



## MEMORANDUM

To: County Elected Officials  
From: David A. Derbin, County Chief Administrative Officer  
Re: County Elected Officials Salary Review Committee  
Date: October 28, 2021

As you are aware, Neb. Rev. Stat. § 23-114 requires the Board of County Commissioners (“Board”) to set salaries for all County elected officials prior to January 15 of the year in which a general election will be held. *See also* Ne. Const. Art. III § 19 (“The compensation of any public officer . . . shall not be increased or diminished during his or her term of office. . . .”); *Shepoka v. Knopik*, 201 Neb. 780 272 N.W.2d 364 (1978) (Resolution fixing salaries with formula for annual cost of living does not violate Article III § 19). In anticipation of setting salaries by January 15, 2022, the Board has convened the County Elected Officials Salary Review Committee (“Committee”) to make recommendations to the Board on salaries for County elected officials.

To assist in making the Committee’s recommendation to the Board, the Committee welcomes the opportunity to meet with each County elected official and invites you to prepare a brief written summary of your responsibilities and duties, with emphasis on how your position has been impacted during the last four years due to (i) additional statutory duties affecting the scope of your Official duties (ii) technological changes, and (iii) the pandemic. The Committee also welcomes your opinion regarding what a fair salary would be based on your Office’s duties as well as feedback on the current formula incorporating CPI to adjust salaries in future years. Please limit your responses to no more than two pages. Please email your brief written summary to me no later than the end of business on **November 9, 2021**.

The following meeting schedule has been proposed:

Wednesday, November 10, 2021

Human Resources Conference Room (#302)  
2:00 p.m. – County Commissioners  
2:20 p.m. – County Sheriff  
2:40 p.m. – Public Defender  
3:00 p.m. – County Attorney

Wednesday, November 17, 2021

Human Resources Conference Room (#302)  
1:30 p.m. – County Engineer  
1:50 p.m. – County Assessor/Register of Deeds  
2:10 p.m. – Clerk of the District Court  
2:30 p.m. – County Treasurer  
2:50 p.m. – County Clerk

Please contact me as soon as possible if you have any questions regarding this memo or if you have a conflict with the proposed Committee meeting date and time. Thank you.

David A. Derbin  
Chief Administrative Officer  
Direct: 402-441-6865