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LANCASTER COUNTY
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BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF ADOPTING SALARY SCHEDULES FOR DEPUTY COUNTY ATTORNEYS & DEPUTY PUBLIC DEFENDERS	))))	RESOLUTION NO. R-12-0099

WHEREAS, pursuant to NEB.REV.STAT. §§ 23-1204 & 23-3403 (Reissue 2007), the Lancaster County Board of Commissioners (County Board) possesses the authority to fix the salaries of Deputy County Attorneys and Deputy Public Defenders; and

WHEREAS, pursuant to NEB.REV.STAT. § 23-2525 (Reissue 2007), the County Board has previously adopted Personnel Rules and Pay Plans that are applicable to classified service employees who are not covered by a labor agreement; and

WHEREAS, the County Board seeks to establish a salary and compensation plan for attorneys which equalizes the attorney classifications with other professional classifications contained within the classified service; and

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

1. Definitions. For the purposes of this resolution, the following definitions apply:

   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. Elected Official shall mean either the County Attorney or Public Defender.

   D. Personnel Director shall mean the City-County Personnel Director.

2. Attorney I Compensation.

A. Employees in the Attorney I classification shall be compensated according to an Eight (8) step salary schedule with 3.6% increases between steps as reflected in Attachment "A" which is incorporated herein.

B. Employees newly appointed into the Attorney I classification shall be placed at the first step on Attachment "A" except, upon the recommendation of the Elected Official and Personnel Director, the County Board may consent and approve of a newly appointed attorney being placed at a higher salary step commensurate with that attorney's qualifications, abilities and prior experience.

C. Elected Officials, with the consultation of the Personnel Director, shall develop an annual performance evaluation to monitor and rate the performance of employees in the Attorney I classification. Beginning at the six (6) month anniversary of an employee's first paid day, an employee shall be evaluated by the Elected Official or designee. If that employee achieves a satisfactory rating or higher, the employee shall advance to the next pay step until the employee has reached the maximum rate of pay for Attorney I.

D. Cost of living adjustments of the salary schedule in Attachment "A" shall be made from time to time and shall be equal to and coincide with the cost-of-living adjustments made to the pay plans of classified unrepresented employees.

E. Employees employed in the Attorney I classification as of the effective date of this resolution shall be placed at an appropriate salary step, at the discretion of the Elected Official, which is commensurate with their qualifications, abilities, prior

experience and years of service within the department.

3. Attorney II Compensation.

A. Employees in the Attorney II classification shall receive a 2% annual salary increase, effective December 13, 2012 for the 2013 calendar year.

B. Cost of living adjustments shall be made to the salaries of all employees in the Attorney II 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 plans of classified unrepresented employees.

C. Employees currently employed within the Attorney II classification may be returned to the Attorney I classification at the appropriate salary step, at the discretion of the Elected Official, which is commensurate with their qualifications, abilities, prior experience and years of service within the department.

4. This Resolution does not constitute an employment contract.

5. This Resolution is effective the pay period beginning December 13, 2012.

DATED this 11 day of December, 2012, at the County-City Building, Lincoln, Lancaster County, Nebraska.

BY THE BOARD OF COUNTY COMMISSIONERS OF LANCASTER COUNTY, NEBRASKA

Bernie Heier

Deb Schorr

Larry Hudkins

Bert Smaya

Raybould voted nay

APPROVED AS TO FORM
this 11 day of
December, 2012.

Richard Grabow
for JOE KELLY
County Attorney

Attachment "A"

ATTORNEY I PAY PLAN

Approximately 3.6% between steps

CLASS CODE	CLASSIFICATION TITLE	PAY GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
7410	ATTORNEY I	MSS	ANNUAL	56,001.92	58,017.44	60,105.76	62,268.96	64,511.20
			MONTHLY	4,666.83	4,834.79	5,008.81	5,189.08	5,375.93
			BIWEEKLY	2,153.92	2,231.44	2,311.76	2,394.96	2,481.20
			HOURLY	26.924	27.893	28.897	29.937	31.015

			STEP 6	STEP 7	STEP 8
	MSS	ANNUAL	66,834.56	69,241.12	71,732.96
		MONTHLY	5,569.55	5,770.09	5,977.75
		BIWEEKLY	2,570.56	2,663.12	2,758.96
		HOURLY	32.132	33.289	34.487

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