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LANCASTER COUNTY CLERK

BEFORE THE BOARD OF COUNTY COMMISSIONERS OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF AMENDING)
RULE 17.19 AND RULE 17.20 OF)
THE LANCASTER COUNTY)
PERSONNEL RULES, AS PROVIDED)
IN ATTACHMENT "A")

RESOLUTION NO. R-11-0092

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 Rules 17.19 and 17.20 of the Lancaster County Personnel Rules as provided in Attachment "A" and submitted the proposed amendments 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 approval of said amendments, as provided in Attachment "A".

WHEREAS, after receipt and review of the recommendation of the Lancaster County Personnel Policy Board, the County Board desires approve the proposed amendments to Rule 17.19 and 17.20, as provided in Attachment "A", effective December 6, 2011.

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 "A", effective December 6, 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.

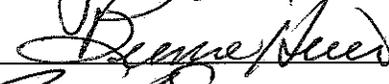
DATED this 6 day of December, 2011, at the County-City Building, Lincoln,

Lancaster County Nebraska.

BY THE BOARD OF COUNTY
COMMISSIONERS OF LANCASTER
COUNTY, NEBRASKA

APPROVED AS TO FORM
this 6 day of December, 2011.


Deputy County Attorney
For JOE KELLY
Lancaster County Attorney

Huckins Absent
Schorr Absent

Recommendation

from

Lancaster County Personnel Policy Board

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LANCASTER COUNTY
CLERK

TO: Deb Schorr, Chair

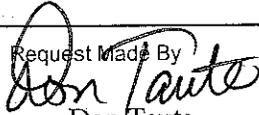
RE: Personnel Policy Board Recommendations

The Lancaster County Personnel Policy Board, at their August 11, 2011 meeting voted to recommend to the Board of Commissioners for approval to be effective December 6, 2011:

Request to amend Rule 17.19 of the Personnel Rules – Shift Differential.

Request to amend Rule 17.20 of the Personnel Rules – Weekend Differential Pay.

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Date of Commissioners Meeting December 6, 2011	Request Made By  Don Taute	Department Personnel	Date November 30, 2011
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17.19 Shift Differential (Revised-9/06 12/11)

Except for ~~Lancaster Manor~~, Corrections and Community Mental Health employees, status and probationary employees not covered by a labor agreement and who are regularly assigned to second and third shifts shall be paid an additional thirty-five (35) cents per hour. Status and probationary employees not covered by a labor agreement and who are regularly assigned to second and third shifts and who work at ~~Lancaster Manor~~, Corrections and Community Mental Health shall be paid an additional forty-five (45) cents per hour. The differential pay per hour shall be included as an addition to their current hourly rate. For purposes of shift differential pay, the following conditions shall apply:

(a) To be entitled to shift differential pay, an employee must work a majority of his regularly scheduled hours between 5:00 p.m. and 9:00 a.m. This shall not apply to temporary assignments for shift hours between 5:00 p.m. and 9:00 a.m.

(b) For purposes of computing any shift differential pay, "current hourly rate" shall mean the hourly rate of pay which is applicable to the employee's regularly assigned class.

(c) An employee whose regularly scheduled shift entitles him to shift differential pay shall receive the shift differential pay as a part of his current hourly rate for leaves of absence including vacation, sick leave, holiday pay and funeral leave.

(d) For purpose of computing overtime pay, an employee shall receive his current hourly rate in addition to the thirty-five (35) cents or forty-five (45) cents per hour shift differential.

17.20 Weekend Differential Pay (Revised-6/06_12/11)

Employees of ~~Lancaster Manor~~ and Community Mental Health who are scheduled to work between the weekend times of 00:01 a.m. on Saturday through 23:59 p.m. on Sunday, will receive an additional seventy-five (75) cents per hour. This payment will be in addition to any other payment and will be included as part of the employee's current hourly rate.