



MEETING NOTICE

**Lancaster County Elected Officials
Salary Review Committee
Monday, November 20, 2017 at 10:00 a.m.
County-City Building
555 South 10th Street - Suite 302
(Personnel Conference Room)**

AGENDA

1. Approval of Minutes for Meeting on November 13, 2017
2. Elected Official Interviews
 - a. Pam Dingman, Lancaster County Engineer - 10:10 a.m.
 - b. Norm Agena - Assessor/Register of Deeds - 10:30 a.m.
 - c. Andy Stebbing - Lancaster County Treasurer - 10:50 a.m.
 - d. Dan Nolte - Lancaster County Clerk - 11:10 a.m.
 - e. Todd Wiltgen - County Board of Commissioners - 11:30 a.m.
3. Open Discussion

Public parking is available in the lot north of the County-City Building. Entrance for the public is on 10th Street. You will receive a parking pass at the meeting for exiting the lot. Please contact Kerry at 441-6865 or Minette at 441-7447 if you have any questions.

LANCASTER COUNTY ASSESSOR/REGISTER OF DEEDS

COUNTY-CITY BUILDING

LINCOLN, NEBRASKA 68508-2864

PHONE (402) 441-7463

FAX (402) 441-5685

NORMAN H. AGENA
ASSESSOR/REGISTER OF DEEDS

ROB OGDEN
CHIEF FIELD DEPUTY

SCOTT GAINES
CHIEF ADMINISTRATIVE DEPUTY

November 15, 2017

RECEIVED

NOV 15 2017

LANCASTER COUNTY
BOARD

Salary Review Committee,

The Assessor/Register of Deeds Administration has worked hard to put into practice efficient management and planning for the future. Over 50% of all documents are now filed electronically. Over the past 15 years there has been an increase of 16% in work volume, however, during the same period, we were able to decrease staffing by 12%. The State of Nebraska continues to enact additional statutes and regulations which require our office to administer a significant amount of training and research to maintain the accuracy, quality and quantity of data and records pertaining to the accurate assessment of real property and recorded real estate records.

Prioritizing hi-tech solutions that aid in an efficient and transparent office for the public, title companies, Attorney's and governmental agencies is very important. This requires significant professional skills to manage, plan and direct the many functions of the Assessor/ROD office. This is truly a professional position requiring substantial mass appraisal experience as well as professional management skills. It is our intent to be a strong leader in public service, to efficiently manage taxpayer's dollars and to continue to prioritize hi-tech solutions, as we work to establish market values as required by the laws of the State of Nebraska.

We would recommend to the County Board, at the very least, to maintain the same percentage increases in salary for the Assessor/Register of Deeds as are granted the employees through annual cost of living adjustments. Please review the attached summary of the duties of the County Assessor/Register of Deeds. Rob Ogden will be glad to answer any questions you may have as I will be out of the office until Monday December 4th.

Respectfully submitted.



Norman H. Agena

County Assessor/Register of Deeds

The County Assessor Office is responsible for the assessment of all property in Lancaster County for property taxation purposes. The office maintains and updates the inventory of all real estate tax parcels as new subdivisions are created and existing parcels are modified.

- A staff of real estate appraisers keep current and accurate property information and to establish equalized and accurate market values on all parcels.
- Maintaining a complete file of sales data on all types of property, and each sale is reviewed and verified by staff to for use in our database for valuation models and sales studies.
- Responsibility for the administration of personal property tax accounts for all owners of depreciable tangible personal property used commercially in their business or agriculture. The returns are self-reported by the taxpayers and their tax preparers, we are responsible for the compliance and accuracy of all personal property accounts.
- All Homestead Exemption applications, providing property tax relief to persons over age 65, certain disabled individuals, and disabled veterans, are filed with our office. The office is required to verify that the applicants own and occupy the property and those applications are reviewed by the Department of Revenue to determine whether the applicants meet the statutory income requirements.
- Exemption applications for religious, charitable, educational, and cemetery properties are filed with the office to review and make recommendations to the County Board of Equalization. We are required to notify governmental subdivisions when property they own is not being used for public purposes and will be subject to property taxation.
- Responsible for submitting abstracts of assessment to the Department of Revenue, certifying taxable valuations to all taxing subdivisions, preparing the tax roll for the County Treasurer to collect taxes, and certifying the taxes levied.
- Utilizing GIS mapping software maintain current legal and parcel layers of information, assist in the process of establishing equalized market values, and allows our public information to be easily accessed by the public and to interact with various other GIS map layers available throughout the city/county.

The Register of Deeds is responsible for receiving, recording, and preserving all land records, including deeds, mortgages, deeds of trust, assignments, releases, liens, UCC filings, plats, and other instruments submitted for recording. The office provides free online access to all Register of Deeds filings.

The County Assessor/Register of Deeds Office does not levy or collect taxes. Once the taxing jurisdictions, such as school districts and local governments (County Board, city council, fire districts etc.) set their budgets, the tax levies are set by the County Board of Commissioners. The County Treasurer is responsible for the collection of all property taxes.



LANCASTER COUNTY TREASURER
ANDY STEBBING

Candace Meredith
Chief Deputy

555 South 10th Street
Lincoln, NE 68508

Phone (402) 441-7425
Fax (402) 441-8841
www.lancaster.ne.gov/treasurer

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**LANCASTER COUNTY
BOARD**

November 9, 2017

Kerry Eagan
Chief Administrative Officer
555 S 10th St.
Lincoln, NE 68508

Dear Mr. McDaniel, Mr. Eagan, and Members of the Salary Review Committee;

The Lancaster County Treasurer is responsible for the administration of tax law through tax collection, and distributing of property and motor vehicle taxes, special assessments, and driver's license fees. In addition, the treasurer collects and distributes monies from Homestead Exemptions, Property Tax Credits, Carline, In Lieu taxes and MV pro rate taxes. The County Treasurer's Office tracks bankruptcies, foreclosures and prepares Treasurer's Deeds to ensure legal processing of tax payments.

The Lancaster County Treasurer is the cash manager for the county, in which the office collects and accounts for the revenues and ensures the safekeeping of the funds. The Lancaster County Treasurer is responsible for the management of investments, by ensuring the safety, liquidity and earning a market rate of return on the county's money. Funds are invested in county board approved depositories in accordance with statutory guidelines as well as the state and county investment policy ensuring accounts are adequately collateralized. The County Treasurer balances and reconciles all of the county JDE transactions to bank accounts daily and monthly. The County Treasurer provides statements for audit request of all political subdivisions and works with the county's external auditor, NDOR and the state auditors.

The Lancaster County Treasurer's Office has three locations and a staff of 40 employees with a budget of \$3.5 million. We strive to continue to find technological efficiencies to keep up with the county's population growth. We process over 200,000 property tax receipts, 550 tax sale redemptions, 3200 special assessment receipts, 350,000 vehicle registrations, 110,000 titles and sell approximately 600 tax certificates annually. The county treasurer oversees a daily average of \$150 million with over \$650 million flowing through the accounts annually. Over the last four years, we have initiated several technological improvements such as a mortgage payment data base, EMV credit card terminals, electronic lien filing, a plate inventory system and continue to improve efficiencies on our tax program. Our staff has gone through extensive training to become proficient with updated technologies and have adapted too many new resources that are now provided.

The County Treasurer's Office has used several avenues to ensure citizens pay taxes in a timely fashion by utilizing the web, press releases, newspaper advertisements, letters, and soon, email reminders to notify taxpayers of important tax dates and delinquency. The Lancaster County Treasurer collaborates with the Sheriff's Office by issuing distress warrants to minimize the time of delinquency of personal property and mobile homes. The county treasurer also holds an annual public tax sale to reduce the tax delinquency and meet political subdivision expectations. With these protocols in place, the county treasurer's office has a very low .5% uncollected rate which aids the political subdivisions in meeting their budgetary needs.

The County Treasurer has been impacted by changes in laws specifically to real estate and personal property taxes, tax sale procedures and motor vehicle titles. With real estate taxes being a hot topic at the capital, there has been dozens of legislative bills that have directly impacted the county treasurer's procedures and practices including many tax software changes. We have been relentless in scouring through each session's bills, isolating the language that may have a direct impact to the treasurer's offices both financially and procedurally. Often, with the help of NACO and NACT, we have been able to meet with the senators to voice our concerns and amend legislation to minimize financial impact on the county.

In the recent years there has been an increase in federal regulations on mileage and vehicle identification numbers. With the multitude of motor vehicle title types, without a national standard on motor vehicle titling processes given our mobile society, the administrator overseeing motor vehicle titling must be extremely proficient at local processes, laws and standards. All staff have to be knowledgeable in the standards of other states and have the ability to research, interpret and apply those standards or laws to the extremely complex and detailed legal processes of motor vehicle titling that can have financial, legal or safety implications for the consumer.

In the 2019-2022 Salary Recommendations for County Officials, the NACO committee has suggested that Lancaster County elected officials recommended salary range is between 101,600 and 135,500. The Douglas County Treasurer's current salary is \$125,000, City of Lincoln Treasurer's salary is \$119,000 and the Sarpy County Treasurer's salary is \$97,000. Considering, the management of three locations, 40 employees, and a \$3.5 million budget, the population growth of Lancaster County and the job responsibilities of the Treasurer's Office a salary for the Lancaster County Treasurer of \$110,000 starting in 2019 appears to be justifiable.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Andy Stebbing". The signature is written in a cursive style with a large, sweeping "S" for the last name.

Andy Stebbing
Lancaster County Treasurer

> 10/30/2017

County	Salary	Reference	Annual Budget	Staff #	Offices	Name
Lancaster Assessor	\$ 126,200		3.9 Million	40	1	Norm Agena
Douglas Treasurer (Omaha)	\$ 125,157	Email	5.7 Million	99	5	John Ewing
City of Lincoln Treasurer	\$ 119,000	Email	\$450,000	6	1	Melinda Jones
Polk (Des Moines, IA)	\$ 115,975	(515) 286-3030	5 Million	65	1	Mary Maloney
Riley (Manhattan, KS)	\$ 106,000	(785) 537-6320	1 Million	14	1	Shilo Hegr
Sarpy (Papillion, NE)	\$ 97,364	Email	1.8 Million	26	1	Rich James
Lancaster Clerk	\$ 95,000		1.2 Million	9	1	Dan Nolte
Lancaster Treasurer	\$ 94,350		3.5 Million	40	3	Andy Stebbing
Douglas (Lawerence, KS)	\$ 93,000	(785) 832-5275	1.2 Million	21	3	Paula Gilchrist

Lancaster County Clerk November, 2017

As the primary record keeper for the County, the goal of the Clerk's Office is to provide exemplary customer service to those doing business with the County to ensure that accurate and accessible records are maintained. The Clerk is also in charge of accounts payable and payroll. The office has maintained a staff of ten (10) since 1999 and the current fiscal year budget is \$1,193,965.

Records Division (4 employees):

Covers two weekly County Board meetings and other public meetings including the Board of Equalization, Board of Corrections, City-County Common, Justice Council and other miscellaneous advisory committees. This is highly responsible work which involves managing all official records of the County including meeting agendas and minutes, bids and contracts, resolutions, licenses and permits, bonds and oaths and other miscellaneous documents. Staff attends meetings, prepares agendas and minutes and related correspondence, coordinates the publication of legal notices, distributes various documents upon approval by the County Board and performs detailed records management duties. They also maintain the Clerk's website which provides general information, as well as access to many public documents. Staff interacts extensively with other employees, federal, state and local government agencies and the public.

Issues and processes over 2,100 marriage licenses and over 2,000 certified copies per year to a diverse population. This task requires a great deal of customer service and commitment to assure these legal documents are issued accurately and timely filed with the State.

Oversees the property valuation protest process. This again includes a great deal of customer service as staff assists the public with filing protest documents and maintaining these records according to County and State policies. Staff also schedules referee hearings, prepares protest packets and related correspondence, and attends hearings and/or meetings. The Clerk's Office also maintains electronic copies of appeals filed with the Tax Equalization and Review Commission which can then be accessed by various county departments and the referee coordinator. Since 2012, Lancaster County has averaged 3,098 protest filings per year.

Issues liquor, tobacco, locksmith, amusement and other licenses and permits.

Assists citizens with filing military discharges and other documents.

Performs electronic records management duties. In 2016, the County Clerk's Office took over electronic records management - a responsibility previously held by the Deputy Chief Administrative Officer. Due to staff turnover, the Clerk's Office was able to absorb these duties and reassign others so no additional FTEs were necessary. The Records Administrator serves as the County's electronic records management system administrator. She also assists departments with public records requests, records management projects, social media issues, policy creation and training and serves as the County Clerk's IT liaison. The Records Administrator works closely with the Records Warehouse Manager to assure all governmental records are being properly stored and retained per County and State policies.

Accounting Division (4 employees):

Processes payroll for 959 employees as of November, 2017 - this includes wage and benefit adjustments, withholdings, garnishments, etc.

Audits and processes all County payment vouchers and issues payments to vendors. In fiscal year 2016-17, there were 48,845 payment vouchers and 21,444 payments.

Calculates levies for 60 taxing entities based on their budgets.

Maintains the County fixed asset list.

Produces monthly financial reports.

LANCASTER COUNTY BOARD OF COMMISSIONERS Duties and Responsibilities

The Lancaster County Board of Commissioners is an elected five-member part-time board which serves as the executive and legislative branch of Lancaster County government. The County Board also serves in a quasi-judicial capacity when acting as the Board of Equalization and Zoning Board of Adjustment.

Primary responsibilities include management of county funds, care of county property, adoption of the county budget, setting of tax levies and salaries of elected and appointed county officials, appointment of officials and administration of programs established by state law.

The Board also considers and votes on county matters, schedules and attends annual department budget hearings and approves or modifies budgets, reviews and signs vendor and payroll claims, serves as liaison to state, county and city departments, boards and commissions, and gives information to the public concerning county policies and functions.

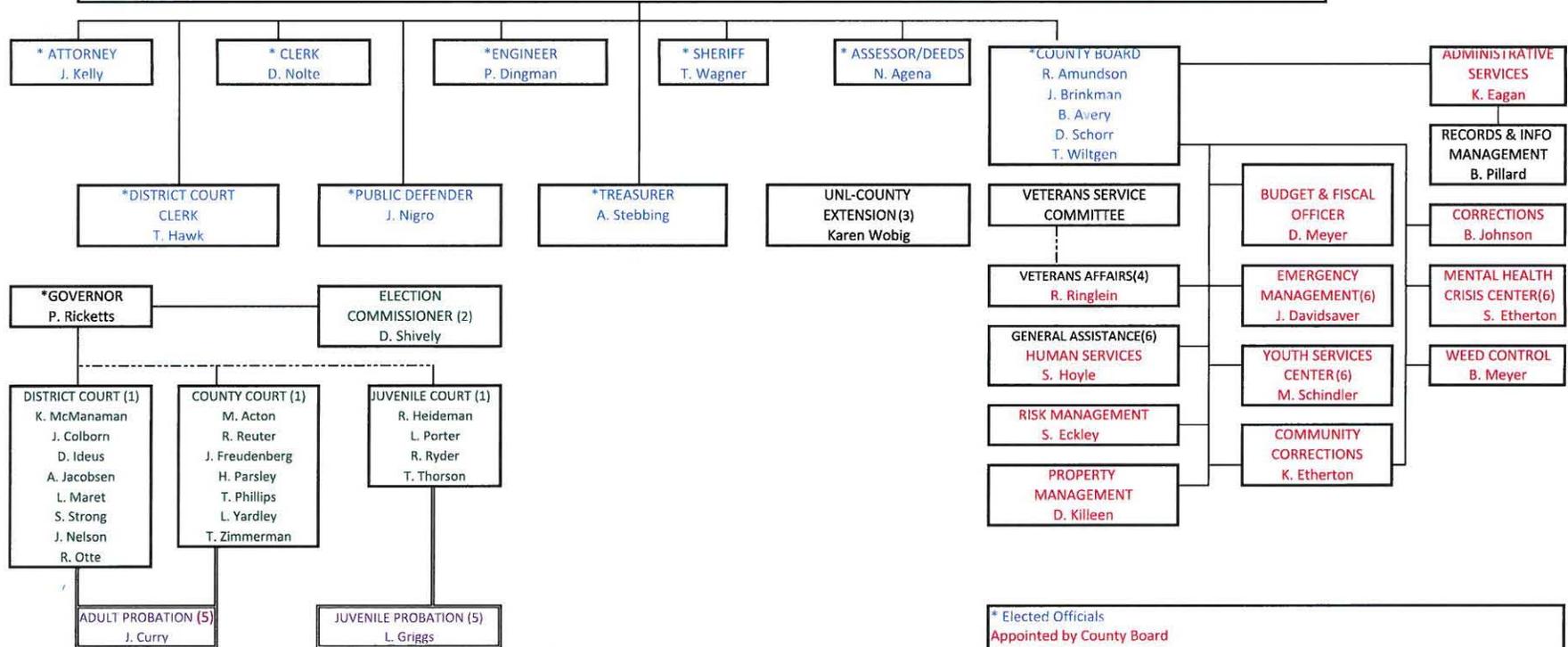
The Board annually approves and monitors the county budget, \$184,767,009 for FY 2017/2018. There are approximately 860 county employees involved in such areas as human services, maintenance and construction of roads and bridges, correctional services, tax assessment and collection, law enforcement, and criminal and civil law.

The County Board also works directly and indirectly with eight (8) other elected officials and directly oversees twelve (12) appointed department heads.

Each January the Board elects one of its members as chair and presiding officer for a one year term. The county Board has power only when it acts collectively and individual members have no power to act officially for the county except when specific powers have been delegated to individual members by the entire Board. County Board meetings are held each Tuesday and Thursday mornings. Most official business is handled at the Tuesday meeting, while the Thursday meeting is used for administrative matters and general policy discussions.

Additionally, the Board meets as the County Board of Equalization, County Board of Corrections, County Highway Commission and Zoning Board of Adjustment.

LANCASTER COUNTY VOTERS



* Elected Officials
 Appointed by County Board
 Appointed by Governor
 Appointed by State Probation Administrator
 (1) Appointed by Governor; retained by election
 (2) Appointed by Governor; salary set by County Board
 (3) University of Nebraska employee; facilities provided by County
 (4) Appointed by Veterans Service Committee, subject to approval by County Board
 (5) Appointed by State Probation Administrator, subject to approval by judges
 (6) Agency Has Advisory Board or Committee

COMMITTEE ASSIGNMENTS -2017

Deb	Bill	Todd	Jennifer	Roma
<p>Board of Corrections (Chair)</p> <p>District Energy Corporation</p> <p>Human Services Joint Budget Committee</p> <p>NACO Board of Directors (Executive Committee)</p> <p>RTSD (Chair)</p> <p>Parks and Recreation Advisory Board</p>	<p>Vice-Chair</p> <p>Board of Corrections (Vice-Chair)</p> <p>Board of Equalization (Vice Chair)</p> <p>District Energy Corporation</p> <p>JPA (Corrections)</p> <p>Lincoln-Lancaster County Board of Health</p> <p>Lancaster County Mental Health Crisis Center Advisory Committee</p> <p>Monthly Meeting of County Board Chair, Vice Chair & Mayor</p> <p>Monthly Meeting of County Board Chair, Vice Chair & Planning</p> <p>(MPO) Officials Committee</p> <p>Visitors Promotion Committee</p>	<p>Chair</p> <p>Board of Equalization (Chair)</p> <p>Chamber Coffee</p> <p>General Assistance Monitoring Committee</p> <p>Information Services Policy Committee</p> <p>JPA (Corrections)</p> <p>Lancaster County Fairgrounds Joint Public Agency (Chair)</p> <p>Monthly Meeting of County Board Chair, Vice Chair & Mayor</p> <p>Monthly Meeting of County Board Chair, Vice Chair & Planning</p> <p>(MPO) Officials Committee</p> <p>Region V Systems Governing Board (Secretary)</p> <p>Region V Services Governing Board (Secretary)</p> <p>RTSD</p>	<p>Emergency Medical Oversight Governing Board</p> <p>Human Services Joint Budget Committee</p> <p>LPED Investors</p> <p>Public Building Commission</p> <p>RTSD</p>	<p>Chamber Coffee</p> <p>Juvenile Justice Review Committee</p> <p>Lancaster County Fairgrounds Joint Public Agency</p> <p>LIBA - Budget Monitoring Committee</p> <p>Monthly Meeting of PBC Chair/Vice Chair & Mayor</p> <p>NACO Board of Directors</p> <p>Public Building Commission (Vice-chair)</p>

MPO - Chair & Vice-Chair

MPO-Tech - Kerry Eagan

ISPC - Dennis Meyer & 1 County Commissioner

(Updated: January 2017) F:\Admin\Private\County Board Info\2017\2017 Assignments .wpd

MINUTES
LANCASTER COUNTY ELECTED OFFICIALS SALARY REVIEW COMMITTEE
COUNTY-CITY BUILDING, ROOM 302
MONDAY, NOVEMBER 20, 2017
10:00 A.M.

Members Present: Kathy Campbell, former County Commissioner and Nebraska State Senator; Steve Eicher, former Pfizer Human Resources Director; Jim Gordon, Attorney at Law; Judy Halstead, former Lincoln-Lancaster County Health Department Director; Pat Kahm, Professional Resources Management, Inc.; Pat Kant, former Lincoln-Lancaster County Human Resources Personnel Coordinator; Sam Seever, former MDS Pharma Services Vice President of Legal Services

Others Present: Kerry Eagan, County Chief Administrative Officer; Doug McDaniel, City-County Human Resources Director; Abby Stenek, Lincoln Independent Business Association (LIBA); Ann Taylor, County Clerk's Office

The meeting was called to order at 10:01 a.m.

1. APPROVAL OF MINUTES FOR MEETING ON NOVEMBER 13, 2017

Halstead moved and Seever seconded approval of the minutes.

Halstead noted that her last name was spelled incorrectly in the minutes.

The Committee unanimously voted to approve the minutes with that correction.

2. ELECTED OFFICIAL INTERVIEWS

County Assessor/Register of Deeds

It was noted that Lancaster County is one of three counties in Nebraska that have a combined County Assessor/Register of Deeds Office. The other counties are Douglas and Hall.

Rob Ogden, Chief Field Deputy Assessor/Register of Deeds, provided an overview of the County Assessor/Register of Deeds Office's responsibilities and discussed efficiencies achieved through use of technology (see agenda packet). He said it is the recommendation of Norm Agena, County Assessor/Register of Deeds, that the officeholder receive, at the very least, the same percentage of salary increases as are granted employees through annual cost of living adjustments. Ogden said he believes the salary and benefits package is enough to attract qualified individuals to run for the office.

Campbell said she believes the County Assessor/Register of Deeds should be an appointed position.

Lancaster County Engineer

Pam Dingman, County Engineer, discussed the duties of her office, referencing the following documents (Exhibits A-D):

- A map of Lancaster County showing unpaved roads with 300 or more average daily traffic (ADT) counts
- Volume Summary Report: Rokeby Road, South 14th – Highway 77
- A map showing rainfall data from the National Weather Service (NWS)/National Oceanic and Atmospheric Administration (NOAA)
- A letter summarizing the County Engineer's duties

Dingman noted there are only three county engineers statewide. She also pointed out that she manages a roadway system that is three times larger than those of Douglas and Sarpy Counties and that Lancaster County also has a larger geographic area.

Dingman presented documents she had researched in order to make a salary recommendation (see Exhibit D):

- Sarpy County Elected Officials Salary Committee Report by Vitae Consulting (October 31, 2017)
- Geographic Salary Differential Study of Public Sector Engineering Positions in Select Midwest Cities by the Owens Group, Inc. (June, 2015)
- State of Nebraska 2016 Salary Survey by the State Personnel Department of Administrative Services (February, 2017) **NOTE:** See Page 53, Position 675 Engineering Senior Manager (Engineer VII)
- A table titled "Comparison of County Engineers" with backup information attached
- Salary information for County Engineers in Nebraska, Iowa, Kansas and Colorado

Dingman felt an appropriate salary for her position would be in the range of \$140,000 to \$142,000, given the responsibilities.

Campbell noted the salary data Dingman provided does not match a salary survey that had previously been provided to the Committee. Eicher referenced the information for the Polk County, Iowa Engineer and questioned whether the salary data Dingman provided reflects total compensation rather than straight salary. Dingman said she will verify the information. She added that some salary data for the Scott County, Iowa Engineer appears to reflect the 2018 salary.

Campbell asked Dingman whether she found differences in the work of other engineers she cited. Dingman said the Linn County, Iowa Engineer has some sewer responsibilities and said some do not have maintenance activities. She noted others refer to themselves as public works directors.

Lancaster County Treasurer

Andy Stebbing, County Treasurer, and Candace Meredith, Chief Deputy Treasurer, discussed the duties of the County Treasurer's office (see agenda packet), referencing the following documents (Exhibits E-I):

- Elected Officials Salary Survey 2017
- Salary Comparison with the Lancaster County Assessor; Douglas County, Nebraska Treasurer; City of Lincoln Treasurer, Polk County, Iowa Treasurer; Riley County, Kansas Treasurer; Sarpy County, Nebraska Treasurer; Lancaster County Clerk; Douglas County, Kansas Treasurer
- A Chart Showing Savings Since 2011
- Budget Information for Fiscal Year (FY) 2011-2012 Through FY 2016-2017 and Approved Budget for FY 2017-2018
- Yearly Ad Valorem (YADS) Report by Roll for the 2017 Tax Year, JD Edwards (JDE) Timeframe (From 11/1/2017 Through 11/30/2017)

Stebbing said he believes a salary of \$110,000 is appropriate, which is the approximate midpoint of the salary comparison (see Exhibit F).

Lancaster County Clerk

Dan Nolte, County Clerk, reviewed the duties of his office (see agenda packet).

Campbell asked Nolte if he has a salary recommendation. Nolte said he does not, adding he feels the current salary is adequate.

Eagan pointed out that the County Clerk has a significant number of statutory duties.

County Commissioners

Todd Wiltgen, Chair of the County Board, reviewed the duties of the County Commissioners (see agenda packet).

Halstead noted some counties have a different fee structure for the Chair and Vice Chair and asked whether any thought has been given to implementing that type of structure in Lancaster County. Wiltgen said the Board has not discussed changing the compensation structure. He added he supports all of the Commissioners being compensated the same.

In terms of salary, Wiltgen said County Commissioner salaries may need to be more competitive in the future in order to attract younger individuals to run for the office. He added he believes it will become more of a full-time job going forward.

3. OPEN DISCUSSION

The Committee asked Doug McDaniel, City-County Human Resources Director, to verify the salary information supplied by Dingman.

McDaniel also responded to previous requests for information regarding County Sheriff and County Attorney salaries in Douglas County. He reported that the Douglas County Sheriff's salary information includes benefits. In terms of attorney salaries, he said the Douglas County Attorney's salary is \$172,532 and staff attorney salaries range from \$81,000 to \$116,000.

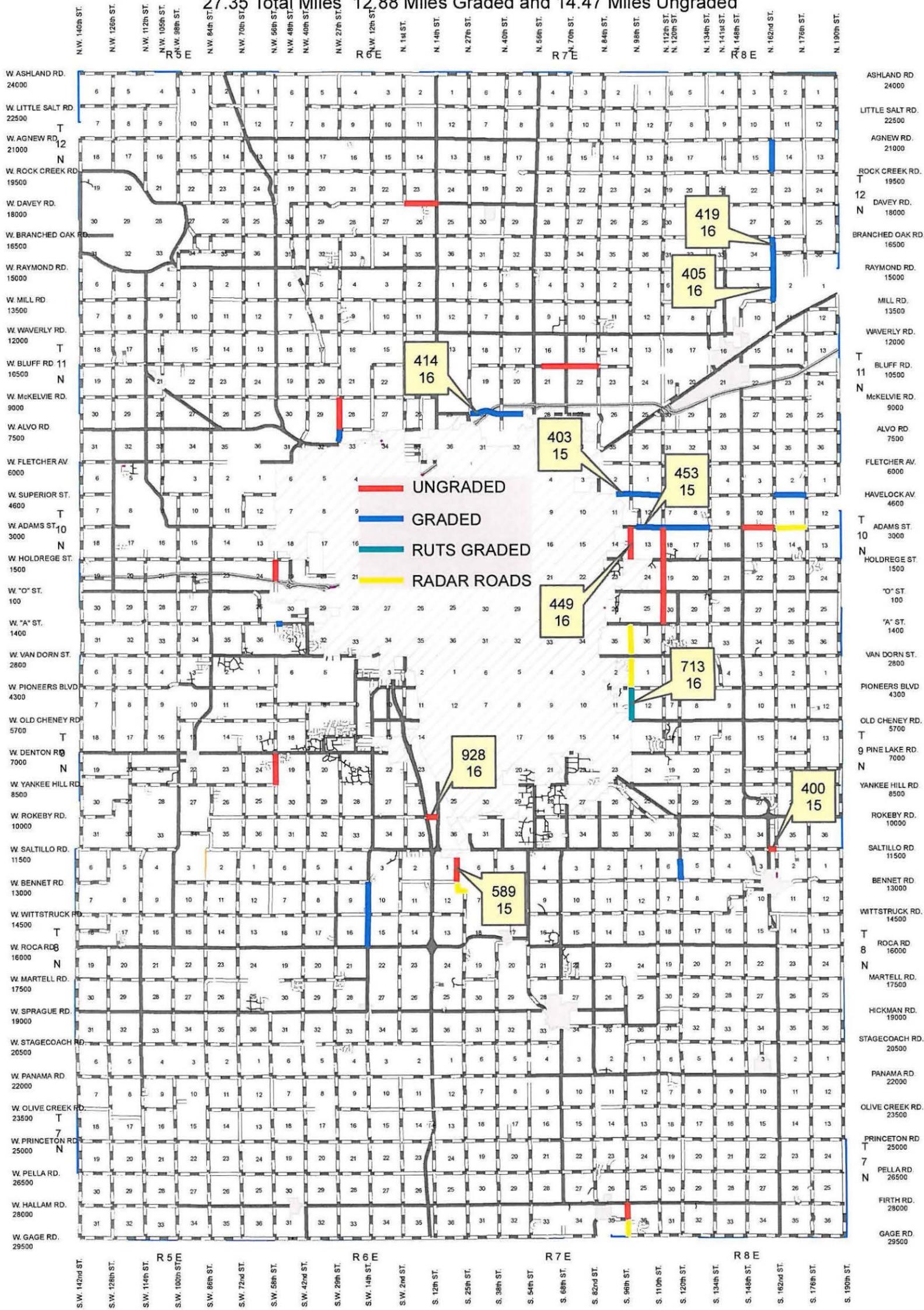
Halstead moved and Kant seconded to adjourn the meeting at 11:54 a.m. The Committee unanimously voted to adjourn.

Submitted by Ann Taylor, County Clerk's Office

LANCASTER COUNTY

UNPAVED ROADS WITH 300 OR MORE ADT

27.35 Total Miles 12.88 Miles Graded and 14.47 Miles Ungraded



Volume Summary Report: Rokeby rd s 14th -hwy 77

Station ID : Rokeby rd s 14th -hwy 77

Last Connected Device Type : RoadRunner3

Info Line 1 :

Version Number : 1.20

Info Line 2 :

Serial Number : 160472

GPS Lat/Lon :

Number of Lanes : 2

Source File : Rokeby rd s 14th -hwy 77 (Volume, 1000-041017 To 1051-041417) Posted Speed Limit : 0.0 mph

Lane Configuration

#	Dir.	Information	Volume Mode	Volume Sensors	Divide / 2	Comment
1.	North		Normal	Axle	Yes	
2.	South		Normal	Axle	No	

Total Count:	0000	0100	0200	0300	0400	0500	0600	0700	0800	0900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	Total
Lane #1	11	5	1	5	7	27	137	818	350	127	141	215	197	176	173	359	659	958	279	165	121	56	32	20	5039
Lane #2	11	5	1	5	8	27	144	842	352	126	149	222	204	170	173	382	677	1000	299	175	125	55	31	21	5204
TOTAL	22	10	2	10	15	54	281	1660	702	253	290	437	401	346	346	741	1336	1958	578	340	246	111	63	41	10243

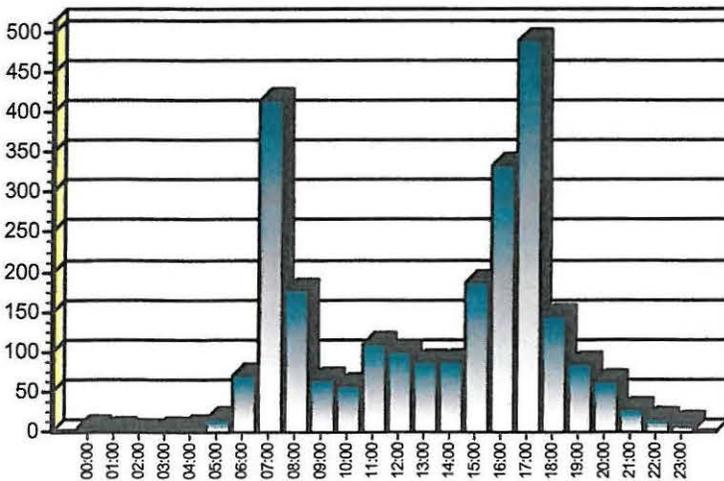
Percents:	0000	0100	0200	0300	0400	0500	0600	0700	0800	0900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	
Lane #1	0%	0%	0%	0%	0%	1%	3%	16%	7%	3%	3%	4%	4%	3%	3%	7%	13%	19%	6%	3%	2%	1%	1%	0%	
Lane #2	0%	0%	0%	0%	0%	1%	3%	16%	7%	2%	3%	4%	4%	3%	3%	7%	13%	19%	6%	3%	2%	1%	1%	0%	
TOTAL	0%	0%	0%	0%	0%	1%	3%	16%	7%	2%	3%	4%	4%	3%	3%	7%	13%	19%	6%	3%	2%	1%	1%	0%	

ADT:	0000	0100	0200	0300	0400	0500	0600	0700	0800	0900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000	2100	2200	2300	Total
Lane #1	3	1	0	1	2	7	34	205	88	32	28	54	49	44	43	90	165	240	70	41	30	14	8	5	1254
Lane #2	3	1	0	1	2	7	36	211	88	32	30	56	51	43	43	96	169	250	75	44	31	14	8	5	1296
TOTAL	6	2	0	2	4	14	70	416	176	64	58	110	100	87	86	186	334	490	145	85	61	28	16	10	2550

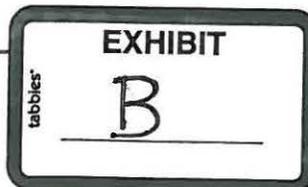
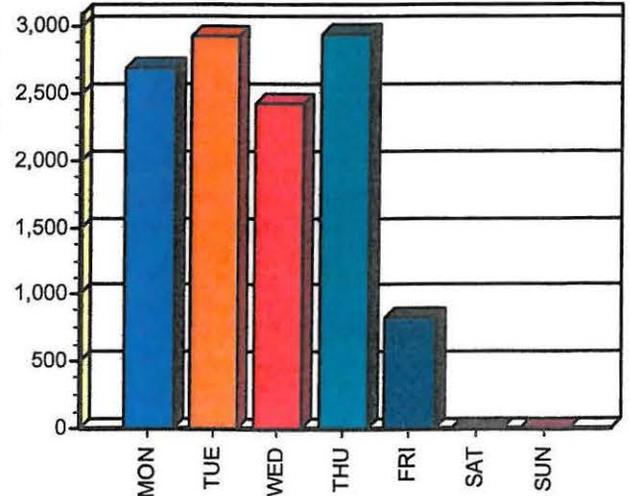
ALL LANES

	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total	Percent
DW Totals :	0	1569	2928	2425	2941	380	0	10243	100%
# Days :	0.0	0.6	1.0	1.0	1.0	0.5	0.0	ADT : 2534	
ADT :	0	2690	2928	2425	2941	829	0	Weekend (Sat-Sun) :	0 0%
Percent :	0%	15%	29%	24%	29%	4%	0%	ADT :	0

ADT Volume vs. Time (all lanes combined)



ADT By Day of Week (all lanes)

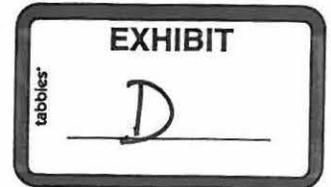


LANCASTER
COUNTY
ENGINEERING

Pamela L. Dingman, P.E.
County Engineer

Kenneth D. Schroeder, R.L.S.
Deputy County Surveyor

DEPARTMENT



To: Lancaster County Elected Officials Salary Review Committee
From: Pam Dingman, Lancaster County Engineer
CC: Kerry Eagan, County Administrator

Dear Committee Members:

Thank you for the opportunity to discuss the salary of my position with you. Attached to this letter are the following documents that I researched in order to provide a factual and thought out response to your request:

1. Sarpy Co. Elected Officials Salary Committee Report by Vitae Consulting, 10/31/17.
2. Geographic Salary Differential Study of Public Sector Engineering Positions In Select Midwest Cities by The Owens Group, Inc., June 2015.
3. State of Nebraska 2016 Salary Survey by State Personnel Department of Administrative Services, February 2017, page 53, Position 675 Engineering Senior Manager (Engineer VII).
4. A table titled "Comparison of County Engineers" with attached back-up information.

Lancaster County currently has the third highest median income in Nebraska. In addition, Lancaster County continues to be in an aggressive growth mode. Evidence of this can be found in the growth of Lincoln, Hickman and Waverly and in acreage development. The first attribute is indicative of a county with a healthy economy and population that is expanding at a rapid rate. However, growing populations require additional infrastructure.

Counties with low growth rates generally are in a maintenance mode with little need to adapt, innovate, modernize or concern themselves with how to manage and control the rapidly increasing need for infrastructure services that we provide in the Lancaster County Engineering Department. Lancaster County manages over 1,400 center line miles of roadway, 297 bridges, nearly 6900 pipe culverts and 1000 box culverts, which have been plagued with sloughing and erosion issues since the flooding of 2015.

Approximately 1,128 miles of this network are gravel or dirt roads. Lancaster County's Bridge Inventory includes many structurally deficient bridges, scour critical bridges, fracture critical, and load rated bridges.

The following is a summary of the duties under the leadership of the Lancaster County Engineer:

Land Survey Department

The Survey Department is responsible for the preservation, maintenance and re-establishment of all the section corners and quarter corners within the boundaries of Lancaster County.

The County has acquired modern GPS surveying equipment in the last three years. This has allowed the County to acquire detailed 3D points for the creation of accurate digital terrain modeling for highly detailed design. The survey department collects complete topographic data on all features contained within the proposed construction area.

The survey department is responsible for construction staking of bridges, box culverts and pipe culverts, grading projects and paving projects.

The survey department is responsible for reviewing and approving over 250 driveway permits a year. In the past, a County resident only could obtain a driveway permit by driving to the Engineering office; today an on-line permit system has been created with an automated interface that allows permits to be electronically tracked and approved.

A similar permitting system has been set up for utility permits, which includes an electronic signature from the Commissioners. Use of smart PDF's and submittal of electronic drawings has dramatically streamlined County utility permits.

The County Surveyor is responsible for reviewing all new plats and irregular tracts. This review includes a survey review and the coordination of any required engineering review. Since land development has dramatically increased in the last several years, the County Engineering Department reviews around 125 plats a year.

Geographical Information Systems

The Geographical Information Systems (GIS) group at County Engineering has traditionally maintained the County's land base maps. During the last three years, an

emphasis has been placed on leveraging the GIS data for a several projects, which have provided a substantial increase in efficiency to the department.

Prior to 2015, an Access database was created that could be populated with geo-coded data to track damage in the event of a disaster. This system allowed the County to track before and after photos, labor logs and material logs with each of the over 1800 locations of damage throughout the County.

Last summer the GIS group teamed with the structural group to create a system for harvesting rainfall data from USGS gauges, Weather Underground and NOAA. This data is then overlaid on the Lancaster County map to provide highly detailed information on the precipitation over a seven-day period. This mapping system saved the County 1,500 hours of labor and equipment cost during three scour critical rainfall events this summer.

The GIS group is currently developing eight additional projects, which will streamline the County's sign, pipe and road inventories into an easy-to-use database interface. In addition, the GIS Group and the Bridge Group are working to create an on-line automated overload and overwidth permitting system.

Roadway Design Department

The County Engineer's Office is responsible for designing road grading and paving and pipe culvert projects. Design for these types of projects has become increasingly more complex with increasing environmental requirements. The Office of the Engineer coordinates with the State to receive Storm Water Quality Permits, US Army Corp of Engineers 404 Permits, Flood Plain Development Permits and approvals from other State agencies as required.

Bridge Design Department

The County Engineer provides oversight for the Bridge Design Department. The Bridge Design Department is responsible for hydrology and hydraulic calculations for box culverts and bridges. In the last three years, the Department has begun designing structures using HEC-RAS and HEC-HMS. The Bridge Design Department has implemented the use of a detailed bridge inventory system that prioritizes the bridges in need of replacement. In addition, this Department designs bridges and box culverts or reviews the designs provided by consultants.

The Department has developed an aggressive bridge-to-box culvert program that has dramatically reduced the cost of replacing smaller bridges. This Department is also responsible for inspecting bridges on a two-year cycle and scour critical inspections after major rainfalls.

Construction Department

The Construction Department is responsible for providing the specifications for all construction projects in Lancaster County. In addition, the Department is responsible for overseeing utility relocation associated with construction, daily construction inspection, contract management, and process pay estimates. This Department has also moved to using tablets in the field to track operations. To provide for better asphalt overlay prioritization, an asphalt inspection system has been created and is managed in this Department.

Road Maintenance

The County Engineer's Office is responsible for the daily routine maintenance of the County road system. Routine maintenance includes blading, hauling gravel and rock, mowing, tree trimming and removal, culvert replacement, asphalt sealing and patching. During the last three years, there have been several efficiency improvements. District Maintenance Supervisors provide prioritized list of all projects, which are tracked on a monthly basis. In addition, a major emphasis has been placed on training of all people from the level of Supervisor to Laborer to modernize and streamline the maintenance operation. All District Supervisors utilize tablets in the field and now have computers in their offices.

The Road Maintenance Department has 16 buildings around the County, many of which were built using WPA funding. All of the buildings used by Lancaster County Engineering are maintained by the Department. An emphasis has been placed on bringing these facilities up to environmental standards in regards to oil and fuel containment and containment practices.

Snow Removal

The County Engineer is responsible for deciding when snow removal activities are needed. The new GPS radio tracking system helps County staff monitor the progress of the snow removal operation to ensure that snow and ice is removed effectively and efficiently.

Fleet Maintenance

The County Engineer's Office works with all County agencies to maintain County vehicles. This includes heavy equipment, such as motor graders, dump trucks, and tractors, and light trucks, such as Sheriff's cars and SUVs, Assessor's cars and Corrections' vans. In order to efficiently track and bill for repair and maintenance services, computers with a specialized software were recently added to the Mechanics' areas. This software tracks time and parts used to repair and maintain all vehicles. In addition, the parts room has been RFI-tagged so that all parts can be accurately tracked and ordered as needed.

Other Duties

The County Engineer has assumed a very active role in the Lancaster County Emergency Operations Center. This has enabled better response to disasters in the County.

The County Engineer is responsible for the SAAR and the One and Six-Year Road and Bridge Plan, which is submitted annually to the Nebraska Department of Transportation.

The County Engineer is responsible for representing the County in negotiations with the AFSCME Union.

The County Engineer is responsible for management of 102 full-time employees and a \$24.2 million dollar annual budget.

The County Engineer is required to have a professional engineering license and a Nebraska County Highway Superintendent Class A License.

Additional certifications that are highly beneficial are as follows: FEMA ICS – Level 1, Level 2, Level 3, Level 4 and Certified Winter Maintenance Supervisor -The American Public Works Association.

Balancing the needs of Lancaster County Infrastructure requires a leader with a knowledge of business, accounting, engineering, and property rights, as well as writing and communication skills. In addition, the County Engineer has become a valuable resource in the Lancaster County Emergency Operations Center in extreme weather and flooding events.

The position requires an individual with a knowledge of governmental systems at all levels to navigate through the channels of State and Federal processes and the extensive rules and regulations that all projects currently require.

In regards to an appropriate salary for this position, given the responsibilities required and the salary information attached, it would be in the range between \$140,000 and \$142,000.

I sincerely appreciate your time and consideration in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read 'P. Dingman', with a long horizontal line extending to the right.

Pamela L. Dingman, P.E.
Lancaster County Engineer



VITAE
CONSULTING

10/30/17

Sarpy Co. Elected Officials Salary Committee

ABSTRACT

This report is considered to be the secondary assessment of Sarpy County Elected Official wages and overall compensation structure. During the committee's first meeting on October 16th, 2017 a primary treatment of total compensation was discussed in relation to Nebraska Association of County Official's (NACO) recommendation of Nebraska's 'Big-3' counties: Douglas, Lancaster, and Sarpy. The committee further gave charge to broaden the scope of comparability to the Midwest region. This report is a culmination of response to that request and includes:

- Methodology for selection of additional counties of array.
- Analysis of salary alone for the new counties of array.
- Analysis reflecting calculating Sarpy wages in other county contexts (COLI).
- Analysis of 2017 salary with CPI-U Midwest index adjustment.
- Table showing the Sarpy official self-suggested salary ranges.
- Total Compensation for the new counties of array.

Since the committee's last meeting, a new NACO report was issued. In this report is very similar to the 2013 study but with higher percentage recommendations for full-time County Attorney (160% of base) and County Sheriff (125%-140% of base).

In this analysis, it should be noted that no position for elected officials, among counties, is to be considered a 100% match. Each county has its own contextual realities that increase or loosen demand upon its elected official's positions. Going forward, variables such as department size, qualifications for employment, continuing education, and management responsibilities, etc. should be taken into account in determining the accuracy of comparability. Additionally, specific benefits vary between counties and should be considered in context when comparing to Sarpy County.

In sum, whether looking at salary alone or total compensation, Sarpy County Elected official's compensation falls within the market average range for each respective elected position. No one position is 'outside its bounds' when comparing itself to other counties of similar but not exceeding twice its size. Only one Sarpy County position lags when compared to the salary of its counterparts, that of County Commissioner.

The following table gives the most succinct comparison of 2017 total compensation for Sarpy County elected officials, in relation to the average total compensation of the counties of array.

Elected Official (Total Compensation by Position)	Sarpy County: Total Compensation (2017)	Counties of Array: Average Total Compensation (2017)
County Assessor	\$126,472.99	\$129,590.50
Clerk of the District Court	\$122,096.51	\$98,819.59
County Clerk	\$124,831.60	\$119,246.75
County Engineer	\$146,713.98	\$142,007.26
County Register of Deeds	\$112,796.43	\$115,205.55
County Treasurer	\$125,378.73	\$119,213.52
County Sheriff	\$158,748.87	\$151,948.53
County Attorney	\$185,281.29	\$178,104.39
County Commissioners	\$48,896.88	\$81,809.62

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METHODOLOGY: COUNTIES OF ARRAY

During the last meeting, the committee gave pause to the idea of following NACO's recommendations of simply comparing Sarpy County to Douglas County and Lancaster County. The committee cited the necessity to find comparable counties that more closely align to Sarpy County in population and valuation. In this meeting the following list of cities were offered-up as suggestions for further exploration:

- Sioux Falls, SD (Minnehaha County, SD)
- Johnstown, IA & Ankeny, IA (Polk County, IA)
- West Des Moines, IA (Dallas County, IA)
- Kansas City, MO (Jackson County, MO)

As research continued into the feasibility of using these recommendations, a few other counties became the frontrunners for use in the final comparability array. To narrow the scope of candidates, I kept coming back to the fact that current Sarpy County population projections are estimated at 290,000 residents by 2040.¹ Therefore, after starting with a list of over 300 individual counties in Sarpy's overnight district, the final list was derived from a model that took into account the following factors:

- Population ($\leq 2x$ current Sarpy County values)
- Growth Rate ($\leq 2x$ current Sarpy County values)
- Median Property Value ($\leq 2x$ current Sarpy County values)
- Cost of Living Index (\geq current Sarpy County values)
- Total Valuation ($\leq 2x$ current Sarpy County values)
- Distance from Sarpy County

This methodology yielded a final list of 5 vetted counties for use in the comparability of array:

- Lancaster County, Neb.
- Greene County, MO
- Johnson County, IA²
- Linn County, IA
- Minnehaha County, SD³

In the following sections, a side-by-side analysis is shown for elected official salary. Each county within the array is compared to Sarpy County and specific data of that county is shown to help the committee understand the data points of comparability.

To further refine the comparison of Sarpy to these other counties, cost of living for Sarpy officials (relative to each county) has been calculated. Numbers in black communicates that Sarpy County pays more, in salary, than the county it's being compared to. Numbers in red communicate that the comparable county pays more, in salary, than Sarpy County. In the final section of this report, a comparison of total compensation is given. Total compensation, for each county, consists of:

- 2017 Total Salary
- 2017 Employer Cost for Health Benefits (Employee + Family)
- 2017 Employer Cost for Dental Benefits (Employee + Family)
- 2017 Employer Cost for Retirement System (% or \$)
- 2017 Employer Cost for LTD Coverage
- 2017 Employer Cost for Life Insurance (if applicable)

¹ Credit: Jerry Deichert & David Drozd with the UNO Center for Public Affairs.

² Committee-recommended county

³ Committee-recommended county

LANCASTER COUNTY, NEB.

At a glance, here are some important 'big-picture' statistics and other information that will help to give appropriate context as to why Lancaster County, Neb. was selected for this array of this compensation study. Lancaster County is the best Nebraska comparable in this array of counties. Located in Southeastern Nebraska, and sits 34mi to the Southwest of Omaha, NE-the areas' MSA.

Elected Official (Salary Only)	Sarpy County, Neb.	Lancaster County, Neb.	Difference	COLI Adjusted Salary (Lancaster County, NE)
County Assessor	\$97,419.66	\$123,678.00	(26,258.34)	(33,759.65)
Clerk of the District Court	\$93,339.22	\$98,651.00	(5,311.78)	(12,498.90)
County Clerk	\$95,889.30	\$93,100.00	2,789.30	(4,594.18)
County Engineer	\$116,291.50	\$120,301.00	(4,009.50)	(12,963.95)
County Register of Deeds	\$84,668.22	\$-	84,668.22	78,148.77
County Treasurer	\$96,399.42	\$92,496.00	3,903.42	(3,519.34)
County Sheriff	\$127,512.32	\$120,439.00	7,073.32	(2,745.13)
County Attorney	\$152,250.02	\$154,757.00	(2,506.98)	(177.55)
County Commissioners	\$25,091.00	\$44,894.00	(19,803.00)	(19,419.11)

- Population: ≈309,637
- Growth Rate (2012-2017): 9%
- Median Property Value: \$163,600
- Number of Households: ≈120,671
- Cost of Living Index: 92.3
- Total Valuation \$23.4bn

GREENE COUNTY, MO

At a glance, here are some important 'big-picture' statistics and other information that will help to give appropriate context as to why Greene County, MO was selected for this compensation array. Greene County, MO is located in Southwestern Missouri, and sits 345mi to Southeast of Sarpy County, Neb.-the comparable MSA.

Elected Official (Salary Only)	Sarpy County, NE	Greene County, MO	Difference	COLI Adjusted Salary (Greene County, MO)
County Assessor	\$97,419.66	\$80,564.07	16,855.59	1,560.70
Clerk of the District Court	\$93,339.22	\$71,845.92	21,493.30	6,839.04
County Clerk	\$95,889.30	\$80,564.12	15,325.18	270.56
County Engineer	\$116,291.50	\$82,264.00	34,027.50	15,769.73
County Register of Deeds	\$84,668.22	\$80,564.12	4,104.10	(9,188.81)
County Treasurer	\$96,399.42	\$80,564.12	15,835.30	700.59
County Sheriff	\$127,512.32	\$87,393.02	40,119.30	20,099.87
County Attorney	\$152,250.02	\$137,744.88	14,505.14	(9,398.11)
County Commissioners	\$25,091.00	\$80,323.00	(55,232.00)	(57,056.12)

- Population: ≈288,072
- Growth Rate (2012-2017): 5%
- Median Property Value: \$137,100
- Number of Households: ≈119,771
- Cost of Living Index: 84.3
- Total Valuation \$4.7bn

JOHNSON COUNTY, IA⁴

At a glance, here are some important 'big-picture' statistics and other information that will help to give appropriate context as to why Johnson County, IA was selected for this compensation array. Johnson County, IA is located in West-central Iowa, and sits 267mi to east of Sarpy County, Neb.-the comparable MSA.

Elected Official (Salary Only)	Sarpy County, Neb.	Johnson County, IA	Difference	COLI Adjusted Salary (Johnson County, IA)
County Assessor	\$97,419.66	\$122,205.98	(24,786.32)	(22,448.25)
Clerk of the District Court	\$93,339.22	\$60,195.00	33,144.22	35,384.36
County Clerk	\$95,889.30	\$96,918.64	(1,029.34)	1,272.00
County Engineer	\$116,291.50	\$136,655.00	(20,363.50)	(17,572.50)
County Register of Deeds	\$84,668.22	\$96,919.00	(12,250.78)	(4,182.74)
County Treasurer	\$96,399.42	\$96,918.64	(519.22)	1,794.37
County Sheriff	\$127,512.32	\$135,426.46	(7,914.14)	(4,853.84)
County Attorney	\$152,250.02	\$147,493.84	4,756.18	8,410.18
County Commissioners	\$25,091.00	\$71,240.00	(46,149.00)	(45,546.82)

- Population: ≈139,436
- Growth Rate (2012-2017): 12%
- Median Property Value: \$193,600
- Number of Households: ≈55,426
- Cost of Living Index: 102.4
- Total Valuation \$7.3bn

LINN COUNTY, IA

At a glance, here are some important 'big-picture' statistics and other information that will help to give appropriate context as to why Linn County, IA was selected for this compensation array. Linn County, IA is located in West-central Iowa, and sits 288mi to east of Sarpy County, Neb.-the comparable MSA.

Elected Official (Salary Only)	Sarpy County, Neb.	Linn County, IA	Difference	COLI Adjusted Salary (Linn County, IA)
County Assessor	\$97,419.66	\$105,662.00	(8,242.34)	(15,451.39)
Clerk of the District Court	\$93,339.22	\$66,352.00	26,987.22	20,080.12
County Clerk	\$95,889.30	\$107,005.00	(11,115.70)	(18,211.51)
County Engineer	\$116,291.50	\$131,213.00	(14,921.50)	(23,527.07)
County Register of Deeds	\$84,668.22	\$103,889.00	(19,220.78)	(25,486.23)
County Treasurer	\$96,399.42	\$107,005.00	(10,605.58)	(17,739.14)
County Sheriff	\$127,512.32	\$147,712.00	(20,199.68)	(29,635.59)
County Attorney	\$152,250.02	\$171,006.00	(18,755.98)	(30,022.48)
County Commissioners	\$25,091.00	\$103,889.00	(78,798.00)	(80,654.73)

- Population: ≈216,640
- Growth Rate (2012-2017): 5%
- Median Property Value: \$147,400
- Number of Households: ≈87,318
- Cost of Living Index: 92.6
- Total Valuation \$18.3bn

⁴ In Johnson & Linn Counties the positions of County Clerk and Register of Deeds is most closely associated with Auditor and Recorder positions- although further analysis & comparison of positions descriptions is recommended.

MINNEHAHA COUNTY, SD⁵

At a glance, here are some important 'big-picture' statistics and other information that will help to give appropriate context as to why Minnehaha County, SD was selected for this compensation array. Minnehaha County, SD is located in Southeastern South Dakota, and sits 211mi to north of Sarpy County, Neb.-the comparable MSA.

Elected Official (Salary Only)	Sarpy County, Neb.	Minnehaha County, SD	Difference	COLI Adjusted Salary (Minnehaha County, SD)
County Assessor	\$97,419.66	\$87,900.80	9,518.86	2,114.97
Clerk of the District Court	\$93,339.22	\$61,261.00	32,078.22	24,984.44
County Clerk	\$95,889.30	\$86,881.60	9,007.70	1,720.11
County Engineer	\$116,291.50	\$99,465.60	16,825.90	7,987.75
County Register of Deeds	\$84,668.22	\$86,881.60	(2,213.38)	(8,648.16)
County Treasurer	\$96,399.42	\$86,798.40	9,601.02	2,274.66
County Sheriff	\$127,512.32	\$123,011.20	4,501.12	(5,189.82)
County Attorney	\$152,250.02	\$127,836.80	24,413.22	12,842.22
County Commissioners	\$25,091.00	\$27,019.21	(1,928.21)	(3,835.13)

- Population: ≈173,108
- Growth Rate (2012-2017): 11%
- Median Property Value: \$155,400
- Number of Households: ≈70,140
- Cost of Living Index: 92.4
- Total Valuation \$14.8bn

SARPY COUNTY, NEB.

At a glance, here are some important 'big-picture' statistics and other information that will help to give appropriate context as to why Sarpy County, Neb was selected for this array of this compensation study. Sarpy County, Neb is the prime county in this array of comparability. Located in Eastern Nebraska, and sits 6.4mi to the south of Omaha, NE-the areas' MSA.

- Population: ≈179,023
- Growth Rate (2012-2017): 13%
- Median Property Value: \$163,800
- Number of Households: ≈61,983
- Cost of Living Index: 94.8
- Total Valuation \$13.5bn

⁵ In Minnehaha County the Auditor serves as Clerk for the County. Further analysis of the position description is recommended for accuracy of comparability. Also, the Assessor's office is termed Director of Equalization.

Counties of Array: Salaries Only



Elected Official (Salary Only)	Market Minimum	Market Maximum	Average	Sarpy Current	CPI-U Adjusted'18
County Assessor	\$80,564.07	\$123,678.00	\$103,802.95	\$97,419.66	\$98,608.18
Clerk of the District Court	\$60,195.00	\$98,651.00	\$75,274.02	\$93,339.22	\$94,477.96
County Clerk	\$80,564.12	\$107,005.00	\$93,393.11	\$95,889.30	\$97,059.15
County Engineer	\$82,264.00	\$136,655.00	\$114,365.02	\$116,291.50	\$117,710.26
County Register of Deeds ⁶	\$-	\$103,889.00	\$90,584.39	\$84,668.22	\$85,701.17
County Treasurer	\$80,564.12	\$107,005.00	\$93,363.60	\$96,399.42	\$97,575.49
County Sheriff	\$87,393.02	\$147,712.00	\$123,582.33	\$127,512.32	\$129,067.97
County Attorney	\$127,836.80	\$171,006.00	\$148,514.76	\$152,250.02	\$154,107.47
County Commissioners	\$25,091.00	\$103,889.00	\$58,742.70	\$25,091.00	\$25,397.11

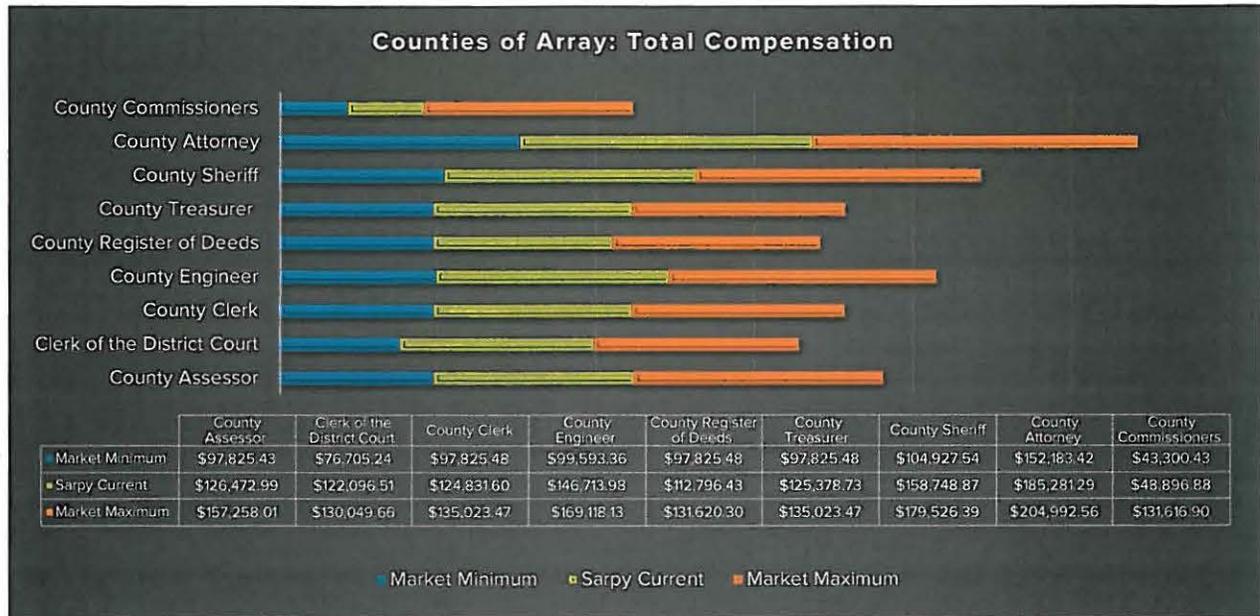
SARPY ELECTED OFFICIAL (SELF-SUGGESTED RANGE)

Elected Official (Salary Only)	Sarpy Co. (2017)	Official-Suggested Min.	Official-Suggested Max.
County Assessor	\$97,419.66	\$101,600.00	\$135,500.00
Clerk of the District Court	\$93,339.22	\$96,139.00	\$98,939.00
County Clerk	\$95,889.30	\$115,890.00	\$118,000.00
County Engineer	\$116,291.50	Pending	Pending
County Register of Deeds	\$84,668.22	Pending	Pending
County Treasurer	\$96,399.42	\$102,232.00	\$109,500.00
County Sheriff	\$127,512.32	\$128,787.00	\$134,093.00
County Attorney	\$152,250.02	\$153,772.52	\$163,076.00
County Commissioners	\$25,091.00	Pending	Pending

⁶ The Market Minimum for Register of Deeds is \$0 because Lancaster County does not employ that position, therefore altering the dataset to reflect the table. The average salary is therefore divided by 5 reportable salaries instead of 6.

THE WHOLE PICTURE

This section lays-out a picture of total compensation for all elected positions within the array. The facets that make up total compensation are: Salary, Health Care (Employer Cost), Dental (Employer Cost), LTD (Employer Cost), Basic Life Insurance (Employer Cost), and Retirement (Employer Cost).



Elected Official (Total Compensation)	Market Minimum	Market Maximum	Average	Sarpy Current	CPI-U Adjusted '18
County Assessor	\$97,825.43	\$157,258.01	\$129,590.50	\$126,472.99	\$128,015.96
Clerk of the District Court	\$76,705.24	\$130,049.66	\$98,819.59	\$122,096.51	\$123,586.09
County Clerk	\$97,825.48	\$135,023.47	\$119,246.75	\$124,831.60	\$126,354.54
County Engineer	\$99,593.36	\$169,118.13	\$142,007.26	\$146,713.98	\$148,503.89
County Register of Deeds	\$97,825.48	\$131,620.30	\$115,205.55	\$112,796.43	\$114,172.55
County Treasurer	\$97,825.48	\$135,023.47	\$119,213.52	\$125,378.73	\$126,908.35
County Sheriff	\$104,927.54	\$179,526.39	\$151,948.53	\$158,748.87	\$160,685.61
County Attorney	\$152,183.42	\$204,992.56	\$178,104.39	\$185,281.29	\$187,541.72
County Commissioners	\$43,300.43	\$131,616.90	\$81,809.62	\$48,896.88	\$49,493.42

CONCLUSION

In this analysis, it should be noted that no position for elected officials, among counties, is to be considered a 100% match. Each county has its own contextual realities that increase or loosen demand upon its elected official's positions. Going forward, variables such as department size, qualifications for employment, continuing education, and management responsibilities, etc. should be taken into account in determining the accuracy of comparability. Additionally, specific benefits vary between counties and should be considered in context when comparing to Sarpy County.

In sum, whether looking at salary alone or total compensation, Sarpy County Elected official's compensation falls within the market average range for each respective elected position. No one position is 'outside its bounds' when comparing itself to other counties of similar but not exceeding twice its size. Only one Sarpy County position lags when compared to the salary of its counterparts, that of County Commissioner.

It's expected that additional requests for information will arise as this process moves forward. As such, the committee is ready and dedicated to vetting this process to its prudent conclusion.

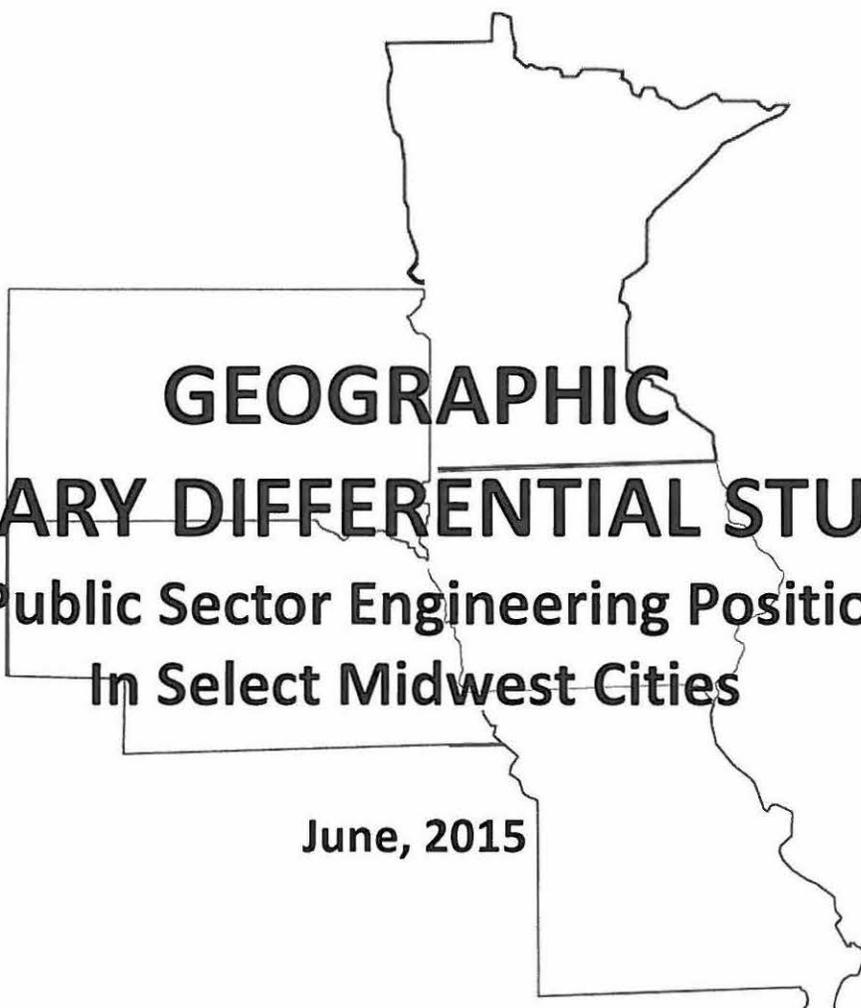
COMPANY INFO:



VITAE
CONSULTING

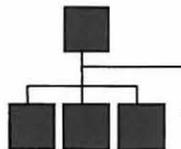
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**GEOGRAPHIC
SALARY DIFFERENTIAL STUDY**
Of Public Sector Engineering Positions
In Select Midwest Cities

June, 2015



Prepared By:
THE OWENS GROUP, INC.

A Human Resources Consulting Practice

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GEOGRAPHIC SALARY DIFFERENTIAL STUDY
Of Public Sector Engineering Positions in Select Midwest Cities
Conducted: June, 2015

OVERVIEW

At the request of the City of Omaha and the American Council of Engineering Companies of Nebraska, The Owens Group, a human resources consulting organization, conducted a salary study of select engineering positions commonly employed in the public sector. The purpose of the study was to determine the average geographic salary differential between responding cities and the City of Omaha. This report summarizes the results.

The following cities were selected by the survey sponsors and contacted by The Owens Group to request their participation in the study:

- | | |
|------------------|--------------------|
| 1. Davenport, IA | 4. Sioux City, IA |
| 2. Iowa City, IA | 5. Sioux Falls, SD |
| 3. Rochester, MN | 6. St. Louis, MO |

Cities were asked to review seven job descriptions (see last page this report). The engineering positions surveyed include:

- | | |
|----------------------------|---|
| 1. Director, Public Works | 5. Sr. Professional Engineer (Engineer III) |
| 2. City Engineer | 6. Professional Engineer (Engineer II) |
| 3. Assistant City Engineer | 7. Engineer-in-Training (Engineer I) |
| 4. Traffic Engineer | |

If a similar position was employed, cities were asked to report the matching position's title, average or actual base salary and assigned salary range, if applicable. Cities also indicated if the position was part of a job group covered by a labor agreement. In some cases job descriptions were also reviewed by The Owens Group to confirm submitted information. The City of Omaha also completed and returned the survey's worksheet.

METHODOLOGY

The City of Omaha's average actual base salaries were compared with each responding cities' average base salaries. Results are reported as a percentage of the City of Omaha's base salaries. The City of Omaha's salary range midpoints were also compared with each responding cities' salary range midpoints. Results are reported as a percentage of the City of Omaha's range midpoint. Range midpoints typically reflect salaries of employees considered fully qualified and meeting expectations in performing all aspects of the job. Each city's percentage differences in base salaries and range midpoints were added together and then divided by the number reported to determine the City's average overall geographic differential for public sector engineers.

In reviewing results, also consider the seven engineering positions in this study vary in typical background qualifications from entry-level Engineer-In-Training to licensed Professional Engineers with ten or more years of progressive experience. While an overall average geographic differential is calculated for the group, differentials vary from position to position. In addition to location, salaries are also influenced by other factors including, but not limited to, the organization's ability to pay, employees' performance and time in position.

Study Notes:

- The Assistant City Engineer is not a position employed by the City of Omaha. While information was collected from participating cities, the data is not included in this report.

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Study Notes continued:

- The City of Davenport, IA did not return the study worksheet. Job descriptions were reviewed and salary ranges were collected from the city's website by the consultant.
- The City of Saint Louis, MO has a different organizational structure in comparison with a more typical public works division or department as reported by the other six cities included in this study. The HR Specialist provided position descriptions for review in addition to reporting matching position data.
- Those positions reported as a match but currently not staffed are reported as "vacant." Not applicable, "n/a" is reported when the city did not have a matching position. After further review some positions initially reported as a match were later determined not comparable and are reported as such.

CITIES AVERAGE BASE SALARIES AND ASSIGNED SALARY RANGES

Position	Base Salary		Range			Range Midpoint % difference
	Average Base Salary	% difference	MIN	MID	MAX	
Director, Public Works						
Omaha, NE	\$165,600		n/a	n/a	n/a	
Davenport, IA						
Iowa City, IA	\$134,243	-18.9%	\$92,810	\$120,640	\$148,470	
Rochester, MN	\$165,003	-0.4%	\$115,830	\$144,788	\$173,746	
Sioux City, IA	\$127,150	-23.2%	\$96,105	\$115,340	\$134,574	
Sioux Falls, SD	\$162,144	-2.1%	\$139,006	\$157,331	\$175,656	
St. Louis, MO	\$148,174	-10.5%	\$119,626	\$151,086	\$182,546	
City Engineer						
Omaha, NE	\$114,168		\$94,194	\$104,181	\$114,168	
Davenport, IA			\$86,652	\$100,172	\$113,692	-3.8%
Iowa City, IA	\$88,150	-22.8%	\$79,123	\$101,681	\$124,238	-2.4%
Rochester, MN	n/a					
Sioux City, IA	\$104,478	-8.5%	\$87,170	\$105,889	\$124,607	1.6%
Sioux Falls, SD	\$123,885	8.5%	\$82,971	\$103,428	\$123,885	-0.7%
St. Louis, MO	vacant		\$102,726	\$129,675	\$156,624	24.5%

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Position	Base Salary		Range			Range Midpoint % difference
	Average Base Salary	% difference	MIN	MID	MAX	
Traffic Engineer						
Omaha, NE*	\$100,715		\$81,707	\$92,199	\$102,691	
Davenport, IA			\$84,542	\$97,732	\$110,922	6.0%
Iowa City, IA	\$91,021	-9.6%	\$67,517	\$85,800	\$104,083	-6.9%
Rochester, MN*	\$93,563	-7.1%	\$78,348	\$96,782	\$115,216	5.0%
Sioux City, IA	n/a					
Sioux Falls, SD	\$86,930	-13.7%	\$64,501	\$78,676	\$92,851	-14.7%
St. Louis, MO	not comparable					

Sr. Professional Engineer (Engineer III)

Omaha, NE*	\$83,267		\$73,824	\$82,513	\$91,202	
Davenport, IA			\$84,542	\$97,732	\$110,922	18.4%
Iowa City, IA	\$86,265	3.6%	\$62,379	\$78,822	\$95,264	-4.5%
Rochester, MN*	\$92,953	11.6%	\$78,348	\$96,782	\$115,216	17.3%
Sioux City, IA	vacant		\$71,559	\$85,871	\$100,183	4.1%
Sioux Falls, SD	\$74,730	-10.3%	\$57,221	\$68,900	\$80,579	-16.5%
St. Louis, MO	\$81,952	-1.6%	\$54,860	\$69,121	\$83,382	-16.2%

Professional Engineer (Engineer II)

Omaha, NE*	\$75,386		\$65,860	\$72,976	\$80,091	
Davenport, IA			\$65,880	\$76,157	\$86,433	4.4%
Iowa City, IA	\$59,072	-21.6%	\$49,171	\$60,965	\$72,758	-16.5%
Rochester, MN	not comparable					
Sioux City, IA	not comparable					
Sioux Falls, SD	n/a					
St. Louis, MO	\$61,542	-18.4%	\$47,814	\$60,255	\$72,696	-17.4%

Engineer-in-Training(Engineer I)

Omaha, NE*	\$62,639		\$57,015	\$63,373	\$69,731	
Davenport, IA			\$56,108	\$64,862	\$73,615	2.3%
Iowa City, IA	n/a					
Rochester, MN	n/a					
Sioux City, IA	\$56,212	-10.3%				
Sioux Falls, SD	n/a					
St. Louis, MO	\$44,993	-28.2%	\$41,730	\$52,533	\$63,336	-17.1%

*Position is covered by a labor agreement

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SUMMARY OF GEOGRAPHIC SALARY AND RANGE MIDPOINT DIFFERENTIALS BY LOCATION

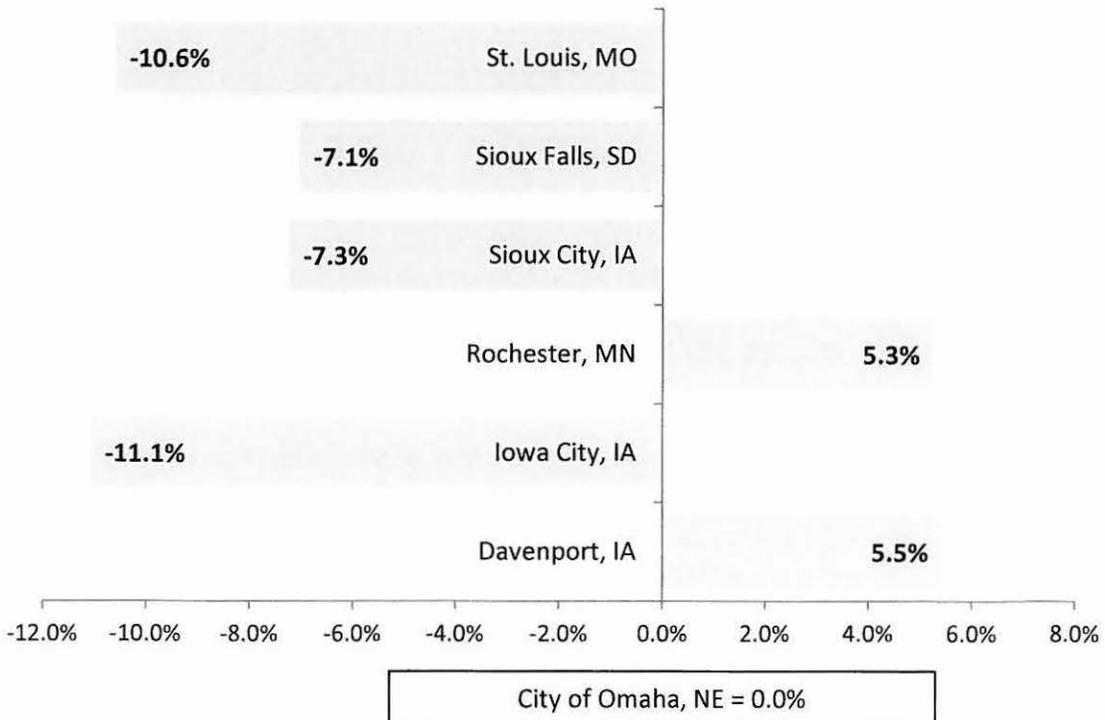
Position	Percentage Difference in Average Actual Base Salaries Compared with Omaha, NE					
	Davenport, IA	Iowa City, IA	Rochester, MN	Sioux City, IA	Sioux Falls, SD	St. Louis, MO
Director, Public Works		-18.9%	-0.4%	-23.2%	-2.1%	-10.5%
City Engineer		-22.8%		-8.5%	8.5%	
Traffic Engineer		-9.6%	-7.1%		-13.7%	
Sr. Professional Engineer (Engineer III)		3.6%	11.6%		-10.3%	-1.6%
Professional Engineer (Engineer II)		-21.6%				-18.4%
Engineer-in-Training(Engineer I)				-10.3%		-28.2%

Average Percentage Difference	insufficient data	-13.9%	1.4%	-14.0%	-4.4%	-14.7%
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Position	Percentage Difference in Salary Range Midpoints Compared with Omaha, NE					
	Davenport, IA	Iowa City, IA	Rochester, MN	Sioux City, IA	Sioux Falls, SD	St. Louis, MO
Director, Public Works						
City Engineer	-3.8%	-2.4%		1.6%	-0.7%	24.5%
Traffic Engineer	6.0%	-6.9%	5.0%		-14.7%	
Sr. Professional Engineer (Engineer III)	18.4%	-4.5%	17.3%	4.1%	-16.5%	-16.2%
Professional Engineer (Engineer II)	4.4%	-16.5%				-17.4%
Engineer-in-Training(Engineer I)	2.3%					-17.1%

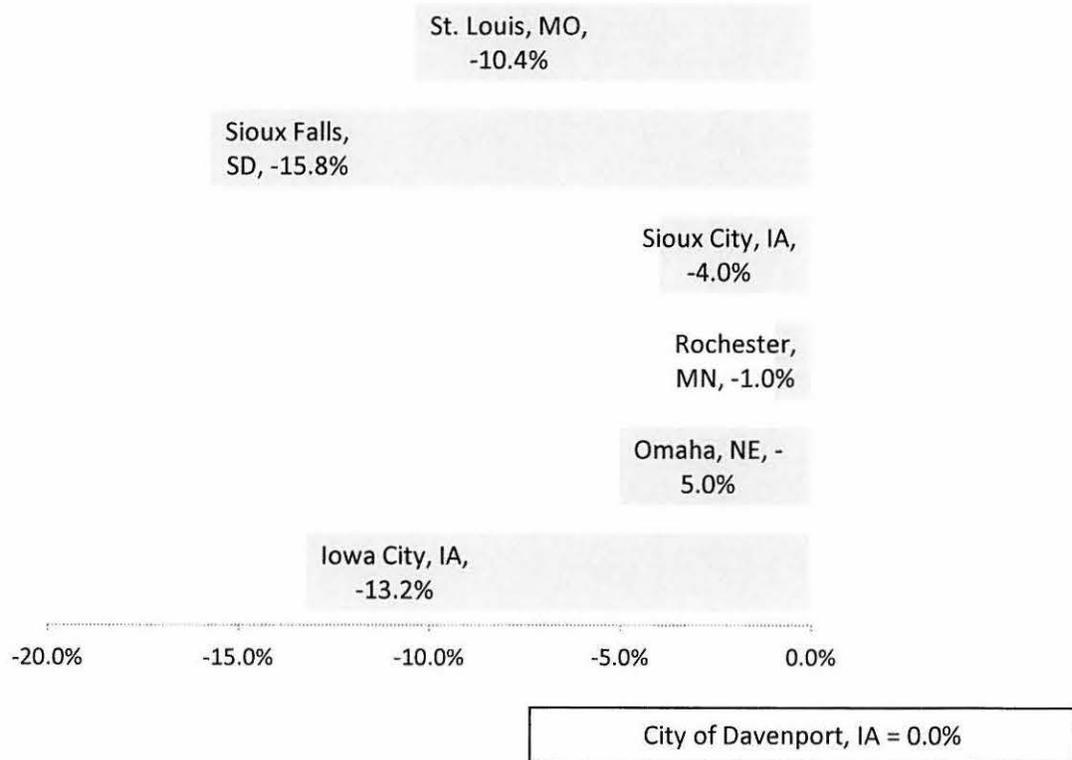
Average Percentage Difference	5.5%	-7.6%	11.1%	2.9%	-10.6%	-6.6%
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Average Percentage Difference -Base Salaries and Range Midpoints Combined	5.5%	-11.1%	5.3%	-7.3%	-7.1%	-10.6%
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GEOGRAPHIC SALARY DIFFERENTIAL STUDY
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Position	Percentage Difference in Salary Range Midpoints Compared with Davenport, IA					
	Iowa City, IA	Omaha, NE	Rochester, MN	Sioux City, IA	Sioux Falls, SD	St. Louis, MO
Director, Public Works						
City Engineer	-1.5%	2.5%		4.1%	1.7%	27.5%
Traffic Engineer	-12.2%	-5.7%	-1.0%		-19.5%	
Sr. Professional Engineer (Engineer III)	-19.3%	-15.6%	-1.0%	-12.1%	-29.5%	-29.3%
Professional Engineer (Engineer II)	-19.9%	-4.2%				-20.9%
Engineer-in-Training(Engineer I)		-2.3%				-19.0%
Average Percentage Difference	-13.2%	-5.0%	-1.0%	-4.0%	-15.8%	-10.4%



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Percentage Difference in Average Actual Base Salaries Compared with Iowa City, IA

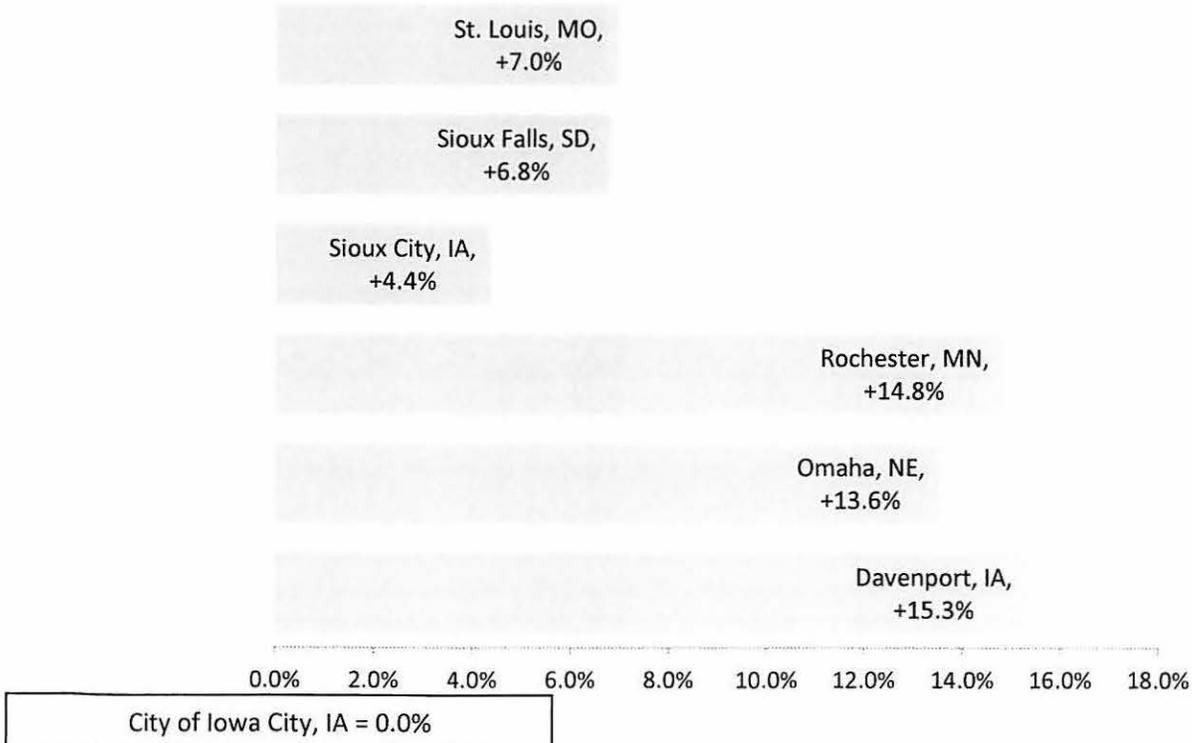
Position	Davenport, IA	Omaha, NE	Rochester, MN	Sioux City, IA	Sioux Falls, SD	St. Louis, MO
Director, Public Works		23.4%	22.9%	-5.3%	20.8%	10.4%
City Engineer		29.5%		18.5%	40.5%	
Traffic Engineer		10.7%	2.8%		-4.5%	
Sr. Professional Engineer (Engineer III)		-3.5%	7.8%		-13.4%	-5.0%
Professional Engineer (Engineer II)		27.6%				4.2%
Engineer-in-Training(Engineer I)						

Average Percentage Difference insufficient data 17.5% 11.2% 6.6% 10.9% 3.2%

Percentage Difference in Salary Range Midpoints Compared with Iowa City, IA

Position	Davenport, IA	Omaha, NE	Rochester, MN	Sioux City, IA	Sioux Falls, SD	St. Louis, MO
Director, Public Works			20.0%	-4.4%	30.4%	25.2%
City Engineer	-1.5%	2.5%		4.1%	1.7%	27.5%
Traffic Engineer	13.9%	7.5%	12.8%		-8.3%	
Sr. Professional Engineer (Engineer III)	24.0%	4.7%	22.8%	8.9%	-12.6%	-12.3%
Professional Engineer (Engineer II)	24.9%	19.7%				-1.2%
Engineer-in-Training(Engineer I)						

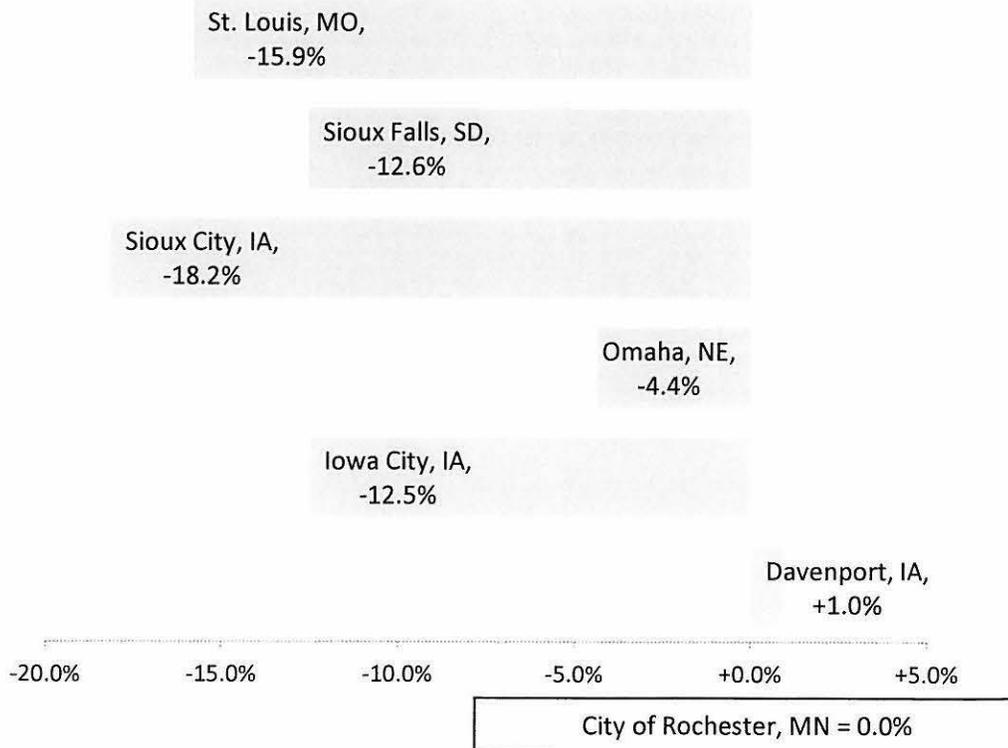
Average Percentage Difference 15.3% 8.6% 18.5% 2.9% 2.8% 9.8%
Average Percentage Difference -Base Salaries and Range Midpoints Combined 15.3% 13.6% 14.8% 4.4% 6.8% 7.0%



GEOGRAPHIC SALARY DIFFERENTIAL STUDY
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Position	Percentage Difference in Average Actual Base Salaries Compared with Rochester, MN					
	Davenport, IA	Iowa City, IA	Omaha, NE	Sioux City, IA	Sioux Falls, SD	St. Louis, MO
Director, Public Works		-18.6%	0.4%	-22.9%	-1.7%	-10.2%
Assistant City Engineer					-14.9%	-24.1%
Traffic Engineer		-2.7%	7.6%		-7.1%	
Sr. Professional Engineer (Engineer III)		-7.2%	-10.4%		-19.6%	-11.8%
Professional Engineer (Engineer II)						
Engineer-in-Training(Engineer I)						
Average Percentage Difference	insufficient data	-9.5%	-0.8%	-22.9%	-10.8%	-15.4%

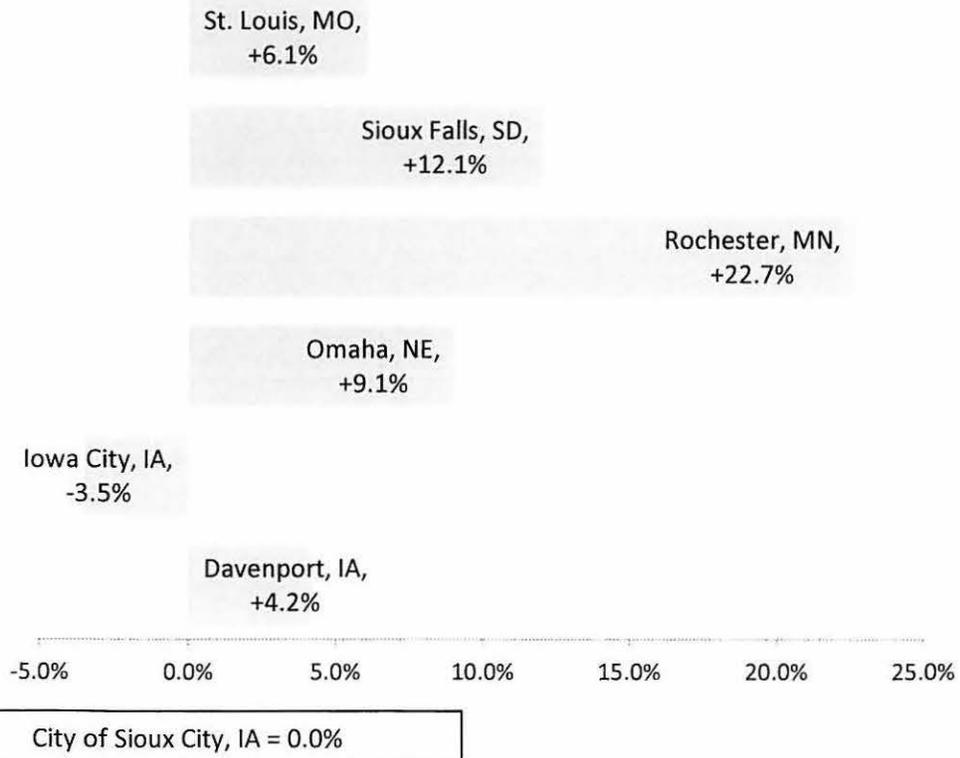
Position	Percentage Difference in Salary Range Midpoints Compared with Rochester, MN					
	Davenport, IA	Iowa City, IA	Omaha, NE	Sioux City, IA	Sioux Falls, SD	St. Louis, MO
Director, Public Works		-16.7%		-20.3%	8.7%	4.3%
Assistant City Engineer					-18.5%	-24.8%
Traffic Engineer	1.0%	-11.3%	-4.7%		-18.7%	
Sr. Professional Engineer (Engineer III)	1.0%	-18.6%	-14.7%	-11.3%	-28.8%	-28.6%
Professional Engineer (Engineer II)						
Engineer-in-Training(Engineer I)						
Average Percentage Difference	1.0%	-15.5%	-9.7%	-15.8%	-14.3%	-16.3%
Average Percentage Difference -Base Salaries and Range Midpoints Combined	1.0%	-12.5%	-4.4%	-18.2%	-12.6%	-15.9%



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Position	Percentage Difference in Average Actual Base Salaries Compared with Sioux City, IA					
	Davenport, IA	Iowa City, IA	Omaha, NE	Rochester, MN	Sioux Falls, SD	St. Louis, MO
Director, Public Works		5.6%	30.2%	29.8%	27.5%	16.5%
City Engineer		-15.6%	9.3%		18.6%	
Traffic Engineer						
Sr. Professional Engineer (Engineer III)						
Professional Engineer (Engineer II)						
Engineer-in-Training(Engineer I)			11.4%			-20.0%
Average Percentage Difference	insufficient data	-5.0%	17.0%	29.8%	23.0%	-1.7%

Position	Percentage Difference in Salary Range Midpoints Compared with Sioux City, IA					
	Davenport, IA	Iowa City, IA	Omaha, NE	Rochester, MN	Sioux Falls, SD	St. Louis, MO
Director, Public Works		4.6%		25.5%	36.4%	31.0%
City Engineer	-5.4%	-4.0%	-1.6%		-2.3%	22.5%
Traffic Engineer						
Sr. Professional Engineer (Engineer III)	13.8%	-8.2%	-3.9%	12.7%	-19.8%	-19.5%
Professional Engineer (Engineer II)						
Engineer-in-Training(Engineer I)						
Average Percentage Difference	4.2%	-2.5%	-2.8%	19.1%	4.8%	11.3%
Average Percentage Difference -Base Salaries and Range Midpoints Combined	4.2%	-3.5%	9.1%	22.7%	12.1%	6.1%



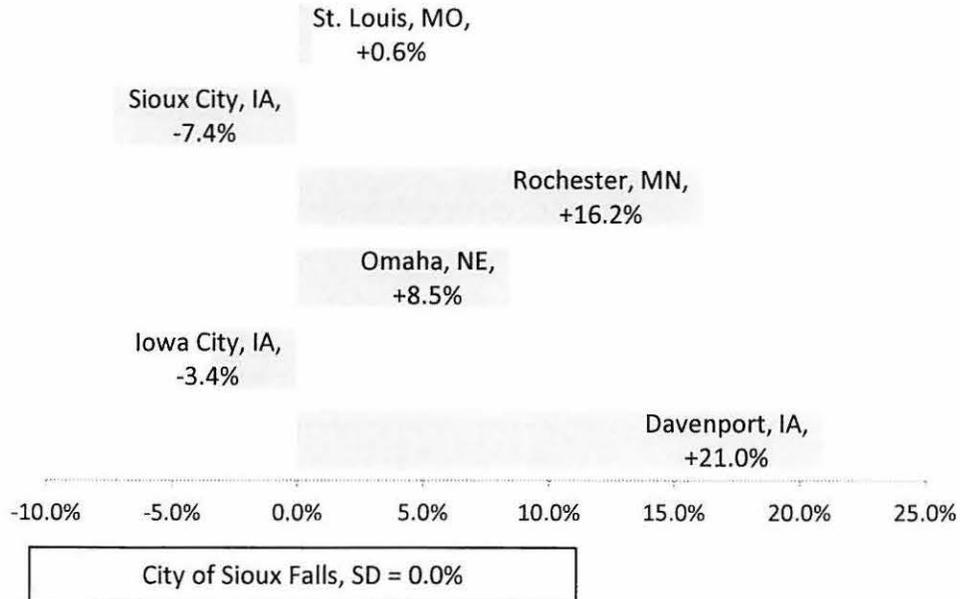
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Position	Percentage Difference in Average Actual Base Salaries Compared with Sioux Falls, SD					
	Davenport, IA	Iowa City, IA	Omaha, NE	Rochester, MN	Sioux City, IA	St. Louis, MO
Director, Public Works		-17.2%	2.1%	1.8%	-21.6%	-8.6%
City Engineer		-28.8%	-7.8%		-15.7%	
Assistant City Engineer				17.5%		-10.8%
Traffic Engineer		4.7%	15.9%	7.6%		
Sr. Professional Engineer (Engineer III)		15.4%	11.4%	24.4%		9.7%

Average Percentage Difference	insufficient data	-6.5%	5.4%	12.8%	-18.6%	-3.2%
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Position	Percentage Difference in Salary Range Midpoints Compared with Sioux Falls, SD					
	Davenport, IA	Iowa City, IA	Omaha, NE	Rochester, MN	Sioux City, IA	St. Louis, MO
Director, Public Works		-23.3%		-8.0%	-26.7%	-4.0%
City Engineer	-3.1%	-1.7%	0.7%		2.4%	25.4%
Assistant City Engineer				22.6%		-7.7%
Traffic Engineer	24.2%	9.1%	17.2%	23.0%		
Sr. Professional Engineer (Engineer III)	41.8%	14.4%	19.8%	40.5%	24.6%	0.3%

Average Percentage Difference	21.0%	-0.4%	12.6%	19.5%	0.1%	3.5%
Average Percentage Difference -Base Salaries and Range Midpoints Combined	21.0%	-3.4%	8.5%	16.2%	-7.4%	0.6%



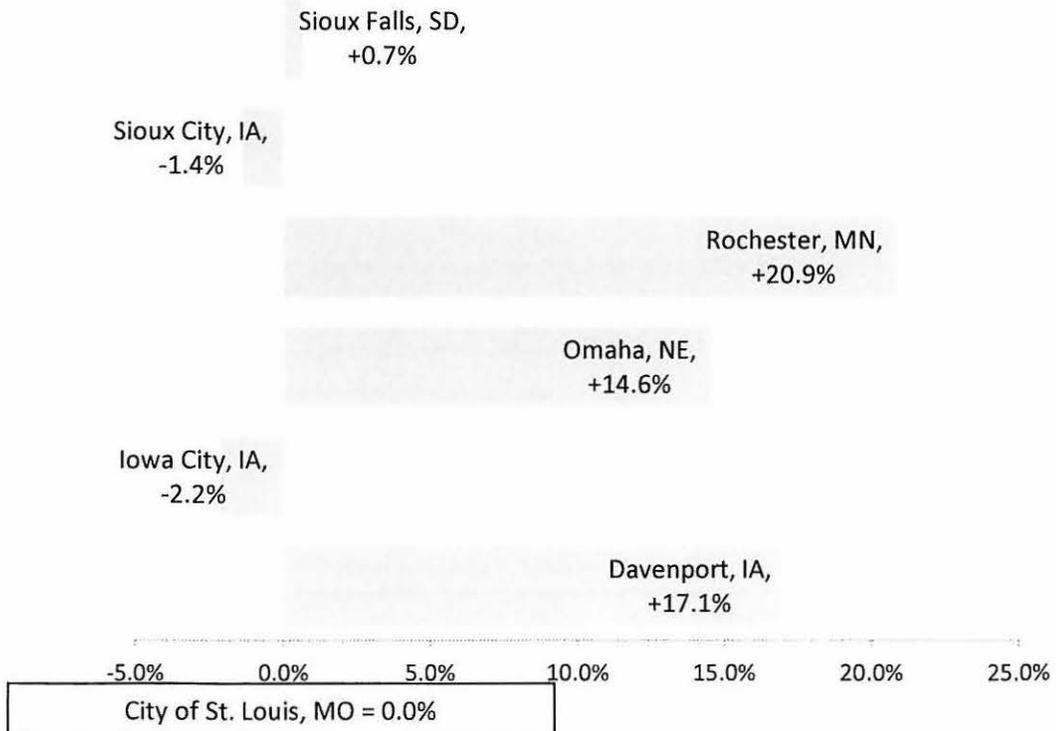
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Percentage Difference in Average Actual Base Salaries Compared with St. Louis, MO

Position	Davenport, IA	Iowa City, IA	Omaha, NE	Rochester, MN	Sioux City, IA	Sioux Falls, SD
Director, Public Works		-9.4%	11.8%	11.4%	-14.2%	9.4%
City Engineer						
Assistant City Engineer				31.7%		12.1%
Sr. Professional Engineer (Engineer III)		5.3%	1.6%	13.4%		-8.8%
Professional Engineer (Engineer II)		-4.0%	22.5%			
Engineer-in-Training(Engineer I)			39.2%		24.9%	
Average Percentage Difference	insufficient data	-2.7%	18.8%	18.8%	5.4%	4.2%

Percentage Difference in Salary Range Midpoints Compared with St. Louis, MO

Position	Davenport, IA	Iowa City, IA	Omaha, NE	Rochester, MN	Sioux City, IA	Sioux Falls, SD
Director, Public Works		-20.2%		-4.2%	-23.7%	4.1%
City Engineer	-22.8%		-19.7%		-18.3%	-20.2%
Assistant City Engineer				32.9%		8.4%
Sr. Professional Engineer (Engineer III)	41.4%	14.0%	19.4%	40.0%	24.2%	-0.3%
Professional Engineer (Engineer II)	26.4%	1.2%	21.1%			
Engineer-in-Training(Engineer I)	23.5%		20.6%			
Average Percentage Difference	17.1%	-1.6%	10.4%	22.9%	-5.9%	-2.0%
Average Percentage Difference -Base Salaries and Range Midpoints Combined	17.1%	-2.2%	14.6%	20.9%	-1.4%	0.7%



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The following position descriptions were provided for reference in matching engineering positions employed by invited survey participants.

1. Director, Public Works

Professional Engineer (PE) Division Head responsible for the design, construction and maintenance of the City's infrastructure. This may include, but is not limited to, streets, traffic control, parking sewers and wastewater treatment. Typically reports to the top city official or top elected official. Possesses 10 years or more of increasing responsibility in public works operations.

2. City Engineer

Professional Engineer (PE) - Supervises and directs employees engaged in the design, development and management of public works programs. Typically reports to the Director, Public Works. Requires extensive engineering experience planning and directing public works engineering, maintenance and construction activities, including five years or more experience in supervising professional and technical employees.

3. Assistant City Engineer

Professional Engineer (PE) working under the general direction of the City Engineer participates in the planning, design, and inspection of a variety of public works projects. Supervises and provides technical engineering advice to technical subordinates. Typically requires five years or more experience in public works engineering, maintenance and construction activities.

4. Traffic Engineer

Professional Engineer (PE) - Oversees traffic engineering operations and programs. Manages traffic design, traffic studies, roadway inspections, project construction and improvement management, pavement striping, reviews for right-of-way issues and public property permitting. Typically requires ten years or more experience in traffic engineering.

5. Engineer III (Senior Professional Engineer)

Professional Engineer (PE) supervising, coordinating and administering major projects and programs is design, construction, traffic, street maintenance, treatment plant operations and maintenance and engineering. Supervises design reviews. Serves as project manager on major projects, coordinating and overseeing outside contractors and consultants. Typically requires experience in supervising major public works program or projects, solving complex technical issues and negotiating and administering contracts.

6. Engineer II (Professional Engineer)

Professional Engineer (PE) - Carries out advanced engineering work in the study, design, planning and construction of public works projects. Oversees projects performed by outside contractors and consultants.

7. Engineer I (Engineer-In-Training)

Entry-level engineer working on preparation and review of public work projects' designs, specifications, cost estimating, and monitoring/inspecting projects' progress. Typical background includes a Bachelor's Degree in Engineering and certification as an Engineer-In-Training.

STATE OF NEBRASKA

2016 Salary Survey



NEBRASKA

Good Life. Great Service.

DEPT. OF ADMINISTRATIVE SERVICES

PUBLISHED BY:
STATE PERSONNEL
DEPARTMENT OF ADMINISTRATIVE SERVICES
FEBRUARY 2017

674 Engineer IV

Performs advanced full performance professional engineering and responsible work at a unit head level. Administers and coordinates all engineering functions of major district or local construction projects. May serve as a consultant to the employing organization.

Wage Data

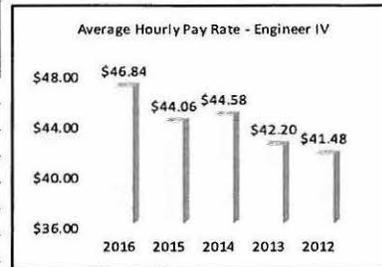
Counts		Pay Rate	Pay Ranges	
# Employers	# Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	3	36	\$46.20	\$37.88	\$50.68
Omaha	1	4	--	--	--
Greater Nebraska	3	7	\$47.56	\$33.79	\$53.33
State Government	1	45	\$40.23	\$33.17	\$49.76

By Respondent Industry

City Government	3	34	\$47.22	\$36.99	\$49.33
County Government	0				
Natural Resource District	1	1	--	--	--
State Government	1	45	\$40.23	\$33.17	\$49.76
Education	0				
Health Care	0				
Manufacturing	2	7	\$47.79	\$34.81	\$49.14
Other Political Subdivision	1	5	--	--	--
Other	0				
All Respondents	8	92	\$46.84	\$37.13	\$52.18



675 Engineering Senior Manager (Engineer VII)

Performs both professional engineering and program administrative work for a significant portion of an organization including supervision of several licensed engineers and paraprofessional/technical staff. Serves as engineer-in-charge of major phases of engineering work.

Wage Data

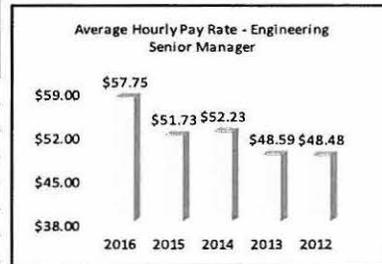
Counts		Pay Rate	Pay Ranges	
# Employers	# Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	3	16	\$60.86	\$42.85	\$73.39
Omaha	2	2	\$54.23	\$45.07	\$55.24
Greater Nebraska	5	5	\$57.89	\$41.56	\$59.18
State Government	1	9	\$54.86	\$43.85	\$65.77

By Respondent Industry

City Government	6	14	\$54.65	\$39.79	\$55.53
County Government	0				
Natural Resource District	0				
State Government	1	9	\$54.86	\$43.85	\$65.77
Education	0				
Health Care	0				
Manufacturing	2	2	\$63.17	\$38.94	\$72.98
Other Political Subdivision	2	7	\$61.49	\$54.93	\$73.71
Other	0				
All Respondents	11	32	\$57.75	\$42.76	\$62.94



680 Architect

Supervises, directs, and coordinates the implementation of large scale capital construction and improvement projects or programs; stamps and signs technical documents; renders professional architectural services. Registration as a professional architect is required.

Wage Data

Counts		Pay Rate	Pay Ranges	
# Employers	# Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	10	--	--	--
Omaha	3	4	\$37.80	\$34.92	\$49.53
Greater Nebraska	1	1	--	--	--
State Government	1	4	\$33.61	\$26.81	\$40.14

By Respondent Industry

City Government	0				
County Government	0				
Natural Resource District	0				
State Government	1	4	\$33.61	\$26.81	\$40.14
Education	2	3	\$29.29	\$24.97	\$44.23
Health Care	0				
Manufacturing	1	1	--	--	--
Other Political Subdivision	1	1	--	--	--
Other	1	10	--	--	--
All Respondents	6	19	\$36.36	\$29.27	\$45.53



Comparison of County Engineers

Nebraska County	Name	Position	Population	Paved Miles	Gravel Miles	Dirt Miles	Total Miles	Bridges & Culverts	Staff	Salary
Douglas	Tom Doyle	County Engineer	554,995	244	108	-		110	70	\$127,259
Lancaster	Pam Dingman	County Engineer	309,637	313	1,079	48	1,440	297	104	\$120,301
Sarpy	Dennis Wilson	County Engineer	179,023	118	236	-			under 50	\$116,873
Iowa County	Name	Position	Population	Paved Miles	Gravel Miles	Dirt Miles	Total Miles	Bridges & Culverts	Staff	Salary
Polk	Kurt Bailey	County Engineer	474,045	559	166	0	725	139	58	\$143,784
Linn	Steve Gannon	County Engineer	219,916	378	769	0	1,147	259		\$131,214
Scott	Jon Burgstrum	County Engineer	172,474	219			564	120		\$132,163
Kansas County	Name	Position	Population	Paved Miles	Gravel Miles	Dirt Miles	Total Miles	Bridges & Culverts	Staff	Salary
Johnson	Brian Pietig	Public Works Director	580,159		124		445			\$141,849
Sedgwick	David Spears	Public Works Director	511,574	556	40	0	600	600	110	\$145,581
Shawnee	Tom Vlach	Public Works Director	178,725							\$131,235
Colorado County	Name	Position	Population	Paved Miles	Gravel Miles	Dirt Miles	Total Miles	Bridges & Culverts	Staff	Salary
Adams	Jeffery Maxwell	Public Works Director	491,337		1,700					\$125,742
Boulder	Mike Thomas	County Engineer	305,297	398	247					\$105,144 - \$151,416

NEBRASKA COUNTY ENGINEERS

Lancaster County, Nebraska \$120,301

Population: 309,637
Road Miles: 1,440 miles (313 pavement, 1,079 gravel, 48 dirt)
Bridges & Culverts: 297
Employees: 102

Pam Dingman, County Engineer
Phone: 402-441-7681
Email: pdingman@lancaster.ne.gov

Douglas County, Nebraska \$127,259

Population: 554,995
Road Miles: 244 pavement, 108 gravel
Bridges & Culverts: 110
Employees: 70

Tom Doyle, County Engineer
Phone: 402-444-6372

Sarpy County, Nebraska \$116,873

Population: 179,023
Road Miles: 118 pavement, 236 gravel
Employees: under 50

Dennis Wilson, County Engineer
Phone: 402-537-6955
Email: dwilson@sarpy.com

IOWA COUNTY ENGINEERS

Polk County, Iowa \$143,784

Population: 474,045
Road Miles: 725 (559 pavement, 166 gravel)
Bridges & Culverts: 139
Average Daily Traffic: 705
Employees: 58

Kurt Bailey, County Engineer
Phone: 515-286-3705
Email: publicworks@polkcountyiowa.gov

The Engineering and Roads Division provides engineering and design of Polk County roadway projects, including local resurfacing and bridge replacement. The division is responsible for the maintenance of the Polk County Secondary Road System, including ditch cleaning, roadway surface repairs, bridge and culvert repairs, and snow removal. The division responds to requests or concerns regarding roadway drainage and other drainage complaints, petitions for traffic studies, entrance permit applications, and permitting of utility or other work within the road right-of-way. Engineering also administers the Polk County sanitary sewer system and issues oversize / overweight vehicle permits. The division is also responsible for the mowing of weeds administered under the Weed Eradication Program.

Linn County, Iowa \$131,214

Population: 219,916
Road Miles: 1,147 (378 pavement, 769 gravel)
Bridges & Culverts: 259
Average Daily Traffic: 488

Steve Gannon, County Engineer
Phone: 319-892-6400
Email: engineer@linncounty.org

The County is divided into four maintenance districts, which provide the following services: snow removal, drainage maintenance, road blading, shoulder maintenance, roadway patching, dust control, pavement markings, right-of-way conformance, roadside plantings and mowing, sign maintenance, etc.

Scott County, Iowa \$132,163

Population: 172,474
Road Miles: 564 (219 pavement)
Bridges & Culverts: 120
Average Daily Traffic: 518

Jon Burgstrum, County Engineer
Phone: 563-326-8640
Email: engineer@scottcountyiowa.com

Scott County, similar to other counties in the State of Iowa, is required to employ a licensed engineer to be in charge of the construction and maintenance of all roads under the County's jurisdiction. The County Engineer is hired by the Board of Supervisors. All employees of the Secondary Road Department, including the engineer's staff, are hired by the County Engineer to carry out the duties of the department.

KANSAS COUNTY ENGINEERS

Johnson County, Kansas \$141,849

Population: 580,159
Road Miles: 445 (124 gravel)

Brian Pietig, Public Works Director
Phone: 913-715-8300
Email: brian.pietig@jocogov.org

Johnson County Public Works and Infrastructure is responsible for the maintenance and construction of the roads and bridges in unincorporated Johnson County; management of transportation/corridor studies and planning; coordination of the review of proposed development projects; management of federally and locally funded transportation improvement projects; and the administration of the County Assistance road System (CARS) and the Stormwater Management Program.

Sedgwick County, Kansas \$145,581

Population: 511,574
Road Miles: 600 (556 pavement, 40 sand/gravel)
Bridges & Culverts: 600
Employees: 110

David Spears, Public Works Director
Phone: 316-660-1777
Email: david.spears@sedgwick.gov

Shawnee County, Kansas \$131,235

Population: 178,725

Thomas Vlach, Public Works Director
Phone: 785-251-6101
Email: webmaster@snco.us

General services include maintenance of county roads & bridges, snow removal, installation/maintenance of traffic safety signals, signs and lights, emergency response, operation and maintenance of county sewer system.

COLORADO COUNTY ENGINEERS

Adams County, Colorado \$125,742

Population: 491,337

Road Miles: 1,700 gravel

Jeffery Maxwell, Public Works Director

Phone: 720-523-6875

Email: jmaxwell@adcogov.org

The Public Works Department is responsible for administering all construction activities within county public rights-of-way, and maintaining and improving the county's infrastructure, including roadways, bridges and drainage facilities.

Boulder County, Colorado \$105,144 – \$151,416

Population: 305,297

Road Miles: 398 paved, 247 gravel

Bridges & Culverts: 9,026

Mike Thomas, County Engineer

Phone: 720-564-2655

Email: mthomas@bouldercounty.org

Boulder County, Colorado has a County Engineer appointed by the Transportation Director, but is designated upon an otherwise existing position. The current County Engineer is also the Engineering Division Manager.

ELECTED OFFICIALS SALARY SURVEY 2017

tabbies

	COUNTY CLERK Market Salary	COUNTY ENGINEER Market Salary	COUNTY SHERIFF Market Salary	COUNTY TREASURER Market Salary	PUBLIC DEFENDER Market Salary
DOUGLAS (Omaha, NE) 554,995	\$110,000	\$129,803	\$130,187	\$121,512	\$179,698
LINN (Cedar Rapids, IA) 221,661	-	\$102,205	\$143,411	\$103,889	-
POLK (Des Moines, IA) 474,045	\$115,975	\$126,339	\$162,587	\$115,975	\$104,177
SEDGWICK (Wichita, KS) 511,995	\$88,193	\$124,971	\$135,220	\$88,193	\$150,785
SHAWNEE (Topeka, KS) 178,146	\$73,319	\$131,970	\$97,812	\$79,546	-
SCOTT (Davenport, IA) 172,474	-	\$132,163	\$113,600	\$86,300	-
MEAN	\$96,872	\$124,575	\$130,470	\$99,236	\$144,887
MEDIAN	\$99,097	\$128,071	\$132,704	\$96,041	\$150,785
MIDPOINT	\$97,984	\$126,323	\$131,587	\$97,638	\$147,836
LANCASTER 2017 (Population 309,637)	\$93,100	\$120,301	\$120,439	\$92,496	\$154,757
\$ +/-	\$4,884	\$6,022	\$11,148	\$5,142	-\$6,921
% +/-	5.25%	5.01%	9.26%	5.56%	-4.47%
MIDPOINT	\$97,984	\$126,323	\$131,587	\$97,638	\$147,836
LANCASTER 2018**	\$94,962	\$122,707	\$122,848	\$94,346	\$157,852
\$ +/-	\$3,022	\$3,616	\$8,739	\$3,293	-\$10,016
% +/-	3.18%	2.95%	7.11%	3.49%	-6.35%

*Shawnee County Treasurer receives an additional \$15,000 of income from the State that we added to the wage.

** Salaries have been increased 2% based on R-14-0004 which states "Annual increases effective January 1st based on the following formula. If the U.S. Department of Labor Statistics Consumer Price Index (CPI) for all Urban Consumers Midwest Region, as published for the November immediately preceding each January for 2016 through 2018 is: (a) Not less than 1.5% and not greater than 2.5%, each elected official should receive a 2% salary increase; (b) Less than 1.5%, the salary increase should be 2%, minus 50% of the amount by which the CPI is less than 1.5%, but with the 2% base not being lowered beyond 0%; and (c) More than 2.5%, the salary increase should be 2% plus 50% of the amount by which the CPI exceeds 2.5%.

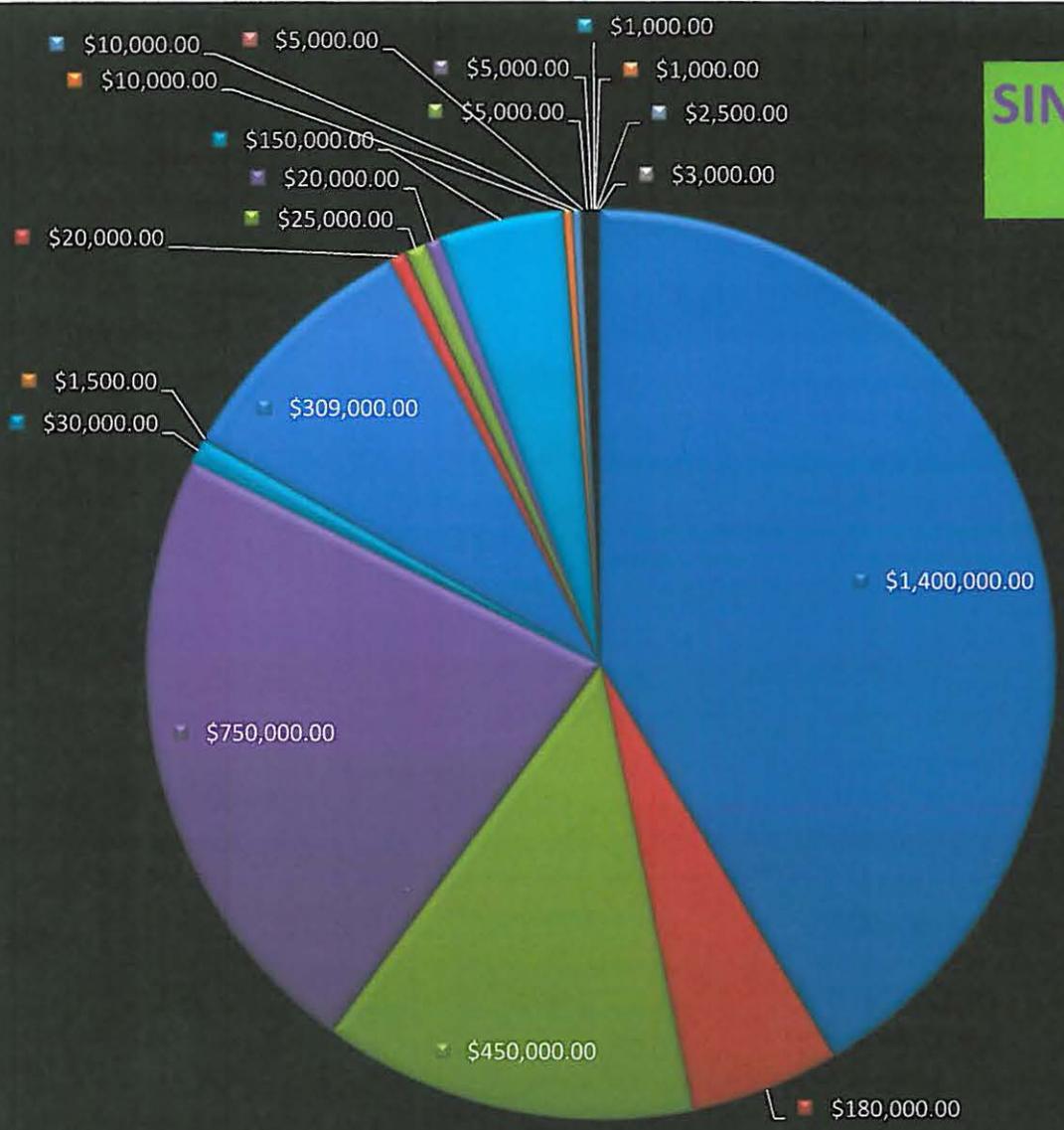
> 10/30/2017

County	Salary	Reference	Annual Budget	Staff #	Offices	Name
Lancaster Assessor	\$ 126,200		3.9 Million	40	1	Norm Agena
Douglas Treasurer (Omaha)	\$ 125,157	Email	5.7 Million	99	5	John Ewing
City of Lincoln Treasurer	\$ 119,000	Email	\$450,000	6	1	Melinda Jones
Polk (Des Moines, IA)	\$ 115,975	(515) 286-3030	5 Million	65	1	Mary Maloney
Riley (Manhattan, KS)	\$ 106,000	(785) 537-6320	1 Million	14	1	Shilo Hegr
Sarpy (Papillion, NE)	\$ 97,364	Email	1.8 Million	26	1	Rich James
Lancaster Clerk	\$ 95,000		1.2 Million	9	1	Dan Nolte
Douglas (Lawrence, KS)	\$ 93,000	(785) 832-5275	1.2 Million	21	3	Paula Gilchrist

MEAN \$ 109,712
MEDIAN \$ 110,988
MIDPOINT \$ 110,349.75

Lancaster Treasurer	\$ 94,350		3.5 Million	40	3	Andy Stebbing
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SINCE 2011 WE HAVE SAVED OVER \$4 MILLION



- STAFF REDUCTION
- SICK LEAVE REDUCTION
- BANKING FEES REDUCTION
- CITY INFORMATION SERVICES DEVELOPED TAX SOFTWARE PACKAGE
- PHONE LINE REDUCTION
- MUSIC CONTRACT ELIMINATION
- INFORMATION SERVICES BILLING REDUCTION
- OFFER ELECTRONIC HOME BILL PAY FOR TAX PAYMENTS
- INCREASED MASS ELECTRONIC PAYMENT PROCESSING
- WEBSITE ENHANCEMENTS/AUTOMATED PHONE MESSAGE
- NO LONGER PRINT/MAIL RE TAX RECEIPTS
- LICENSE PLATE INITIATIVE TO RECYCLE
- TAX SALE REGISTRATION FEES INTRODUCED



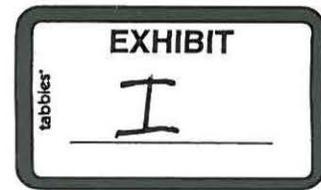
BUDGETS FOR PRIOR YEARS

FISCAL YEAR	APPROVED BUDGETS	ACTUAL SPENT	RETURNED	
FY 11-12	\$ 3,339,650.00	\$ 3,324,602.86	\$ 15,047.14	0%
FY12-13	\$ 3,441,199.00	\$ 3,404,023.25	\$ 37,175.75	1%
FY13-14	\$ 3,409,645.00	\$ 3,314,829.11	\$ 94,815.89	3%
FY14-15	\$ 3,412,291.00	\$ 3,236,880.05	\$ 175,410.95	5%
FY15-16	\$ 3,433,607.00	\$ 3,231,260.00	\$ 202,347.00	6%
FY16-17	\$ 3,621,459.00	\$ 3,355,871.05	\$ 265,587.95	7%

APPROVED BUDGET FOR FISCAL YEAR 17-18

CURRENT BUDGET FY 16-17	EXPENDITURES	REVENUES
Salaries and Wages	\$2,914,990	Commissions \$ 4,800,000.00
Supplies	\$37,000	Fees \$ 1,200,000.00
Information Services	\$124,287	Interest Income \$ 245,000.00
Banking Services	\$14,000	Other Services/Reimb \$ 130,000.00
Contracted Services	\$54,697	
Postage	\$220,000	Total Revenues \$ 6,375,000.00
Secuirty/Computer Equipment	\$15,000	
Building Rent	\$262,071	
Insurance	\$16,275	
Printing	\$34,000	
Tuition/Memberships	\$3,720	
Advertising/Legal Publishing	\$7,000	
Photocopying	\$2,500	
Building R&M	\$7,000	
TOTAL APPROVED BUDGET	\$3,712,540	

Lancaster County Treasurer
YADS report by Roll for tax years 2017 thru 2017 JDE timeframe
From 11/1/2017 Thru 11/30/2017



Roll	Begin Balance	Additions	Subtractions	Write Off Amount	Collections				Net Collections	Unpaid Balance	# Parcel
					Principal	Interest	Fees	Refunds			
CA	7,224,594.84	0.00	168,301.50	0.00	0.00	0.00	0.00	0.00	7,056,293.34	0	
PP	16,085,802.08	0.00	778,065.84	0.00	0.00	0.00	0.00	0.00	15,307,736.24	0	
RE	<u>473,469,034.34</u>	<u>0.00</u>	<u>21,649,754.12</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>451,819,280.22</u>	0	
Totals:	496,779,431.26	0.00	22,596,121.46	0.00	0.00	0.00	0.00	0.00	474,183,309.80		

Array
Clark

4.5 mill
sick leave

honor
law
2 hours
2 Responsibilities
① prop tax
② MV

Mill's of contacts per
year (w/ public
40 3 lock's