

BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF ADOPTING A)	
SALARY SCHEDULE FOR)	RESOLUTION NO. R-23-0099
DISTRICT COURT STAFF ATTORNEY)	

WHEREAS, the County Board seeks to establish a salary and compensation plan for District Court Staff Attorneys.

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. Budget year shall mean Lancaster County’s fiscal budget year beginning July 1 and ending June 30 of the following calendar year.
 - B. County Board shall mean the Lancaster County Board of Commissioners.
 - C. Human Resources Director shall mean the City-County Human Resources Director.

2. District Court Staff Attorney Compensation.
 - A. Employees in the District Court Staff Attorney classification shall be compensated according to an eight (8) step salary schedule with 3.5% increases between steps as reflected in Attachment “A” which is incorporated herein.
 - B. Employees newly appointed into the District Court Staff Attorney classification shall be placed at the first step on Attachment “A” except, upon recommendation of the District Court Judges, the County Board may consent and approve of a newly appointed staff attorney being placed at a higher salary step commensurate with that attorney’s qualifications, abilities, and prior experience.
 - C. District Court Judges, with the consultation of the Human Resources Director, shall develop an annual performance evaluation to monitor and rate the performance of employees in the District Court Staff Attorney classification. Beginning at the six (6) month anniversary of an employee’s first paid day, an employee shall be evaluated by the District Court Judges 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 District Court Staff Attorney.

- 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 December 6, 2023.

DATED this 5 day of December, 2023, at the County-City Building, Lincoln, Lancaster County, Nebraska.

BY THE BOARD OF COUNTY
COMMISSIONERS OF LANCASTER
COUNTY, NEBRASKA

Rick Vest

Christa Spalding

Anna Brown

[Signature]

[Signature]

APPROVED AS TO FORM
this 5 day of
December, 2023.

for PATRICK F. CONDON
Lancaster County Attorney

[Signature]

Still need a
copy of attachment
A, will need to
be an exhibit

DISTRICT COURT STAFF ATTORNEY PAY PLAN

Reflects a 4.5% increase

Effective August 24, 2023

3.5% between steps

CLASS CODE	CLASSIFICATION TITLE	PAY GRADE									
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5			
7409	DISTRICT COURT STAFF ATTORNEY	MSSATT	ANNUAL	67,997.28	70,374.72	72,841.60	75,389.60	78,029.12			
			MONTHLY	5,666.44	5,864.56	6,070.13	6,282.47	6,502.43			
			BIWEEKLY	2,615.28	2,706.72	2,801.60	2,899.60	3,001.12			
			HOURLY	32.691	33.834	35.020	36.245	37.514			
				<table border="1"> <thead> <tr> <th>STEP 6</th> <th>STEP 7</th> <th>STEP 8</th> </tr> </thead> </table>					STEP 6	STEP 7	STEP 8
STEP 6	STEP 7	STEP 8									
		MSSATT	ANNUAL	80,756.00	83,580.64	86,511.36					
			MONTHLY	6,729.67	6,965.05	7,209.28					
			BIWEEKLY	3,106.00	3,214.64	3,327.36					
			HOURLY	38.825	40.183	41.592					

Attachment 'A'