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SEP 27 2011

LANCASTER COUNTY  
CLERK

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF AMENDING )  
RULE 17.18 OF THE LANCASTER )  
COUNTY PERSONNEL RULES, )  
AS PROVIDED IN ATTACHMENT "B" )

RESOLUTION NO. R-11-0072

WHEREAS, the Board of County Commissioners of Lancaster County has previously adopted the Lancaster County Personnel Rules in accordance with Neb. Rev. Stat. § 23-2525; and

WHEREAS, the County Board had proposed to amend Rule 17 of the Lancaster County Personnel Rules by deleting Rule 17.18 as provided in Attachment "A" and submitted the proposed amendment to the Lancaster County Personnel Policy Board for recommendation; and

WHEREAS, on August 11, 2011, after a public meeting, the Lancaster County Personnel Policy Board voted to recommend denial of said amendment deleting Rule 17.18, as provided in Attachment "A".

WHEREAS, after receipt and review of the recommendation of the Lancaster County Personnel Policy Board, the County Board has proposed to revise its proposed amendment to Rule 17 by amending Rule 17.18 to freeze longevity pay for status employees not covered by a labor agreement, effective October 5, 2011, as provided in Attachment "B".

NOW, THEREFORE, BE IT RESOLVED, by the Board of Commissioners of Lancaster County, Nebraska that the Lancaster County Personnel Rules be amended as provided in Attachment "B", effective October 5, 2011.

BE IT FURTHER RESOLVED, that any other references in said Personnel Rules which may be affected by the above specified amendments be amended to conform to such specific

amendments.

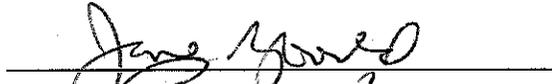
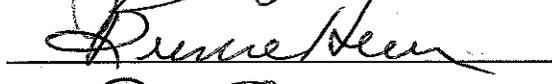
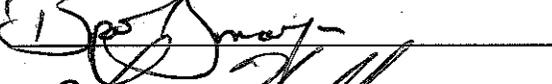
DATED this 21 day of September, 2011, at the County-City Building, Lincoln,

Lancaster County Nebraska.

BY THE BOARD OF COUNTY  
COMMISSIONERS OF LANCASTER  
COUNTY, NEBRASKA

APPROVED AS TO FORM  
this 21 day of September, 2011.

  
Deputy County Attorney  
For JOE KELLY  
Lancaster County Attorney


# Recommendation

*from*

## Lancaster County Personnel Policy Board

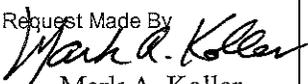
TO: Deb Schorr, Chair

RE: Personnel Policy Board Recommendations

The Lancaster County Personnel Policy Board, at their August 11, 2011 meeting, voted to deny the following:

Request to delete Rule 17.18 of the Personnel Rules – Longevity.

F:\files\person\files\Eurich\KB4355D A17-from-8-11-11-PPB9-for-9-27-11-Co-Bd.pdf

Date of Commissioners Meeting	Request Made By  Mark A. Koller	Department	Date
September 27, 2011	Personnel	September 22, 2011	

**17.18 Longevity**

~~————~~ Status employees not covered by a labor agreement shall annually receive longevity pay based upon the total length of continuous service with the County. Such pay shall be effective beginning with the first full pay period following completion of the specified years of service. Payment shall be made on a prorated basis on each regular pay day. Part-time status employees shall receive longevity pay based upon the total hours worked in each pay cycle.

~~—~~ Completed

<u>Years of Service</u>	<u>Annual Pay</u>	<u>Hourly Pay</u>
5 Years (Beginning 6th Year)	\$ 245.44	\$.118
10 Years (Beginning 11th Year)	\$ 386.88	\$.186
15 Years (Beginning 16th Year)	\$ 640.64	\$.308
20 Years (Beginning 21st Year)	\$ 900.64	\$.433
25 Years (Beginning 26th Year)	\$1,000.48	\$.481

There shall be no retroactivity or cumulative building on top of the previous longevity rate.

**Attachment "B"**

**17.18 Longevity**

Effective October 5, 2011 longevity pay for full and part-time status employees not covered by a labor agreement shall be frozen. Full and part-time status employees that were receiving longevity pay on October 5, 2011, shall continue to receive the same amount or rate of longevity pay annually which such employees were eligible to receive on October 5, 2011. Full and part-time status employees receiving longevity pay on October 5, 2011 shall not progress to the next higher longevity pay rate, but shall remain at the same longevity pay rate which they were at on October 5, 2011, for the remainder of their employment with the County or until amendment of this provision. All full and part-time status employees not covered by a labor agreement, which have not completed five (5) full years of service with the County prior to October 5, 2011, or who are hired after October 5, 2011, shall not receive longevity pay. Longevity pay will be pro-rated based upon the total hours worked in each pay cycle for part-time status employees receiving longevity pay.

Completed Full Years  
of Service as of  
September 21, 2011

	<u>Annual Pay</u>	<u>Hourly Pay</u>
5 Years	\$245.44	\$.118
10 Years	\$386.88	\$.186
15 Years	\$640.64	\$.308
20 Years	\$900.64	\$.433
25 Years	\$1,000.48	\$.481

There shall be no retroactivity or cumulative building on top of the previous longevity rate.