



## **MEETING NOTICE**

**Lancaster County Elected Officials  
Salary Review Committee  
Monday, December 11, 2017 at 10:00 a.m.  
County-City Building  
555 South 10<sup>th</sup> Street - Suite 302  
(Personnel Conference Room)**

### **AGENDA**

1. Approval of Minutes for Meeting on November 27, 2017
2. Finalize Elected Official Salary Recommendations

Public parking is available in the lot north of the County-City Building. Entrance for the public is on 10<sup>th</sup> 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.

## **FINAL REPORT AND RECOMMENDATIONS ELECTED OFFICIALS SALARY REVIEW COMMITTEE December 11, 2017**

### **COMMITTEE MEMBERS**

- Kathy Campbell, former Lancaster County Commissioner and former State Senator
- Steve Eicher, former Pfizer Human Resources Department Director
- Jim Gordon, Mediator and Attorney; member of the Lancaster County Budget Monitoring Committee
- Judy Halstead, former Lincoln-Lancaster County Health Department Director
- Pat Kahm, Professional Resource Management, Inc.
- Pat Kant, former Lincoln-Lancaster County Personnel Coordinator
- Sam Seever, former Vice President for Legal Services MDS Pharma Services

### **SUPPORT STAFF**

Facilitator - Kerry P. Eagan, Chief Administrative Officer

Professional Consultant - Doug McDaniel, Lincoln-Lancaster County Human Resources Director

Administrative Support – Ann Taylor and Kelly Lundgren, Lancaster County Clerk's Office

### **INTRODUCTION**

Pursuant to NEB. REV. STAT. §23-1114 (Reissue 2012), the Lancaster County Board of Commissioners is required to set salaries for all County elected officials prior to January 15, 2018, a year in which a general election is held. Salaries shall be effective January 1, 2019 through December 31, 2022. The Elected Officials Salary Committee was established by the County Board to provide recommendations regarding appropriate salaries for County elected officials. The Committee is comprised of citizens with expertise in governmental, business, legal and personnel matters.

## PROCESS

The Committee met a total of five times. All incumbent elected officials were asked to submit to the Committee written information containing a summary of their duties, how their duties have changed during the last four years, and what they believe is an appropriate salary for their position. Each elected official met with the Committee, with the exception of Assessor/Register of Deeds Chief Deputy Rob Ogden meeting with the Committee in place of Norm Agena. Doug McDaniel, the Lincoln-Lancaster County Human Resources Director, provided the Committee with information and consultation.

The Committee also reviewed the following materials and reports in formulating its recommendations:

1. 2019-2022 Salary Recommendations for County Officials, Nebraska Association of County Officials (October 2017);
- 2..Final Report and Recommendations from the Elected Officials Salary Review Committee, dated December 19, 2013;
3. Lancaster County Board Resolution No. R-14-0004, Setting Salaries for County Elected Officials for 2015-2018 Term;
4. Elected Officials Salary Survey, Lincoln-Lancaster County Human Resources Department for 2017;
5. Lancaster County Elected Official Salaries for 2011 through 2017;
6. Reports from County Elected Officials regarding duties, changes in duties, and salary recommendations;
7. Lancaster County Director Salary Information for 2017;
8. Lancaster County Board Committee Assignments for 2017;
9. Lancaster County Organizational Chart; and
10. Bureau of Labor Statistics, Consumer Price Index (CPI) - All Urban consumers, Mid-West Region, January through August 2017.

A copy of all Committee meeting agendas and minutes, and materials reviewed by the Committee, can be found on the Lancaster County Clerk's website at:  
<http://lancaster.ne.gov/clerk/salary.htm>

## DISCUSSION

After meeting with elected officials and reviewing the materials presented, the Committee conducted an extensive discussion on what information and underlying principles should be used in formulating salary recommendations for Lancaster County elected officials.

As a preliminary matter, the Committee examined the salaries and cost of living formula applicable to elected official salaries for 2015 through 2018. The salaries and formula were adopted by the Lancaster County Board pursuant to the recommendations of the Elected Officials Salary Committee, as set forth in its report dated December 19, 2013. The initial salary recommendations for 2015 were based on the following factors: comparability, consistency with past increases for elected officials and employees, major changes in duties, and what is in the best interests of tax payers. The salaries for the following three years were then based on a cost of living formula designed to maintain the fairness of the 2015 salaries and to keep pace with comparability.

The Committee then took a closer look at the projected elected official salaries for 2018 to determine whether the cost of living formula kept salaries up to date. The Committee determined the formula performed well in maintaining salaries within a reasonable range of fairness and comparability.

Building on this conclusion, the Committee then determined that comparability and wage compression should be the guiding principles in establishing salary recommendations for 2019 through 2022. For purposes of comparability, the Committee emphasized the importance of using a consistent methodology in gathering the data used to determine comparability. In this regard, the Committee noted that the Elected Officials Salary Survey for 2017, conducted by the Lincoln-Lancaster County Human Services Department, uses the same array of counties for each elected official, as well as for all other Lancaster County employees. Additionally, the survey was based on the most current available information.

The other factor emphasized by the Committee is wage compression, which occurs when the wages of lower ranking employees rise faster than for top management. Wage compression was found to be an issue only with the Sheriff.

Applying this analysis, the Committee then determined that 2019 salaries for all Lancaster County elected officials should be increased by 2% above the 2018 salaries, in accordance with the existing annual cost of living formula. In addition to the 2% increase, the Sheriff's salary should be increased another 3% based on comparability and to mitigate wage compression; and the Engineer's salary should be increased an additional 2% based on comparability. For 2020 through 2022, all elected officials should receive an annual cost of living increase based on the existing formula for the 2015 through 2018 term.

## RECOMMENDATIONS

Based on the foregoing analysis, the Elected Officials Salary Committee hereby makes the following salary recommendations to the Lancaster County Board of Commissioners for the 2019 - 2022 term:

For 2019, each Lancaster County Elected Official should receive a 2% increase. In addition to the 2% increase, the Sheriff's salary should be increased another 3% based on comparability and to mitigate wage compression; and the Engineer's salary should be increased an additional 2% based on comparability. For 2020-2022, each elected official should receive an annual salary increase 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 2020 through 2022 is:

- (A) Not less than 1.5% and not greater than 2.5% - then each elected official should receive a 2% salary increase;
- (B) less than 1.5% - then the salary increase should be 2%, **minus** 50% of the amount by which the CPI is less than 1.5%; and
- (C) more than 2.5% - then the salary increase should be 2%, **plus** 50% of the amount by which the CPI exceeds 2.5%.

See Attachment A.

## RECOMMENDED SALARIES

OFFICIAL	2019	2020 - 2022
County Attorney	\$161,009	<p>Annual increases effective January 1<sup>st</sup> 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:</p> <p>(a) Not less than 1.5% and not greater than 2.5%, each elected official should receive a 2% salary increase;</p> <p>(b) Less than 1.5%, the salary increase should be 2%, <b>minus</b> 50% of the amount by which the CPI is less than 1.5%; and</p> <p>(c) More than 2.5%, the salary increase should be 2%, <b>plus</b> 50% of the amount by which the CPI exceeds 2.5%.</p>
Public Defender	\$161,009	
Assessor/Reg of Deeds	\$128,675	
Engineer	\$127,663	
Sheriff	\$129,064	
County Treasurer	\$96,663	
County Clerk	\$96,861	
District Court Clerk	\$102,636	
Commissioners	\$46,708	

Respectfully submitted this 12<sup>th</sup> day of December, 2017 on behalf of the Lancaster County Elected Officials Committee.

James E. Gordon, Chair

**MINUTES**  
**LANCASTER COUNTY ELECTED OFFICIALS SALARY REVIEW COMMITTEE**  
**COUNTY-CITY BUILDING, ROOM 302**  
**MONDAY, NOVEMBER 27, 2017**  
**10:00 A.M.**

**Members Present:** Kathy Campbell, former County Commissioner and Nebraska State Senator; Steve Eicher, former Pfizer Human Resources Department Director; Jim Gordon, Mediator and Attorney; Judy Halstead, former Lincoln-Lancaster County Health Department Director; Pat Kahm, Professional Resources Management, Inc.; Pat Kant, former Lincoln-Lancaster County Personnel Coordinator

**Members Absent:** 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 10:04 a.m.

**1. APPROVAL OF MINUTES FOR MEETING ON NOVEMBER 20, 2017**

Campbell moved and Halstead seconded approval of the minutes. The Committee unanimously voted to approve the minutes.

**2. ELECTED OFFICIALS SALARY RECOMMENDATIONS**

Doug McDaniel, City-County Human Resources Director, disseminated a revised salary survey (Exhibit A).

In response to a question from Halstead, Eagan clarified that the elected county officials' 2018 salaries were set by County Resolution R-14-004 and the Committee is only making a recommendation on salaries for the 2019-2022 term. He noted the final U.S. Department of Labor Statistics Consumer Price Index (CPI) has not been determined for December, 2017. McDaniel said he anticipates it will be 2%. **NOTE:** The CPI is a determining factor in the cost-of-living formula devised by the Elected Officials Salary Review Committee that was convened in 2013 to make recommendations for the 2015-2018 term. That formula was as follows:

Each elected official should receive an annual salary increase 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 second through fourth years of the term is:

- A) Not less than 1.5% and not greater than 2.5% - then each elected official should receive a 2% salary increase;
- B) Less than 1.5% - then the salary increase should be 2%, minus 50% of the amount by which the CPI is less than 1.5%; and
- C) More than 2.5% - then the salary increase should be 2%, plus 50% of the amount by which the CPI exceeds 2.5%.

Committee members felt the formula was a fair approach and should be continued. It was noted that none of the elected county officials had raised concerns regarding the formula.

The Committee applied the assumed 2% CPI to the salaries shown on the Elected Officials Salary Spreadsheet which was provided at the October 16<sup>th</sup> meeting to determine what the 2018 salaries would be:

• County Attorney	\$157,852
• Public Defender	\$157,852
• County Engineer	\$122,707
• County Sheriff	\$122,847
• County Assessor/Register of Deeds	\$126,152
• County Treasurer	\$ 94,346
• County Clerk	\$ 94,962
• Clerk of the District Court	\$100,624
• County Commissioners	\$ 45,792

The Committee felt the 2018 salaries were where they should be.

McDaniel reviewed the salary information that the County Engineer had provided at the November 20<sup>th</sup> meeting, noting the following:

- The Sarpy County Elected Officials Salary Committee Report by Vitae Consulting (October 31, 2017) used a different array than the survey that has been used for Lancaster County elected officials.
- The Geographic Salary Differential Study of Public Sector Engineering Positions in Select Midwest Cities by the Owens Group, Inc. (June, 2015) was a survey of city engineers and city public works directors rather than county engineers.
- The State of Nebraska 2016 Salary Survey by the State Personnel Department of Administrative Services (February, 2017) had no county government respondents.
- A table titled "Comparison of County Engineers" showed higher data for some counties and said that reflected recently updated information. The County Engineer used the maximum salary in some areas and Human Resources uses the midpoint when there is a range.

It was noted incumbent salaries for Polk County, Iowa and Sedgwick County, Kansas for the County Engineer were reflected in the revised salary survey that was provided earlier in the meeting. McDaniel said the original document that was provided at the October 16<sup>th</sup> meeting

reflected the range mid-point. A revised document showing the range mid-point was provided for consistency (Exhibit B).

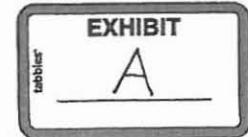
Discussion took place whether further market adjustments would be appropriate with consensus to recommend a one-time 3% market adjustment for the County Sheriff, based on comparability and to mitigate the wage compression issue, and a one-time 2% market adjustment for the County Engineer, based on comparability. If each county elected official receives a 2% increase for 2019 their salaries will be:

- County Attorney \$161,009
- Public Defender \$161,009
- County Engineer \$127,663
- County Sheriff \$129,064
- County Assessor/Register of Deeds \$128,675
- County Treasurer \$ 96,663
- County Clerk \$ 96,861
- Clerk of the District Court \$102,636
- County Commissioners \$ 46,708

There being no further business, the meeting was adjourned at 11:43 a.m.

Submitted by Ann Taylor, County Clerk's Office

11-22-17



ELECTED OFFICIALS SALARY SURVEY 2017

	BOARD OF COMMISSIONERS Market Salary	CLERK OF THE DISTRICT COURT Market Salary	COUNTY ASSESSOR Market Salary	REGISTER OF DEEDS Market Salary	COUNTY ATTORNEY Market Salary
DOUGLAS (Omaha, NE) 554,995	\$45,594	\$108,123	\$124,848	\$124,848	\$179,698
LINN (Cedar Rapids, IA) 221,661	\$77,917	-	\$109,678	\$107,005	\$171,007
POLK (Des Moines, IA) 474,045	\$86,579	-	\$135,437	\$115,438	\$195,391
SEDGWICK (Wichita, KS) 511,995	\$70,175	\$63,968	-	\$88,193	\$137,668
SHAWNEE (Topeka, KS) 178,146	\$39,000	-	\$87,537	\$62,408	\$139,050
SCOTT (Davenport, IA) 172,474	\$31,875	-	\$98,134	\$86,300	\$147,800
MEAN	\$58,523	\$86,046	\$111,127	\$97,365	\$161,769
MEDIAN	\$57,885	\$86,046	\$109,678	\$97,599	\$159,404
MIDPOINT	\$58,204	\$86,046	\$110,402	\$97,482	\$160,586
LANCASTER 2017 (Population 309,637)	\$44,894	\$98,651	\$123,678	\$123,678	\$154,757
\$ +/-	\$13,310	-\$12,606	-\$13,276	-\$26,196	\$5,829
% +/-	29.65%	-12.78%	-10.73%	-21.18%	3.77%
MIDPOINT	\$58,204	\$86,046	\$110,402	\$97,482	\$160,586
LANCASTER 2018**	\$45,792	\$100,624	\$126,152	\$126,152	\$157,852
\$ +/-	\$12,412	-\$14,579	-\$15,749	-\$28,669	\$2,734
% +/-	27.11%	-14.49%	-12.48%	-22.73%	1.73%

\*annual amounts set to 30hrs per week for comparison.

\*\*Sedgwick County is a state position

\*Lancaster County Assessor and Register of Deeds are combined.

\*\* 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%.

ELECTED OFFICIALS SALARY SURVEY 2017

	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	-	\$131,214	\$147,713	\$107,005	-
POLK (Des Moines, IA) 474,045	\$115,975	\$143,784	\$162,587	\$115,975	\$104,177
SEDGWICK (Wichita, KS) 511,995	\$88,193	\$148,481	\$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	\$136,236	\$131,187	\$99,755	\$144,887
MEDIAN	\$99,097	\$132,067	\$132,704	\$97,599	\$150,785
MIDPOINT	\$97,984	\$134,151	\$131,945	\$98,677	\$147,836
LANCASTER 2017 (Population 309,637)	\$93,100	\$120,301	\$120,439	\$92,496	\$154,757
\$ +/-	\$4,884	\$13,850	\$11,506	\$6,181	-\$6,921
% +/-	5.25%	11.51%	9.55%	6.68%	-4.47%
MIDPOINT	\$97,984	\$134,151	\$131,945	\$98,677	\$147,836
LANCASTER 2018**	\$94,962	\$122,707	\$122,848	\$94,346	\$157,852
\$ +/-	\$3,022	\$11,444	\$9,097	\$4,331	-\$10,016
% +/-	3.18%	9.33%	7.41%	4.59%	-6.35%

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

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11-27-17



ELECTED OFFICIALS SALARY SURVEY 2017

	COUNTY CLERK Market Salary	COUNTY ENGINEER Market Salary	COUNTY SHERIFF Market Salary	COUNTY TREASURER Market Salary	PUBLIC DEFENDER Market Salary
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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	\$129,410	\$131,187	\$99,755	\$144,887
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**MINUTES**  
**LANCASTER COUNTY ELECTED OFFICIALS SALARY REVIEW COMMITTEE**  
**COUNTY-CITY BUILDING, ROOM 302**  
**MONDAY, DECEMBER 11, 2017**  
**10:00 A.M.**

**Members Present:** Kathy Campbell, former County Commissioner and Nebraska State Senator; Steve Eicher, former Pfizer Human Resources Department Director; Jim Gordon, Mediator and Attorney; Judy Halstead, former Lincoln-Lancaster County Health Department Director; Pat Kahm, Professional Resources Management, Inc.; Pat Kant, former Lincoln-Lancaster County Personnel Coordinator

**Members Absent:** 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 10:03 a.m.

**NOTE:** A draft of the Final Report and Recommendations, Elected Officials Salary Review Committee, December 11, 2017 (Exhibit A) was provided to Committee members prior to the meeting. The report and the minutes of the November 27, 2017 meeting contained an error in terms of the recommended salary for the County Treasurer (see Page 5). The correct figure is \$96,233.

**1. APPROVAL OF MINUTES FOR MEETING ON NOVEMBER 27, 2017**

Halstead moved and Campbell seconded approval of the minutes with the noted correction. The Committee unanimously voted to approve the minutes as corrected.

**2. FINALIZE ELECTED OFFICIAL SALARY RECOMMENDATIONS**

Discussion took place regarding action by the Douglas County Board of Commissioners on December 5<sup>th</sup> to raise most county elected officials' salaries by 4 percent a year from 2019 through 2022 (see Exhibit B). Doug McDaniel, City-County Human Resources Director, disseminated a spreadsheet titled 2019-2022 Projected Salaries which compares Lancaster County and Douglas County elected officials' salaries (Exhibit C). There was consensus to not make changes based on the Douglas County information.

Campbell referenced the Elected Officials Salary Survey 2017 (see Exhibit B to the November 27, 2017 Meeting minutes) and suggested the market adjustment the Committee had recommended for the County Engineer and County Sheriff may not be enough of an adjustment for the four-year period. Halstead suggested an additional 1% market adjustment

for those two positions in each of the out years to try to get their salaries closer to market. Eicher said he would prefer to make the 3% and 2% market adjustments for the County Sheriff and County Engineer, respectively, in 2019 and an additional 2% market adjustment for both positions in 2021. Kahm suggested it may be better to increase their base salaries, then follow the cost-of-living formula. Eagan said the proposed market adjustments wouldn't be as large of an increase in one year and might be more palatable to the Board.

**MOTION:** Kahm moved to make an additional 2% market adjustment for the County Sheriff and an additional 1% market adjustment for the County Engineer in 2020.

The motion died for the lack of a second.

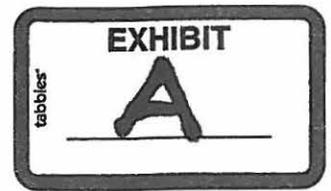
**MOTION:** Campbell moved and Halstead seconded to make an additional 2% market adjustment for the County Sheriff and County Engineer in 2021 after the cost-of-living formula has been applied. The Committee, with the exception of Kahm, voted in favor of the motion.

Kahm expressed concern that those were sizable increases.

Kerry Eagan, Chief Administrative Officer, noted that the Committee's Final Report and Recommendations will be presented to the County Board at the Tuesday, December 12, 2017 County Board Staff Meeting and invited members of the Committee to attend. McDaniel requested the following changes to the third sentence in the fourth paragraph on the third page of the document: 1) Change the word *Services* to *Resources* in the Department's name; and 2) Delete the phrase - *as well as for all other Lancaster County employees*.

There being no further business, the meeting was adjourned at 11:05 a.m.

Submitted by Ann Taylor, County Clerk's Office



**FINAL REPORT AND RECOMMENDATIONS  
ELECTED OFFICIALS SALARY REVIEW COMMITTEE  
December 11, 2017**

**COMMITTEE MEMBERS**

- Kathy Campbell, former Lancaster County Commissioner and former State Senator
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- Jim Gordon, Mediator and Attorney; member of the Lancaster County Budget Monitoring Committee
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**SUPPORT STAFF**

Facilitator - Kerry P. Eagan, Chief Administrative Officer

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Administrative Support – Ann Taylor and Kelly Lundgren, Lancaster County Clerk's Office

**INTRODUCTION**

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The Committee also reviewed the following materials and reports in formulating its recommendations:

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- 2.. Final Report and Recommendations from the Elected Officials Salary Review Committee, dated December 19, 2013;
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<http://lancaster.ne.gov/clerk/salary.htm>

## DISCUSSION

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Building on this conclusion, the Committee then determined that comparability and wage compression should be the guiding principles in establishing salary recommendations for 2019 through 2022. For purposes of comparability, the Committee emphasized the importance of using a consistent methodology in gathering the data used to determine comparability. In this regard, the Committee noted that the Elected Officials Salary Survey for 2017, conducted by the Lincoln-Lancaster County Human Services Department, uses the same array of counties for each elected official, as well as for all other Lancaster County employees. Additionally, the survey was based on the most current available information.

The other factor emphasized by the Committee is wage compression, which occurs when the wages of lower ranking employees rise faster than for top management. Wage compression was found to be an issue only with the Sheriff.

Applying this analysis, the Committee then determined that 2019 salaries for all Lancaster County elected officials should be increased by 2% above the 2018 salaries, in accordance with the existing annual cost of living formula. In addition to the 2% increase, the Sheriff's salary should be increased another 3% based on comparability and to mitigate wage compression; and the Engineer's salary should be increased an additional 2% based on comparability. For 2020 through 2022, all elected officials should receive an annual cost of living increase based on the existing formula for the 2015 through 2018 term.

## RECOMMENDATIONS

Based on the foregoing analysis, the Elected Officials Salary Committee hereby makes the following salary recommendations to the Lancaster County Board of Commissioners for the 2019 - 2022 term:

For 2019, each Lancaster County Elected Official should receive a 2% increase. In addition to the 2% increase, the Sheriff's salary should be increased another 3% based on comparability and to mitigate wage compression; and the Engineer's salary should be increased an additional 2% based on comparability. For 2020-2022, each elected official should receive an annual salary increase 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 2020 through 2022 is:

- (A) Not less than 1.5% and not greater than 2.5% - then each elected official should receive a 2% salary increase;
- (B) less than 1.5% - then the salary increase should be 2%, **minus** 50% of the amount by which the CPI is less than 1.5%; and
- (C) more than 2.5% - then the salary increase should be 2%, **plus** 50% of the amount by which the CPI exceeds 2.5%.

See Attachment A.

ATTACHMENT A

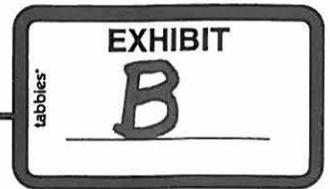
RECOMMENDED SALARIES

OFFICIAL	2019	2020 - 2022
County Attorney	\$161,009	Annual increases effective January 1 <sup>st</sup> 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: <p>(a) Not less than 1.5% and not greater than 2.5%, each elected official should receive a 2% salary increase;</p> <p>(b) Less than 1.5%, the salary increase should be 2%, <b>minus</b> 50% of the amount by which the CPI is less than 1.5%; and</p> <p>(c) More than 2.5%, the salary increase should be 2%, <b>plus</b> 50% of the amount by which the CPI exceeds 2.5%.</p>
Public Defender	\$161,009	
Assessor/Reg of Deeds	\$128,675	
Engineer	\$127,663	
Sheriff	\$129,064	
County Treasurer	\$96,663	
County Clerk	\$96,861	
District Court Clerk	\$102,636	
Commissioners	\$46,708	

Respectfully submitted this 12<sup>th</sup> day of December, 2017 on behalf of the Lancaster County Elected Officials Committee.

James E. Gordon, Chair

**Ann C. Taylor**



**From:** Kelly S. Lundgren  
**Sent:** Friday, December 08, 2017 12:38 PM  
**To:** Cori R. Beattie; Ann C. Taylor  
**Subject:** FW: 2017 Elected Officials Salary Review Committee

I don't see that either one of you were included in these emails but thought maybe you would want this information.

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**From:** Doug J. McDaniel  
**Sent:** Friday, December 08, 2017 11:48 AM  
**To:** 'Judy'  
**Cc:** Jim Gordon; Kathy Campbell; Kelly S. Lundgren; Kerry P. Eagan; Pat Kahm; Pat Kant; Sam Seever; Steve Eicher  
**Subject:** RE: 2017 Elected Officials Salary Review Committee

My staff is working on getting some official word from Douglas County, however here is the media report on their increases.

[http://www.omaha.com/news/metro/douglas-county-officials-but-not-board-members-to-see-raises/article\\_d5bc49ac-da1d-11e7-a737-7b81531ec666.html?utm\\_medium=social&utm\\_source=email&utm\\_campaign=user-share](http://www.omaha.com/news/metro/douglas-county-officials-but-not-board-members-to-see-raises/article_d5bc49ac-da1d-11e7-a737-7b81531ec666.html?utm_medium=social&utm_source=email&utm_campaign=user-share)

Doug

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**From:** Judy [<mailto:judyhalstead@hotmail.com>]  
**Sent:** Friday, December 08, 2017 7:42 AM  
**To:** Doug J. McDaniel  
**Cc:** Jim Gordon; Kathy Campbell; Kelly S. Lundgren; Kerry P. Eagan; Pat Kahm; Pat Kant; Sam Seever; Steve Eicher  
**Subject:** Re: 2017 Elected Officials Salary Review Committee

Good Morning Doug,

I heard thru the government grapevine that Douglas County has made their recommendations for salary for 2019-2022. Rumor has it they are raising County Sheriff by 6%, 4%, 4%, 4%. I believe others are proposed as well.

I realize we are not a committee to just do what Douglas County does; I don't believe we should. I am concerned that the Sheriff's position was the furthest off midpoint and will be even further out in the out years, if it is true that Douglas County is really proposing such a large adjustment.

Is there a way to confirm the rumor? Is there a way to see if they have made similar or different recommendations for other positions? It seems that our other positions' midpoints are close (or above) comparables so the one I am most interested in is Sheriff.

Thanks Doug,  
Judy

[http://www.omaha.com/news/metro/douglas-county-officials-but-not-board-members-to-see-raises/article\\_d5bc49ac-da1d-11e7-a737-7b81531ec666.html](http://www.omaha.com/news/metro/douglas-county-officials-but-not-board-members-to-see-raises/article_d5bc49ac-da1d-11e7-a737-7b81531ec666.html)

## Douglas County officials, but not board members, to see raises

By Christopher Burbach / World-Herald staff writer Dec 6, 2017 Updated 15 hrs ago

The Douglas County Board voted Tuesday to raise most county elected officials' salaries by 4 percent a year from 2019 through 2022, but rejected a proposal to do the same with County Board member salaries.

County Board salaries could come up again at the board's next meeting, scheduled for next Tuesday.

The board voted to give the annual 4 percent raises to the county attorney, engineer, clerk of district court, treasurer and assessor/register of deeds. The board raised the sheriff's salary by 6 percent in 2019 so that the chief deputy wouldn't be making more money than the sheriff. The sheriff's salary will then go up by 4 percent annually through 2022.

The vote was 6-0. Board member Mike Boyle was absent due to illness.

County Board members and the affected elected officeholders had agreed in a Nov. 21 public meeting of the Human Resources Committee that the 4 percent raises were appropriate. The board raised the sheriff's salary by an additional 2 percent in 2019 so that the chief deputy wouldn't be making more money than the sheriff.

The raises are similar to increases approved for nonunion management employees of Douglas County.

The County Board also considered a resolution to raise board members' salaries. That failed on a 3-3 vote. Mary Ann Borgeson, P.J. Morgan and Jim Cavanaugh voted no. Marc Kraft, Clare Duda and Chris Rodgers voted yes.

The board had discussed that raise structure at its Nov. 21 Human Resources Committee meeting. No one raised concerns about it then. And there was little discussion Tuesday.

After the vote, Borgeson asked if anyone had an alternate proposal. No one did.

“So we will have further discussion on that and bring it back next week,” she said.

County Board salaries were a hot topic the last time they came up. The board voted in 2016 to raise members’ salaries by a combined 34 percent over two years, from \$37,304 a year in 2015 to \$49,884 in 2018.

The proposed raises would have increased board members’ base salary to \$51,879 for 2019, and to \$58,356 in 2022.

Proponents of the increases said the board was catching up with comparable county boards’ salaries. The County Board had frozen its members’ pay from 1990 through 1998, and voted for no increase for 2013-14.

Duda said the board shouldn’t go through that cycle again.

“It is important that we not go back to freezing wages, and then you have to catch up,” he said.

Morgan, who opposed the increases last year, said he would have a difficult time supporting any increase in 2019 or 2020.

Borgeson, who also opposed the last increases, said she understood where its proponents were coming from in seeking salaries more comparable with their peers.

“I’m just not comfortable with what we did before and what we were voting on today,” Borgeson said. “We’re classified as part time. There aren’t many jobs that pay that much on a part-time basis.”

Under state law, the County Board must set the salaries by Jan. 15 of a board election year.

The Sarpy County Board voted Tuesday to keep its members' base salary the same, at \$26,095 a year, for 2019. The board voted to add \$1,000 a year to the board chairman's salary.

The County Board chair has received an additional \$1,000 a year for several years. Chairman Don Kelly had proposed removing that extra pay. But the board voted to continue it.

The Sarpy County Board also voted to give 3 percent raises in 2019 to six elected officials: the assessor, county attorney, district court clerk, engineer, sheriff and treasurer. Those officials' salaries would increase by 1 percent a year, beginning in 2020, for each year of their terms.

The board voted to raise the Sarpy County clerk's salary from \$96,848 in 2018, to \$110,890 in 2019, or about 14 percent. That's because the clerk will have increased duties, as the county is merging the County Clerk and Register of Deeds Offices.

[christopher.burbach@owh.com](mailto:christopher.burbach@owh.com), 402-444-1057, [twitter.com/chrisburbach](https://twitter.com/chrisburbach)

MORE INFORMATION



3,000 nonunion state employees will start getting merit pay raises rather than automatic cost-of-living increases

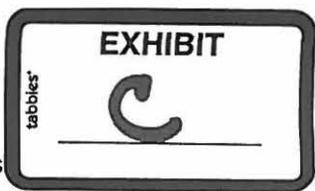
In 'brutally tough' decision, Omaha chamber's senior VP for economic development resigns for Denver job

County Board gives struggling Douglas County Fair another shot with new contract

Douglas County will pay Gretna family more than \$3,600 after sheriff's dog escapes and attacks

P.J. Morgan to run again for County Board

Chris Burbach



2019-2022 Projected Salaries	Lancaster 2019	Douglas 2019	Lancaster 2020	Douglas 2020	Lancaster 2021	Douglas 2021	Lancaster 2022	Douglas 2022
County Attorney	\$161,009	\$194,361	\$164,229	\$202,136	\$167,514	\$210,221	\$170,864	\$218,630
Public Defender	\$161,009		\$164,229		\$167,514		\$170,864	
Assessor/Reg of Deeds	\$128,675	\$132,439	\$131,249	\$137,736	\$133,873	\$143,246	\$136,551	\$148,976
County Engineer	\$127,663	\$137,695	\$130,216	\$143,203	\$132,821	\$148,931	\$135,477	\$154,888
Sheriff	\$129,064	\$139,457	\$131,645	\$145,035	\$134,278	\$150,836	\$136,964	\$156,870
County Treasurer	\$96,663	\$130,163	\$98,596	\$135,370	\$100,568	\$140,785	\$102,580	\$146,416
County Clerk	\$96,861		\$98,798		\$100,774		\$102,790	
District Court Clerk	\$102,636	\$114,696	\$104,689	\$119,284	\$106,782	\$119,284	\$108,918	\$124,055
County Commissioner	\$46,708		\$47,642		\$48,595		\$49,567	

NOTE: Lancaster Salaries assumes a 2.0% growth per year