

MINUTES
LANCASTER COUNTY ELECTED OFFICIALS' SALARY REVIEW COMMITTEE
COUNTY-CITY BUILDING, HUMAN RESOURCES CONFERENCE ROOM, THIRD FLOOR
WEDNESDAY, DECEMBER 15, 2021 AT 1:30 P.M.

Advanced public notice of the meeting was posted on the County-City Building bulletin board and the Lancaster County, Nebraska, website and emailed to the media on December 13, 2021. Notice was also published in the Lincoln Journal Star print and digital editions on December 10, 2021.

Members Present: Judy Halstead, Gwen Thorpe, Mike Thew, Kerry Eagan, retired City and County employees; Ginna Claussen, CFO Systems LLC Human Resources Director; David Derbin, Chief Administrative Officer; Nicole Gross, Compensation and Classification Manager; and Leslie Brestel, County Clerk's Office

Members Absent: Doug McDaniel, Human Resources Director

The meeting was called to order at 1:31 p.m. and the location of the Nebraska Open Meeting Act was announced.

1) APPROVAL OF MINUTES FOR DECEMBER 8, 2021

Halstead noted the following correction:

- Page 2, second full paragraph, "This could address a wage compression issue, but from a moral or philosophical issue if that would be fair" should read "This could address a wage compression issue, but from a morale or philosophical issue if that would be fair."

MOTION: Eagan moved and Thew seconded approval of the minutes with the correction. Thorpe, Thew, Eagan, Claussen and Halstead voted yes. Motion carried 5-0.

2) 2022 (ACTUAL) AND 2023 (PROPOSED) ELECTED OFFICIAL SALARIES

Halstead distributed a copy of the salaries from 2021-2023 for discussion (Exhibit 1). She noted the 2022 salaries were actual based on the December Consumer Price Index (CPI) information. When reviewing the 2011-2023 salary chart (see agenda packet), she asked the committee to consider a 3% salary increase for all positions except for those positions (County Sheriff, County Treasurer and County Commissioner) where a more significant adjustment was deemed necessary.

MOTION: Eagan moved and Claussen seconded to support increasing the elected officials' salaries based on the 3% analysis reflecting the comparability adjustments for the County Sheriff, County Treasurer and County Commissioner.

Claussen inquired if retirement plans are affected by the increase in salaries. Eagan answered yes.

ROLL CALL: Claussen, Eagan, Thew, Thorpe and Halstead voted yes. Motion carried 5-0.

3) DRAFT OF FINAL REPORT AND RECOMMENDATIONS OF THE COMMITTEE

Derbin stated he would update the salaries with assistance from County payroll and schedule discussion on the final report at the County Board's January 6, 2022 staff meeting.

4) ADJOURNMENT

MOTION: Eagan moved and Thew seconded to adjourn at 1:52 p.m. Motion passed unanimously.

Submitted by Leslie Brestel, County Clerk's Office



	2021	2022	Cmte 2023	3%	Additional adj. after 3%
County Attorney	167,103.19	174,455.73	180,000.00	179,689.40	---
Public Defender	167,103.19	174,455.73	180,000.00	179,689.40	---
County Engineer	135,144.95	141,091.33	145,000.00	145,324.06	---
County Sheriff	136,628.05	142,639.68	155,000.00	146,918.87	8081.13
County Assess/Reg of Deeds	133,545.35	139,421.35	140,000.00	143,603.99	---
County Treasurer	99,875.42	104,269.94	112,000.00	107,398.03	4601.97
County Clerk	100,527.19	104,950.39	106,000.00	108,098.90	---
Clerk of the DC	106,520.77	111,207.68	115,000.00	114,543.91	---
County Commiss.	48,475.90	50,608.84	58,950.00	52,127.11	6822.89