

BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF ADOPTING A)
SALARY SCHEDULE FOR) RESOLUTION NO. R-22-0098
PSYCHOLOGIST)

WHEREAS, the County Board seeks to establish a salary and compensation plan for Psychologist.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Lancaster County, as follows:

1. Definitions. For the purposes of this resolution, the following definitions apply:
 - A. County Board shall mean the Lancaster County Board of Commissioners.
 - B. Human Resources Director shall mean the City-County Human Resources Director.

2. Psychologist Compensation.
 - A. Employees in the Psychologist classification shall be compensated according to an eight (8) step salary schedule with 3.6% increases between steps as reflected in Attachment "A" which is incorporated herein.
 - B. Employees newly appointed into the Psychologist classification shall be placed at the first step on Attachment "A" except, upon recommendation of the Mental Health Crisis Center Director and Human Resources Director, the County Board may consent and approve of a newly appointed Psychologist being placed at a higher salary step commensurate with that employee's qualifications, abilities, and prior experience.
 - C. The Mental Health Crisis Center Director, with the consultation of the Human Resources Director, shall develop an annual performance evaluation to monitor and rate the performance of employees in the Psychologist classification. Beginning at the six (6) month anniversary of an employee's first paid day, an employee shall be evaluated by the Mental Health Crisis Center Director or his/her designee. If that employee achieves a satisfactory rating or higher, the employee shall

advance to the next pay step until the employee has reached the maximum rate of pay for Psychologist.

- D. Cost of living adjustments of the salary schedule in Attachment "A" shall be made from time to time and shall be equal to and coincide with the cost-of-living adjustment made to the pay plans of classified unrepresented employee.

3. This Resolution does not constitute an employment contract.

4. This Resolution is effective October 4, 2022.

DATED this 4 day of October, 2022, at the County-City Building, Lincoln, Lancaster County, Nebraska.

BY THE BOARD OF COUNTY
COMMISSIONERS OF LANCASTER
COUNTY, NEBRASKA


Deb Schorr, Chair

APPROVED AS TO FORM
this 4th day of October, 2022.


for PATRICK CONDON
Lancaster County Attorney