



**LANCASTER COUNTY BOARD OF COMMISSIONERS
STAFF MEETING
THURSDAY, MARCH 31, 2022 COUNTY CITY BUILDING
ROOM 112 - CITY COUNTY CHAMBERS
8:30 A.M.**

Location Announcement of the Nebraska Open Meetings Act: A copy of the Nebraska Open Meetings Act is located on the wall at the back of the room.

AGENDA ITEM

1. APPROVAL OF STAFF MEETING MINUTES FOR MARCH 24, 2022
STAFF MEETING MINUTES FOR MARCH 24, 2022

2. 8:30 A.M. - LEGISLATIVE UPDATE

Joe Kohout and Brennen Miller, Kissel, Kohout, ES Associates LLC

3. 9:00 A.M. – VPC PROMOTION FUND GRANT RECOMMENDATIONS

Jeff Maul, Vice President—Executive Director, Lincoln Convention & Visitors Bureau; and Aaron Stitt, Chair, Visitors Promotion Committee

Documents:

[ITEM 3__2-23-22 VPC Grant Review.docx](#)

4. 9:15 A.M. – INTRODUCTION OF BEVERLY HOAGLAND, CHIEF PROBATION OFFICER, DISTRICT #3J PROBATION OFFICE

5. 9:30 A.M.— HUMAN RESOURCES COMPENSATION REVIEW

Nicole Gross, Compensation Manager, Lincoln-Lancaster County Human Resources

Documents:

[Item 5__Unrepresented C Pay Grades 8.12.2021.pdf](#)

A. SHERIFF'S CAPTAINS SALARIES AND BENEFITS

Documents:

Item 5.A__Resolution - Captain Compensation 3.29.2022 history.pdf
Item 5.A__Resolution - Sheriff Captain Benefits 2022 history.pdf
Item 5.A__PAY ADJUSTMENT CONSIDERATIONS - SHERIFF.pdf

B. CORRECTIONS SUPERVISORY STAFF SALARIES

Documents:

[Item 5.B__PAY ADJUSTMENT CONSIDERATIONS Corrections.pdf](#)

C. CRISIS CENTER SUPERVISORY STAFF SALARIES

Documents:

[Item 5.C__PAY ADJUSTMENT CONSIDERATIONS Mental Health.pdf](#)

6. 10:15 A.M. - COVID-19 UPDATE AND RESPONSE

7. DISCUSSION OF BOARD MEMBER MEETINGS ATTENDED

A. Emergency Medical System Oversight Authority Committee Meeting

Monday, March 28, 2022 @ 8:00 a.m.

Flowerday

B. LIBA Elected Officials Forum

Monday, March 28, 2022 @ 11:45 a.m.

Vest / Yoakum

C. OTHER MEETINGS ATTENDED SINCE THE LAST STAFF MEETING

8. SCHEDULE OF BOARD MEMBER MEETINGS

A. Reducing Racial & Ethnic Disparities Committee

Friday, April 1, 2022 @ 12:00 p.m.

Yoakum

B. Chamber Coffee

Wednesday, April 6, 2022 @ 8:00 a.m.

Schorr / Vest

9. EMERGENCY ITEMS

10. ADJOURNMENT

(2/23/22) Visitors Promotion Marketing Grant Review:

The Committee began reviewing the various grants different entities applied for. Maul reminded everyone these are for grants up to \$5,000 for the sole purpose of marketing for different projects that benefit our city and county. The first one presented was for the Branched Oak Observatory. They applied for a \$2,500 grant for marketing their September 24th Fall StarBQ event. There was no discussion and Stitt asked for a motion to approve. Barclay made a motion to approve. Knuth seconded the motion. There was no further discussion so Stitt called for a vote. Barclay, Dickerson, Hoehne, Knuth, Madsen and Stitt voted yes. Cunningham was absent. Motion carried.

The next grant discussed was from the Great Plains Gaming Project. They requested \$5,000 for marketing of their Game Fest on April 29-May 1 and another event they plan to hold also in 2022, Meeples at the Mansion. The game fest is a 3-day convention and Feyerherm said it is growing in size each year. It's mostly board games and definitely growing in popularity. It's held at the Lancaster Event Center and hosts approximately 500 attendees. Stitt asked for a motion to approve. Knuth made a motion to approve the grant. Barclay seconded the motion. There was no further discussion so Stitt called for a vote. Barclay, Dickerson, Hoehne, Knuth, Madsen and Stitt voted yes. Cunningham was absent. Motion carried.

Next up was the History Nebraska \$5,000 grant request for marketing of a new exhibit. This is a BISON exhibit at the Nebraska History Museum and will run from February through May. That was all of the discussion so Stitt asked for a motion of approval. Dickerson made a motion to approve the grant and Knuth seconded it. With no further discussion, Stitt called for a vote. Barclay, Dickerson, Hoehne, Knuth, Madsen and Stitt voted yes. Cunningham was absent. Motion carried.

A grant was requested for the Lincoln Arts Council in the amount of \$5,000 for marketing of their two-day event featuring live performers and showcasing over 90 artists from around the country. Stitt pointed out that the nonprofit arts and culture sector generates \$99M in total economic activity in the city of Lincoln. He said it is a fun event for that area. Stitt asked for a motion to approve. Barclay made a motion to approve the grant. Madsen seconded the motion. There was no further discussion so Stitt called for a vote. Barclay, Dickerson, Hoehne, Knuth, Madsen and Stitt voted yes. Cunningham was absent. Motion carried.

Next up was Lincoln Calling asking for \$5,000 for marketing of the music and art festival. It is going to be September 22-24 and will be its 19th year. It is something different but something known and very successful. Stitt asked for a motion to approve. Hoehne made a motion to approve the grant. Barclay seconded the motion. There was no further discussion so Stitt called for a vote. Barclay, Dickerson, Hoehne, Knuth, Madsen and Stitt voted yes. Cunningham was absent. Motion carried.

The Lincoln Rose Society grant was discussed next. They asked for \$1,000 and were so thrilled to find out they could even ask for funding. They want to use the \$1,000 to market their district rose show and conference on September 23-25, 2022. Madsen noted this is the third event we've seen here on that particular weekend. Feyerherm said this is a fun event. Stitt asked for a motion to approve. Knuth made a motion to approve the grant. Dickerson seconded the motion. There was no further discussion so Stitt called for a vote. Barclay, Dickerson, Hoehne, Knuth, Madsen and Stitt voted yes. Cunningham was absent. Motion carried.

The final grant request of the meeting came from the National Museum of Roller Skating. They requested \$4,252 for marketing expansion including two billboards running from June to August in Lincoln along with social media to promote their location this summer. There was no further discussion so Stitt asked

for a motion to approve the grant request. Barclay made a motion to approve and Madsen seconded it. There was no further discussion so Stitt called for a vote. Barclay, Dickerson, Hoehne, Knuth, Madsen and Stitt voted yes. Cunningham was absent. Motion carried.

UNREPRESENTED PAY GRADES

Reflects 2.75% increase
Effective August 12, 2021
3.6% between steps

PAY GRADE		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
C01	ANNUAL	35,996.48	37,292.32	38,638.08	40,031.68	41,464.80	42,962.40	44,509.92	46,107.36
	MONTHLY	2,999.71	3,107.69	3,219.84	3,335.97	3,455.40	3,580.20	3,709.16	3,842.28
	BIWEEKLY	1,384.48	1,434.32	1,486.08	1,539.68	1,594.80	1,652.40	1,711.92	1,773.36
	HOURLY	17.306	17.929	18.576	19.246	19.935	20.655	21.399	22.167
C02	ANNUAL	37,292.32	38,638.08	40,031.68	41,464.80	42,962.40	44,509.92	46,107.36	47,771.36
	MONTHLY	3,107.69	3,219.84	3,335.97	3,455.40	3,580.20	3,709.16	3,842.28	3,980.95
	BIWEEKLY	1,434.32	1,486.08	1,539.68	1,594.80	1,652.40	1,711.92	1,773.36	1,837.36
	HOURLY	17.929	18.576	19.246	19.935	20.655	21.399	22.167	22.967
C03	ANNUAL	38,638.08	40,031.68	41,464.80	42,962.40	44,509.92	46,107.36	47,771.36	49,489.44
	MONTHLY	3,219.84	3,335.97	3,455.40	3,580.20	3,709.16	3,842.28	3,980.95	4,124.12
	BIWEEKLY	1,486.08	1,539.68	1,594.80	1,652.40	1,711.92	1,773.36	1,837.36	1,903.44
	HOURLY	18.576	19.246	19.935	20.655	21.399	22.167	22.967	23.793
C04	ANNUAL	40,031.68	41,464.80	42,962.40	44,509.92	46,107.36	47,771.36	49,489.44	51,276.16
	MONTHLY	3,335.97	3,455.40	3,580.20	3,709.16	3,842.28	3,980.95	4,124.12	4,273.01
	BIWEEKLY	1,539.68	1,594.80	1,652.40	1,711.92	1,773.36	1,837.36	1,903.44	1,972.16
	HOURLY	19.246	19.935	20.655	21.399	22.167	22.967	23.793	24.652
C05	ANNUAL	41,464.80	42,962.40	44,509.92	46,107.36	47,771.36	49,489.44	51,276.16	53,116.96
	MONTHLY	3,455.40	3,580.20	3,709.16	3,842.28	3,980.95	4,124.12	4,273.01	4,426.41
	BIWEEKLY	1,594.80	1,652.40	1,711.92	1,773.36	1,837.36	1,903.44	1,972.16	2,042.96
	HOURLY	19.935	20.655	21.399	22.167	22.967	23.793	24.652	25.537

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C06	ANNUAL	42,962.40	44,509.92	46,107.36	47,771.36	49,489.44	51,276.16	53,116.96	55,028.48
	MONTHLY	3,580.20	3,709.16	3,842.28	3,980.95	4,124.12	4,273.01	4,426.41	4,585.71
	BIWEEKLY	1,652.40	1,711.92	1,773.36	1,837.36	1,903.44	1,972.16	2,042.96	2,116.48
	HOURLY	20.655	21.399	22.167	22.967	23.793	24.652	25.537	26.456
C07	ANNUAL	44,509.92	46,107.36	47,771.36	49,489.44	51,276.16	53,116.96	55,028.48	57,010.72
	MONTHLY	3,709.16	3,842.28	3,980.95	4,124.12	4,273.01	4,426.41	4,585.71	4,750.89
	BIWEEKLY	1,711.92	1,773.36	1,837.36	1,903.44	1,972.16	2,042.96	2,116.48	2,192.72
	HOURLY	21.399	22.167	22.967	23.793	24.652	25.537	26.456	27.409
C08	ANNUAL	46,107.36	47,771.36	49,489.44	51,276.16	53,116.96	55,028.48	57,010.72	59,063.68
	MONTHLY	3,842.28	3,980.95	4,124.12	4,273.01	4,426.41	4,585.71	4,750.89	4,921.97
	BIWEEKLY	1,773.36	1,837.36	1,903.44	1,972.16	2,042.96	2,116.48	2,192.72	2,271.68
	HOURLY	22.167	22.967	23.793	24.652	25.537	26.456	27.409	28.396
C09	ANNUAL	47,771.36	49,489.44	51,276.16	53,116.96	55,028.48	57,010.72	59,063.68	61,191.52
	MONTHLY	3,980.95	4,124.12	4,273.01	4,426.41	4,585.71	4,750.89	4,921.97	5,099.29
	BIWEEKLY	1,837.36	1,903.44	1,972.16	2,042.96	2,116.48	2,192.72	2,271.68	2,353.52
	HOURLY	22.967	23.793	24.652	25.537	26.456	27.409	28.396	29.419
C10	ANNUAL	49,489.44	51,276.16	53,116.96	55,028.48	57,010.72	59,063.68	61,191.52	63,392.16
	MONTHLY	4,124.12	4,273.01	4,426.41	4,585.71	4,750.89	4,921.97	5,099.29	5,282.68
	BIWEEKLY	1,903.44	1,972.16	2,042.96	2,116.48	2,192.72	2,271.68	2,353.52	2,438.16
	HOURLY	23.793	24.652	25.537	26.456	27.409	28.396	29.419	30.477

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C11	ANNUAL	51,276.16	53,116.96	55,028.48	57,010.72	59,063.68	61,191.52	63,392.16	65,669.76
	MONTHLY	4,273.01	4,426.41	4,585.71	4,750.89	4,921.97	5,099.29	5,282.68	5,472.48
	BIWEEKLY	1,972.16	2,042.96	2,116.48	2,192.72	2,271.68	2,353.52	2,438.16	2,525.76
	HOURLY	24.652	25.537	26.456	27.409	28.396	29.419	30.477	31.572
C12	ANNUAL	53,116.96	55,028.48	57,010.72	59,063.68	61,191.52	63,392.16	65,669.76	68,036.80
	MONTHLY	4,426.41	4,585.71	4,750.89	4,921.97	5,099.29	5,282.68	5,472.48	5,669.73
	BIWEEKLY	2,042.96	2,116.48	2,192.72	2,271.68	2,353.52	2,438.16	2,525.76	2,616.80
	HOURLY	25.537	26.456	27.409	28.396	29.419	30.477	31.572	32.710
C13	ANNUAL	55,028.48	57,010.72	59,063.68	61,191.52	63,392.16	65,669.76	68,036.80	70,489.12
	MONTHLY	4,585.71	4,750.89	4,921.97	5,099.29	5,282.68	5,472.48	5,669.73	5,874.09
	BIWEEKLY	2,116.48	2,192.72	2,271.68	2,353.52	2,438.16	2,525.76	2,616.80	2,711.12
	HOURLY	26.456	27.409	28.396	29.419	30.477	31.572	32.710	33.889
C14	ANNUAL	57,010.72	59,063.68	61,191.52	63,392.16	65,669.76	68,036.80	70,489.12	73,024.64
	MONTHLY	4,750.89	4,921.97	5,099.29	5,282.68	5,472.48	5,669.73	5,874.09	6,085.39
	BIWEEKLY	2,192.72	2,271.68	2,353.52	2,438.16	2,525.76	2,616.80	2,711.12	2,808.64
	HOURLY	27.409	28.396	29.419	30.477	31.572	32.710	33.889	35.108
C15	ANNUAL	59,063.68	61,191.52	63,392.16	65,669.76	68,036.80	70,489.12	73,024.64	75,651.68
	MONTHLY	4,921.97	5,099.29	5,282.68	5,472.48	5,669.73	5,874.09	6,085.39	6,304.31
	BIWEEKLY	2,271.68	2,353.52	2,438.16	2,525.76	2,616.80	2,711.12	2,808.64	2,909.68
	HOURLY	28.396	29.419	30.477	31.572	32.710	33.889	35.108	36.371

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C16	ANNUAL	61,191.52	63,392.16	65,669.76	68,036.80	70,489.12	73,024.64	75,651.68	78,382.72
	MONTHLY	5,099.29	5,282.68	5,472.48	5,669.73	5,874.09	6,085.39	6,304.31	6,531.89
	BIWEEKLY	2,353.52	2,438.16	2,525.76	2,616.80	2,711.12	2,808.64	2,909.68	3,014.72
	HOURLY	29.419	30.477	31.572	32.710	33.889	35.108	36.371	37.684
C17	ANNUAL	63,392.16	65,669.76	68,036.80	70,489.12	73,024.64	75,651.68	78,382.72	81,196.96
	MONTHLY	5,282.68	5,472.48	5,669.73	5,874.09	6,085.39	6,304.31	6,531.89	6,766.41
	BIWEEKLY	2,438.16	2,525.76	2,616.80	2,711.12	2,808.64	2,909.68	3,014.72	3,122.96
	HOURLY	30.477	31.572	32.710	33.889	35.108	36.371	37.684	39.037
C18	ANNUAL	65,669.76	68,036.80	70,489.12	73,024.64	75,651.68	78,382.72	81,196.96	84,119.36
	MONTHLY	5,472.48	5,669.73	5,874.09	6,085.39	6,304.31	6,531.89	6,766.41	7,009.95
	BIWEEKLY	2,525.76	2,616.80	2,711.12	2,808.64	2,909.68	3,014.72	3,122.96	3,235.36
	HOURLY	31.572	32.710	33.889	35.108	36.371	37.684	39.037	40.442
C19	ANNUAL	68,036.80	70,489.12	73,024.64	75,651.68	78,382.72	81,196.96	84,119.36	87,147.84
	MONTHLY	5,669.73	5,874.09	6,085.39	6,304.31	6,531.89	6,766.41	7,009.95	7,262.32
	BIWEEKLY	2,616.80	2,711.12	2,808.64	2,909.68	3,014.72	3,122.96	3,235.36	3,351.84
	HOURLY	32.710	33.889	35.108	36.371	37.684	39.037	40.442	41.898
C20	ANNUAL	70,489.12	73,024.64	75,651.68	78,382.72	81,196.96	84,119.36	87,147.84	90,284.48
	MONTHLY	5,874.09	6,085.39	6,304.31	6,531.89	6,766.41	7,009.95	7,262.32	7,523.71
	BIWEEKLY	2,711.12	2,808.64	2,909.68	3,014.72	3,122.96	3,235.36	3,351.84	3,472.48
	HOURLY	33.889	35.108	36.371	37.684	39.037	40.442	41.898	43.406

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C21	ANNUAL	73,024.64	75,651.68	78,382.72	81,196.96	84,119.36	87,147.84	90,284.48	93,541.76
	MONTHLY	6,085.39	6,304.31	6,531.89	6,766.41	7,009.95	7,262.32	7,523.71	7,795.15
	BIWEEKLY	2,808.64	2,909.68	3,014.72	3,122.96	3,235.36	3,351.84	3,472.48	3,597.76
	HOURLY	35.108	36.371	37.684	39.037	40.442	41.898	43.406	44.972
C22	ANNUAL	75,651.68	78,382.72	81,196.96	84,119.36	87,147.84	90,284.48	93,541.76	96,905.12
	MONTHLY	6,304.31	6,531.89	6,766.41	7,009.95	7,262.32	7,523.71	7,795.15	8,075.43
	BIWEEKLY	2,909.68	3,014.72	3,122.96	3,235.36	3,351.84	3,472.48	3,597.76	3,727.12
	HOURLY	36.371	37.684	39.037	40.442	41.898	43.406	44.972	46.589
C23	ANNUAL	78,382.72	81,196.96	84,119.36	87,147.84	90,284.48	93,541.76	96,905.12	100,391.20
	MONTHLY	6,531.89	6,766.41	7,009.95	7,262.32	7,523.71	7,795.15	8,075.43	8,365.93
	BIWEEKLY	3,014.72	3,122.96	3,235.36	3,351.84	3,472.48	3,597.76	3,727.12	3,861.20
	HOURLY	37.684	39.037	40.442	41.898	43.406	44.972	46.589	48.265
C24	ANNUAL	81,196.96	84,119.36	87,147.84	90,284.48	93,541.76	96,905.12	100,391.20	104,006.24
	MONTHLY	6,766.41	7,009.95	7,262.32	7,523.71	7,795.15	8,075.43	8,365.93	8,667.19
	BIWEEKLY	3,122.96	3,235.36	3,351.84	3,472.48	3,597.76	3,727.12	3,861.20	4,000.24
	HOURLY	39.037	40.442	41.898	43.406	44.972	46.589	48.265	50.003
C25	ANNUAL	84,119.36	87,147.84	90,284.48	93,541.76	96,905.12	100,391.20	104,006.24	107,750.24
	MONTHLY	7,009.95	7,262.32	7,523.71	7,795.15	8,075.43	8,365.93	8,667.19	8,979.19
	BIWEEKLY	3,235.36	3,351.84	3,472.48	3,597.76	3,727.12	3,861.20	4,000.24	4,144.24
	HOURLY	40.442	41.898	43.406	44.972	46.589	48.265	50.003	51.803

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C26	ANNUAL	87,147.84	90,284.48	93,541.76	96,905.12	100,391.20	104,006.24	107,750.24	111,631.52
	MONTHLY	7,262.32	7,523.71	7,795.15	8,075.43	8,365.93	8,667.19	8,979.19	9,302.63
	BIWEEKLY	3,351.84	3,472.48	3,597.76	3,727.12	3,861.20	4,000.24	4,144.24	4,293.52
	HOURLY	41.898	43.406	44.972	46.589	48.265	50.003	51.803	53.669
C27	ANNUAL	90,284.48	93,541.76	96,905.12	100,391.20	104,006.24	107,750.24	111,631.52	115,652.16
	MONTHLY	7,523.71	7,795.15	8,075.43	8,365.93	8,667.19	8,979.19	9,302.63	9,637.68
	BIWEEKLY	3,472.48	3,597.76	3,727.12	3,861.20	4,000.24	4,144.24	4,293.52	4,448.16
	HOURLY	43.406	44.972	46.589	48.265	50.003	51.803	53.669	55.602
C28	ANNUAL	93,541.76	96,905.12	100,391.20	104,006.24	107,750.24	111,631.52	115,652.16	119,816.32
	MONTHLY	7,795.15	8,075.43	8,365.93	8,667.19	8,979.19	9,302.63	9,637.68	9,984.69
	BIWEEKLY	3,597.76	3,727.12	3,861.20	4,000.24	4,144.24	4,293.52	4,448.16	4,608.32
	HOURLY	44.972	46.589	48.265	50.003	51.803	53.669	55.602	57.604

BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF ADOPTING A SALARY)
SCHEDULE FOR DEPUTY SHERIFF CAPTAINS) RESOLUTION NO. R-22-_____
)

WHEREAS, pursuant to NEB. REV. STAT. § 23-1727(5), 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, 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 ~~\$123,050~~ and a maximum annual salary of \$97,234 ~~\$137,000~~.

B. Each budget year, beginning January 1, 2014 ~~2023~~, 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. 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~~ and superseding resolution ~~R-12-040~~ R-13-0066.

4. This Resolution does not constitute an employment contract.

DATED this ____ day of April, 2022, 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
April, 2022.

for PAT CONDON
County Attorney

BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF ADOPTING)
BENEFITS FOR DEPUTY SHERIFF) RESOLUTION NO. R-22-
CAPTAINS IN THE UNCLASSIFIED)
SERVICE)

WHEREAS, pursuant to NEB. REV. STAT. §23-2519, the county service is divided into the classified and unclassified service; and

WHEREAS, the Lancaster County Board (County Board) has previously adopted Personnel Rules, including employee benefits, that are applicable to classified service employees who are not covered by a labor agreement; and

WHEREAS, Lancaster County Deputy Sheriff Captains are unclassified employees who are not covered by a labor agreement; and

WHEREAS, Lancaster County Deputy Sheriff Captains are classified under the sheriff's office merit system, pursuant to the provisions found at NEB. REV. STAT. §23-1721 *et seq.*, and the rules and regulations of the Lancaster County Sheriff Merit Commission; and

WHEREAS, the County Board has adopted a Resolution defining benefits applicable to certain unclassified employees who are not covered by a labor agreement, and excluding Lancaster County Deputy Sheriff Captains; and

WHEREAS, the County Board previously adopted a Resolution (No. ~~R-12-0040~~ R-15-0029) providing Lancaster County Deputy Sheriff Captains similar benefits to those benefits provided to all other Lancaster County Deputy Sheriffs classified under the sheriff's office merit system, pursuant to the provisions found at NEB. REV. STAT. §23-1721 *et seq.*, and the rules and regulations of the Lancaster County Sheriff Merit Commission; and

WHEREAS, the County Board wishes to amend certain provisions in said Resolution and adopt a new Resolution providing benefits for Deputy Sheriff Captains in the unclassified service.

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

1. Employees Defined. Unless otherwise stated herein, the benefits described in this Resolution apply to full-time Lancaster County Deputy Sheriff Captains not covered by a labor agreement. Lancaster County Deputy Sheriff Captains covered by this Resolution are classified under the sheriff's office merit system, pursuant to the provisions found at NEB. REV. STAT. §23-1721 *et seq.*, and the rules and regulations of the Lancaster County Sheriff Merit Commission. All rights afforded to them by such classification remain in full force and effect.

2. Health, Dental, Vision and Life Insurance. Employees may enroll in the County Health, Dental and Vision Plans without a six-month waiting period. The employee is required to make contributions to the premiums as applicable.

A. Health insurance. The County shall maintain a group health insurance policy. ~~The County shall annually provide coverage with one or more carriers. The County shall have the sole discretion to contract with one or more carriers on any terms of the coverage.~~

1. The County shall contribute Ninety-Five Percent (95%) of the monthly cost of single coverage.
2. The County shall contribute Eighty-Five Percent (85%) of the monthly cost of ~~2/4 party coverage.~~ employee plus child(ren) and

employee plus spouse coverage.

3. The County shall contribute Eighty-Five Percent (85%) of the monthly cost of family coverage.

B. Health insurance for retirees. Employees, upon retirement, may participate in the Group Health Insurance Program for active County employees, provided that each retiree so desiring will execute the required forms in a timely fashion, and further provided that each retiree will be required to pay the full monthly premium at the then current rates subject to any rate increases which may occur from time to time. Such payment shall be made to the County Clerk by the fifth of the month preceding the month of coverage.

C. Life insurance. On the first day of the month after employment, employees are automatically enrolled in the County Life Insurance Plan. The Life Insurance Plan includes a ~~basic life benefit~~ group term life insurance coverage for the employee in the amount of ~~Thirty Thousand Dollars (\$30,000);~~ Sixty Thousand Dollars (\$60,000), at no cost to the employee. The County will pay the full premium on the Sixty Thousand Dollar (\$60,000) group term life insurance coverage for the employee. ~~Additional voluntary and/or supplemental life insurance may be purchased by the employee according to the Life Insurance Plan.~~ Additional coverage and dependent coverage may be purchased, and the employee will pay one hundred percent (100%) of the monthly premium.

- D. Dental insurance. The County will pay one hundred percent (100%) of the monthly premium for Dental Insurance for single coverage. The County will pay eighty percent (80%) of the monthly premium for Dental Insurance, ~~and the employee will pay the remaining twenty percent (20%) of the premium for 2/4 party and family coverages.~~ The employee will pay the remaining twenty percent (20%) of the premium. This applies to employee plus child(ren), employee plus spouse and family coverages.
- E. Health care for surviving families. In the event that an employee is killed in the line of duty, the employee's legal dependents may continue specific insurance coverage is at the County subsidized employee cost, for the health or dental plan in which the employee was enrolled, provided those legal dependents were enrolled in coverage prior to the employee's death for a period of up to thirty-six (36) months as provided by COBRA.

3. Retirement. An employee is automatically enrolled in the County Retirement Plan (Plan) when the employee has obtained the age of twenty-five (25) and has completed one year of service with the County. An employee may voluntarily elect to participate in the Plan sooner by making a written request to the County Board pursuant to the provisions and requirements set forth in the Plan. Employees shall make the same contribution as outlined in the state statutes for employees of the County and contributions will be matched using the same principles as other County employees.

4. Longevity Pay. In addition to an employee's base salary, each Lancaster County Deputy Sheriff Captain shall annually receive longevity pay based upon the total length of

continuous service with the County. Such pay shall be effective beginning with the first full pay period following completion of the specified years of service. Payment shall be made on a prorated basis on each regular pay day. The longevity schedule shall be as follows:

<u>Completed Years of Service</u>	<u>Annual Pay</u>
6 years (Beginning 7 th Year)	\$400.00
10 years (Beginning 11 th Year)	\$550.00
15 years (Beginning 16 th Year)	\$700.00
20 years (Beginning 21 st Year)	\$850.00

5. Deferred Compensation. An employee may participate in the County Deferred Compensation Plan, without a six-month waiting period, under the rules and requirements established by the County Deferred Compensation Plan.

6. Post Employment Health Plan. After six months of employment with the County, employees are automatically enrolled in the County-funded Post Employment Health Plan (PEHP) at no cost to the employee. The purpose of the PEHP is to set aside an amount of money in a trust account for the express purpose of paying for qualified medical expenses in the future. The qualification for this program is listed under the Internal Revenue Code 501(c)(9). All contributions and expenditures will be as outlined in the Trust Agreement and Participation Agreement and may change from time to time to comply with changes in the Trust Agreement or Tax Code requirements. The amount of dollars paid into the employee's PEHP account by the County on behalf of the employee shall be \$25.00 per pay period. In addition, upon retirement or death a portion of the employee's sick leave balance shall be added (paid) into the employee's premium PEHP account. Accordingly, 100% of the sick leave payout amount upon retirement, death, or death in the line of duty will be deposited in the employee's premium account in the

PEHP.

7. Long Term Disability (LTD). After six months of employment with the County, employees are automatically covered by the County's Long Term Disability Plan at no cost to the employee. The employee is entitled to benefits in accordance with and only to the extent of the plan's benefits.

8. Sick Leave. Sick leave shall be earned at the rate of one hundred and four (104) hours per year and will be factored as four (4) hours per pay period. There is no waiting period before earned sick leave may be used. Sick leave with pay must be earned before it can be taken and advancing sick leave is prohibited. Employees may utilize their allowance of sick leave when unable to perform their work duties by reason of personal illness, job related fatigue, noncompensable bodily injury, pregnancy, disease, or exposure to a contagious disease under circumstances in which the health of other employees or the public would be endangered by attendance on duty. Sick leave with pay may be taken to keep medical or dental appointments. It may also be granted for a maximum of forty (40) hours in each calendar year for illness in the household of the employee or his immediate family.

At the employee's discretion, he/she may supplement their Workers' Compensation payment with sick leave to bring the total sum of the Workers' Compensation payment and sick leave to a figure equivalent to a full paycheck.

Upon the death an employee not in the line of duty, his/her estate shall receive a payout of fifty percent (50%) of the employee's total accumulated sick leave balance.

Upon retirement, as defined in the County Retirement Plan, or death in the line of duty, an employee or his/her estate shall receive a payout of one hundred percent (100%) of the

employee's total accumulated sick leave balance.

One hundred percent (100%) of the sick leave payout amount upon retirement, death, or death in the line of duty will be deposited into the employee's premium PEHP account.

9. Vacation. Employee's shall earn vacation leave as follows:

<u>Years of Service</u>	<u>Hours Accumulated</u>
Less than 5 years	80 hours per year
After 5 years	120 hours per year
After 10 years	148 hours per year
After 15 years	168 hours per year
After 20 years	198 hours per year

There is no waiting period before earned vacation leave may be used. An employee may accumulate a maximum of two hundred forty (240) hours of vacation at any one time. Any leave time in addition to the two hundred forty (240) hours will be forfeited each pay period. Upon separation from employment with the County, unused accumulated vacation leave shall be paid to the employee, provided that the employee provides the Department Head with no less than ten (10) working days notice in writing of the resignation.

Vacation leave shall be requested and approved in advance of its use.

Absence on account of sickness, injury, or disability, in excess of that hereinafter authorized for such purpose, shall be charged against vacation leave allowance at the employee's discretion.

The Department Head shall schedule vacation leaves to accord with operating requirements and, insofar as possible, to coincide with requests of the employees.

Vacation leave shall not accrue during any period of absence without pay or without leave.

10. Holidays. The following are County authorized holidays:

New Years Day	Fourth of July
Martin Luther King Jr.'s Birthday	Labor Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
<u>Juneteenth</u>	Christmas Day

In addition to the legal holidays listed above, employees will be entitled to four (4) personal holidays beginning September 1st of each year. Personal holidays may be taken at any time during the twelve-month period in which they are granted provided the days selected by the employee have the prior approval of the Department Head. Personal holidays are noncumulative. Personal holidays are automatically forfeited if they are not used during the twelve-month period in which they are granted. Personal holidays are automatically forfeited when an employee separates his/her employment with the County.

11. Funeral Leave. Employees shall be eligible for funeral leave with pay at the rate of up to thirty-two (32) hours for the immediate family and up to eight (8) hours for secondary family.

12. Injury Leave With Pay. In the case of temporary total disability of an employee received in the line of duty, the employee shall receive the difference between his regular pay and the workers' compensation payment for sixty (60) calendar days from the date the employee becomes temporarily totally disabled. Such injury leave shall not be deducted from vacation or sick leave credits.

13. Leave For Jury Duty. Employees called to serve jury duty shall receive his/her regular pay in addition to the compensation received for ten (10) working days of jury service. For jury service exceeding ten (10) working days during one (1) jury term, employees receive the difference between their regular pay and the compensation received for such jury service.

14. Military Leave. Military leave shall be governed by Neb. Rev. Stat. §§55-160 through 55-166 or as amended by the Legislature.

15. Special Leave.

- A. Leave of absence without pay may be granted employees by the Department Head. The City-County Personnel Administrator must be notified of leaves in excess of thirty (30) calendar days.
- B. The Department Head, with approval of the City-County Personnel Administrator, may grant a permanent employee leave of absence without pay for a period not to exceed one (1) year for travel or study which will render the employee of greater value to the County upon his return to duty. Such leave shall be granted only when it will not result in undue prejudice to the interests of the County as an employer beyond any benefits to be realized. No leave without pay shall be granted primarily in the interests of the employee except in the case of one who has shown by his record of service or by other evidence to be of more than average value to the County, and whose service is desirable to retain even at such sacrifice. Failure on the part of an employee on leave to report promptly at its expiration, without good cause, shall be considered as a resignation.
- C. Leave with pay for public health or safety duties of an emergency nature may be authorized by the Department head upon approval of the City-County Personnel Administrator. Such leave will not be deducted from vacation or sick leave.

- D. In the event of an emergency as declared by the Board of Commissioners (including but not limited to inclement weather, natural disasters, or man-made disasters) where an employee is unable to report for work, the employee may request and be granted accrued vacation leave, unused holiday time, accrued compensatory time or authorized leave without pay, with approval of the Department Head. Provisions may be made whereby attendance of essential or necessary employees is required.

16. Uniforms and Equipment.

- A. ~~The County shall provide and replace sufficient uniforms for uniformed employees where uniforms are required. The County will provide raincoats and caps for employees. Employees will be responsible for rain gear from time of issue until separation or reissue of gear. The County shall provide all authorized law enforcement equipment for uniformed and nonuniformed employees. Such equipment shall be purchased and owned by the County.~~
- B. ~~The County shall provide all authorized law enforcement equipment for uniformed and nonuniformed employees.~~
- CB. Regular replacement articles shall be provided as necessary for wear or damage or loss of uniform and equipment occurring while in the performance of duties.
- DC. The County shall provide cleaning at no expense to the employee for all authorized uniform articles for uniformed employees.

~~ED.~~ The County shall provide an allowance of ~~fifty dollars (\$50.00)~~ one hundred dollars (\$100.00) per month to be paid to the Criminal Captain for the purpose of purchasing, maintaining and cleaning civilian attire. Payment shall be made in September and March of each year.

~~F.~~ ~~The County will supply all sheriff deputy captains with body armor up to a maximum of \$550. County owned body armor will be replaced after five (5) years if it is worn on a regular basis.~~

~~GE.~~ Costs for replacement of required personal equipment that is damaged, broken, or lost in the course and scope of employment will be reimbursed by the County as provided for below.

1. Prescription eyeglasses or contact lenses will be reimbursed up to a replacement value of one hundred (\$100.00) dollars.
2. Watches will be reimbursed up to a replacement value of fifty (\$50.00) dollars.

17. This Resolution does not constitute an employment contract.

18. This is effective the pay period beginning ~~July 9th, 2015~~ April 7, 2022, and hereby replaces and rescinds ~~R-12-0040~~ R-15-0029.

DATED this ____ day of April, 2022, 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
April, 2022.

for PAT CONDON
Lancaster County Attorney

PAY ADJUSTMENT CONSIDERATIONS SHERIFF

FACTS:

Deputy Sheriff - Sergeant pay:

2020: \$32,585 – \$44,622 (\$67,776.80 - \$92,813.76)

2021: \$35,844 - \$49,084 (\$74,555.52 - \$102,094.72)

Deputy Sheriff - Captain pay:

2020: \$42,540 - \$55,976 (\$88,483.20 - \$116,430.08)

2021: \$43,710 - \$57,515 (\$90,916.80 - \$119,631.20)

The percent and dollar amount between Sergeant maximum and Captain maximum:

2020: 25.44% (\$11,354)

2021: 17.18% (\$8,431)

OPTIONS:

OPTION 1: Do nothing.

Percent between Sergeant maximum and Captain maximum would remain at 17.18%.

OPTION 2: Restore the percent between Sergeant maximum and Captain maximum to approximately 25.44% by giving a 7% increase to the Captain pay plan.

New range: \$46,770 - \$61,541 (\$97,281.60 - \$128,005.28)

COST: \$41,614

OPTION 3: Follow Chief Deputy Houchin's proposal. The percent between Sergeant maximum and Captain maximum would be 34.19%.

New range: \$59,159 - \$65,866 (\$123,050.72 - \$137,001.28)

COST: \$86,840

Other salary considerations:

Lincoln Police Department Captain: \$102,000 - \$125,158

County Sheriff: \$68,577 (\$142,640)

Chief Deputy Sheriff: \$65,148 (\$135,508)

Corrections Director: \$62,655 (\$130,322)

BENEFIT ADJUSTMENT CONSIDERATIONS SHERIFF

LIFE INSURANCE

FACTS:

Deputy Sheriff – Captains receive \$30,000.

MSS and Elected Officials receive \$50,000.

Chief Deputy Houchin has requested that the Captains increase to \$60,000.

OPTIONS:

OPTION 1: Increase Captains to \$50,000.

COST: \$206.40 (total annual cost)

OPTION 2: Increase Captains to \$60,000.

COST: \$309.60 (total annual cost)

OPTION 3: Increase Captains, MSS and Elected to \$60,000.

COST: \$2,910.24 (total annual cost)

VACATION PAY OUT

FACTS:

Currently the County does not offer vacation pay out to employee groups.

Chief Deputy Houchin proposed a vacation pay out where the Captains must maintain a minimum of 100 hours of vacation in their bank.

OPTIONS:

OPTION 1: Do nothing.

OPTION 2: Offer vacation pay out to Captains.

COST: \$26,335 (using actual vacation leave balances and current rate of pay)

OPTION 3: Offer vacation pay out to all Unclassified employees.

COST: \$349,887 (using actual vacation leave balances and current rate of pay)

UNIFORM ALLOWANCE

FACTS:

Increase uniform allowance from \$50 to \$100 per month to be pair to the Criminal Captain.

OPTIONS:

OPTION 1: Do nothing.

OPTION 2: Increase the uniform allowance.

COST: \$600

PAY ADJUSTMENT CONSIDERATIONS CORRECTIONS

FACTS:

Correctional Officer pay:

2020: \$21.432 - \$30.113

2021: \$27.000 - \$32.260 (new pay plan)

Corrections - Sergeant pay:

2020: \$30.727 - \$39.360

2021: \$31.572 - \$40.442

The percent and dollar amount between Officer maximum and Sergeant maximum:

2020: 30.71% (\$9.247)

2021: 25.36% (\$8.182)

There are three classifications to consider adjusting pay grades:

Corrections – Sergeant (C18 \$31.572 - \$40.442) 27 employees

Corrections – Lieutenant (C21 \$35.108 - \$44.972) 7 employees

Jail Administrator (C26 \$41.898 - \$53.669) 2 employees

OPTIONS:

OPTION 1: Do nothing.

Percent and dollar amount between Officer maximum and Sergeant maximum would remain at 25.36% (\$8.182).

OPTION 2: Increase each classification by one pay grade.

One year cost: \$105,298

Cost broken down by classification:

Sergeants (C19): \$74,823.80

Lieutenants (C22): \$23,116.10

Jail Administrators (C27): \$7,358.31

Percent and dollar amount between Officer maximum and Sergeant maximum: 29.88% (\$9.638)

OPTION 3: Increase each classification by two pay grades.

One year cost: \$105,298

Year two cost: approximately \$105,000 as each employee will receive a step increase

Sergeants (C20)

Lieutenants (C23)

Jail Administrators (C28)

Percent and dollar amount between Officer and Sergeant maximum: 34.55% (\$11.146)

PAY ADJUSTMENT CONSIDERATIONS MENTAL HEALTH

FACTS:

Mental Health Technician pay (10 full time, 26 On-call):

2020: \$20,005 - \$25,625

2021: \$24,471 - \$31,343 (moved from an A20 to A25 pay grade)

Crisis Center Team Supervisor pay (4 employees):

2020: \$23,156 - \$29,661

2021: \$23,793 - \$30,477

The percent between and dollar amount Mental Health Technician maximum and Crisis Center Team Supervisor maximum:

2020: 15.75% (\$4,036)

2021: -2.76% (\$-0,866)

OPTIONS:

OPTION 1: Increase the Crisis Center Team Supervisor from C10 to C13.

One year cost: \$8,973

Two and three-year cost: approximately \$9,000 per year as each employee will receive a step increase

Percent between MH Tech maximum and Supervisor maximum: 8.12% (\$2,546)

OPTION 2: Increase the Crisis Center Team Supervisor from C10 to C14.

One year cost: \$8,973

Two, three and four-year cost: approximately \$9,000 per year as each employee will receive a step increase

Percent between MH Tech maximum and Supervisor maximum: 12.01% (\$3,765)

OPTION 3: Increase the Crisis Center Team Supervisor from C10 to C15.

One year cost: \$8,973

Two, three, four and five-year cost: approximately \$9,000 per year as each employee will receive a step increase

Percent between MH Tech maximum and Supervisor maximum: 16.04% (\$5,028)

Other classifications to consider adjusting pay grades:

Mental Health Managed Care Coordinator (C10 \$23,793 – \$30,477), 1 employee, COST: \$2,282

Registered Nurse (C19 \$32,710 - \$41,898), 3 full-time, 1 part-time, 6 on-call, COST: \$10,013

Nursing Supervisor (C22 \$36,371 - \$46,589), 1 employee, COST (\$3,137)