3% increase
ETHERTON,KIM G.	COMMUNITY CORRECTIONS	COMMUNITY CORRECTIONS DIRECTOR	\$89,839	\$91,636	\$92,085	\$92,535
MEYER,DENNIS M.	BUDGET AND FISCAL	BUDGET & FISCAL OFFICER	\$100,096	\$102,098	\$102,598	\$103,099
ECKLEY,LINDA S	RISK MANAGEMENT	RISK MANAGEMENT DIRECTOR	\$82,428	\$84,077	\$84,489	\$84,901
HOYLE,SARA L.	HUMAN SERVICES	HUMAN SERVICES ADMINISTRATOR	\$80,001	\$81,601	\$82,001	\$82,401
RINGLEIN,RICHARD J.	VETERANS SERVICES	COUNTY VETERANS SERVICE OFFICER	\$68,068	\$69,429	\$69,770	\$70,110
EAGAN,KERRY P.	ADMINISTRATIVE SERVICES	CHIEF ADMINISTRATIVE OFFICER	\$139,358	\$142,145	\$142,842	\$143,539
THORPE,GWENDOLYN K.	ADMINISTRATIVE SERVICES	DEPUTY CHIEF ADMIN OFFICER	\$92,452	\$94,301	\$94,763	\$95,225
DAVIDSAVER, JAMES	EMERGENCY MANAGEMENT	EMERGENCY MANAGEMENT DIRECTOR	\$69,701	\$71,095	\$71,443	\$71,792
HOSKING,MARK DAVID	EMERGENCY MANAGEMENT	EMERGENCY MANAGEMENT DEP DIRECTOR	\$56,376	\$57,504	\$57,786	\$58,068
ETHERTON, SCOTT	MENTAL HEALTH CRISIS CENTER	MENTAL HEALTH CRISIS CENTER DIRECTOR	\$84,687	\$86,381	\$86,804	\$87,228
ROY,SANAT K.	COMM. MENTAL HEALTH CENTER	CLINICAL DIRECTOR	\$159,888	\$163,085	\$163,885	\$164,684
MEYER,BRENT DOUGLAS	WEED CONTROL AUTHORITY	WEED CONTROL SUPERINTENDENT	\$66,783	\$68,118	\$68,452	\$68,786
KILLEEN,DONALD F.	CNTY/CITY PROPERTY MANAGEMENT	BUILDING ADMINISTRATOR	\$116,678	\$119,011	\$119,595	\$120,178
SCHINDLER,MICHELLE L.	YOUTH SERVICES CENTER	YOUTH SERVICES CENTER DIRECTOR	\$99,701	\$101,695	\$102,193	\$102,692
THOMPSON,ANNETTE B.	YOUTH SERVICES CENTER	JUV DETENTION CENTER DEP DIRECTOR	\$76,640	\$78,172	\$78,556	\$78,939
THURBER,JAMES M.	CORRECTIONS	CORRECTIONS ADMINISTRATOR	\$110,737	\$112,952	\$113,506	\$114,059

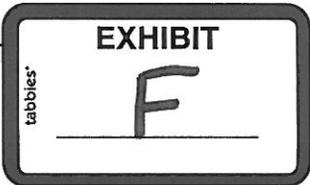
Current wage is	\$1,493,432
Cost of a 2% increase is	\$29,869
Cost of a 2.5% increase is	\$37,336
Cost of a 3% increase is	\$44,803

Salary Information 2016

Name	Department	Class title	Current salary	2% increase	2.5% increase	3% increase
BALTA,PAULINE	DISTRICT COURT	BAILIFF I	\$36,017	\$36,738	\$36,918	\$37,098
HOUGH,SHARON MARIE	DISTRICT COURT	BAILIFF II*	\$59,014	\$60,194	\$60,489	\$60,784
FOLSOM,KIM R.	DISTRICT COURT	BAILIFF II*	\$59,014	\$60,194	\$60,489	\$60,784
LAMPE,SHERI A.	DISTRICT COURT	BAILIFF II*	\$59,014	\$60,194	\$60,489	\$60,784
PETERSEN,MARIAN G.	DISTRICT COURT	BAILIFF II*	\$59,014	\$60,194	\$60,489	\$60,784
RHYNALDS,CHRISTINE L.	DISTRICT COURT	BAILIFF II*	\$59,014	\$60,194	\$60,489	\$60,784
SCHMIDT,BERNADETTE L.	DISTRICT COURT	BAILIFF II*	\$59,014	\$60,194	\$60,489	\$60,784
DRAPER,KRISTIN	DISTRICT COURT	BAILIFF II*	\$59,014	\$60,194	\$60,489	\$60,784
ROTHE,AMBER	DISTRICT COURT	BAILIFF II*	\$59,014	\$60,194	\$60,489	\$60,784
WOOD,JANICE K.	DISTRICT COURT	BAILIFF II*	\$59,014	\$60,194	\$60,489	\$60,784
NEUBERGER,ANGELA R.	JUVENILE COURT	BAILIFF II*	\$59,014	\$60,194	\$60,489	\$60,784
POFAHL,ANGELA M.	JUVENILE COURT	BAILIFF II*	\$59,014	\$60,194	\$60,489	\$60,784
CARPENTER,ELIZABETH	JUVENILE COURT	BAILIFF II*	\$59,014	\$60,194	\$60,489	\$60,784
PAUL,DIANNE E.	JUVENILE COURT	BAILIFF II*	\$59,014	\$60,194	\$60,489	\$60,784
GILLEN,SUSAN L.	DISTRICT COURT	CHILD SUPPORT REFEREE	\$102,775	\$104,830	\$105,344	\$105,858
MILLERD,MARY K.	DISTRICT COURT	DISTRICT COURT JUDGES LAW CLERK	\$43,262	\$44,127	\$44,343	\$44,560
BARNES,CAITLIN R.	DISTRICT COURT	DISTRICT COURT JUDGES LAW CLERK	\$43,262	\$44,127	\$44,343	\$44,560

* The Board has stated they would like to equalize the Bailiff II to the Paralegal II.
 The Paralegal II is currently paid \$60,486 at the maximum.

Current wage is	\$992,495
Cost of 2% increase is	\$19,850
Cost of 2.5% increase is	\$24,812
Cost of 3% increase is	\$29,775



LANCASTER COUNTY
SALARY RECOMMENDATION WORKSHEET
Unclassified Salaries Other Than Elected Officials & Chief Deputies
2016

Business Unit Name: District Court

Business Unit #: 6241 and 6242

POSITION	*CURRENT SALARY	RECOMMENDED SALARY	PERCENT CHANGE
<u>District Court Judges' Law Clerks (2 positions)</u>	\$43,260	\$45,423 (est.)	5%

The District Court wishes to increase the salaries of our law clerks; our most senior Clerk started employment here over six years ago at \$37,500. While the Clerk position did receive a 3% cost of living bump in the salary last year, we would like to further increase their salaries at an amount beyond a cost of living increase to help put them on par with some of their counterparts elsewhere as this has become a career position.

As background information, law clerks are required to be licensed attorneys, typically graduate in the top 20% of law school classes, and perform critical and highly responsible work for the Court, including: searching resources and studying legal records and documents to obtain information applicable to cases under consideration by judges; researching and interpreting complex legal issues for judges; and writing briefs, memoranda, and legal opinions for judges. Our Clerks are attorneys and members of the Bar.

As has been mentioned previously, we would like to implement a pay range for law clerks that would start the position in the mid-\$40,000/year range, with step increases each year for 5 years until they reach the upper-\$40,000/year range, with cost-of-living increases after that.

In comparison, the five Douglas County Law Clerks, who are hired for 2-years (and occasionally stay on for 3-years), begin at \$42,600 their first year with a bump to \$44,200 their second year. Law Clerks at the Nebraska Appeals and Supreme Court earn between \$49,218 (Regular Law Clerk) and \$56,297 (Career Law Clerk). Finally, salaries for attorneys (often new graduates from law school as compared with the experience held by our Law Clerks) for the Lancaster County Attorney and Public Defender's Offices generally start at the mid-\$50,000 mark.

POSITION	*CURRENT SALARY	RECOMMENDED SALARY	PERCENT CHANGE
<u>Bailiff II (9 positions)</u>	\$59,012	\$60,488 (est.)	2.5%
<p>The District Court wishes to increase the salaries of our bailiffs at the same rate as the Paralegal II position is increased to keep the salaries of the positions equitable. Like the Paralegal II position, our bailiffs received a 3% cost of living bump in their salaries last year, and we would like to further increase their salaries with a cost of living increase at the 2.5%-level due to the continued high quality work product and level of specialized support provided to the judges.</p>			
<u>Bailiff I (1 position--.75)</u>	\$48,023	\$49,224 (est.)	2.5%
<p>The District Court wishes to increase the salary of our Bailiff I (Work Release) at the same rate as the Bailiff II position is increased. All bailiffs received a 3% cost of living bump in their salaries last year, and we would like to further increase the salary of this position with a cost of living increase at the 2.5%-level this year as the Bailiff I position is a specialized position that requires independent evaluation of Work Release candidates and excellent writing skills.</p>			
<u>Child Support Referee (1 position)</u>	\$102,774	\$105,344 (est.)	2.5%
<p>The District Court wishes to increase the salary of our Child Support Referee during the next budget year. Our Referee received a 2.5% cost of living bump in salary last year, and we would like to further increase the salary with a cost of living increase at the 2.5%-level at minimum this year. A higher rate is justified because we feel the Child Support Referee is not being compensated at the same level as her peers with similar qualifications. By way of comparison, the senior Child Support Referee in Douglas County is currently paid \$121,705 and will be receiving an additional 4% raise during the coming year, which will cause further separation between the two salaries. While her Douglas County counterpart does the same work and has been there for just over twenty years, Ms. Gillen came with experience as the Statewide Child Support Referee and has worked for the county for over eighteen years. On a related note, the Statewide Child Support Referee receives \$112,475 and has held the position for just over a year. Given the same specialized functions are performed by each of the Referees, we believe higher compensation is due to the position in Lancaster County. Also, please note the County is reimbursed by DHHS for 2/3 of the costs associated with this position.</p>			