

BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF ADOPTING A)
SALARY SCHEDULE FOR EMERGENCY) RESOLUTION NO. R-23-0074
MANAGEMENT TRAINING SPECIALIST)

WHEREAS, the County Board seeks to establish a salary and compensation plan for Emergency Management Training Specialists.

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. Emergency Management Director shall mean the City-County Emergency Management Director.
 - C. Human Resources Director shall mean the City-County Human Resources Director.
2. Emergency Management Training Specialist Compensation.
 - A. Employees in the Emergency Management Training Specialist 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 Emergency Management Training Specialist classification shall be placed at the first step on Attachment "A" except, upon recommendation of the Emergency Management Director and Human Resources Director, the County Board may consent and approve of a newly appointed Emergency Management Training Specialist being placed at a higher salary step commensurate with that employee's qualifications, abilities, and prior experience.
 - C. The Emergency Management 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 Emergency Management Training Specialist classification. Beginning at the six (6) month anniversary of an employee's first paid day, an

employee shall be evaluated by the Emergency Management 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 Emergency Management Training Specialist.

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 September 19, 2023.

DATED this 19 day of September, 2023, at the County-City Building, Lincoln, Lancaster County, Nebraska.

BY THE BOARD OF COUNTY
COMMISSIONERS OF LANCASTER
COUNTY, NEBRASKA


Christa Yoakum, Chair

APPROVED AS TO FORM
this 19th day of September, 2023.



for PATRICK CONDON
Lancaster County Attorney

EMERGENCY MANAGEMENT PAY PLAN

Effective September 19, 2023

3.6% between steps

| CLASS | CLASSIFICATION | PAY | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|-------|---|---------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| CODE | TITLE | GRADE | | | | | | | | | |
| 2322 | EMERGENCY MANAGEMENT SPECIALIST | MSSEMS | ANNUAL | 55,323.84 | 57,312.32 | 59,373.60 | 61,513.92 | 63,727.04 | 66,023.36 | 68,398.72 | 70,855.20 |
| | | | MONTHLY | 4,610.32 | 4,776.03 | 4,947.80 | 5,126.16 | 5,310.59 | 5,501.95 | 5,699.89 | 5,904.60 |
| | | | BIWEEKLY | 2,127.84 | 2,204.32 | 2,283.60 | 2,365.92 | 2,451.04 | 2,539.36 | 2,630.72 | 2,725.20 |
| | | | HOURLY | 26.598 | 27.554 | 28.545 | 29.574 | 30.638 | 31.742 | 32.884 | 34.065 |
| 2323 | EMERGENCY MANAGEMENT TRAINING SPECIALIST | MSSEMTS | ANNUAL | 59,373.60 | 61,513.92 | 63,727.04 | 66,023.36 | 68,398.72 | 70,855.20 | 73,409.44 | 76,055.20 |
| | | | MONTHLY | 4,947.80 | 5,126.16 | 5,310.59 | 5,501.95 | 5,699.89 | 5,904.60 | 6,117.45 | 6,337.93 |
| | | | BIWEEKLY | 2,283.60 | 2,365.92 | 2,451.04 | 2,539.36 | 2,630.72 | 2,725.20 | 2,823.44 | 2,925.20 |
| | | | HOURLY | 28.545 | 29.574 | 30.638 | 31.742 | 32.884 | 34.065 | 35.293 | 36.565 |