

**MINUTES  
LANCASTER COUNTY BOARD OF COMMISSIONERS  
TUESDAY, OCTOBER 7, 2014  
COUNTY-CITY BUILDING, ROOM 112  
10:30 A.M.**

*Advance public notice of the Board of Commissioners meeting was posted on the County-City Building bulletin board and the Lancaster County, Nebraska, web site and emailed to the media on October 3, 2014.*

Commissioners present: Larry Hudkins, Chair  
Brent Smoyer, Vice Chair  
Roma Amundson  
Jane Raybould

Commissioners absent: Deb Schorr

Others present: Kerry Eagan, Chief Administrative Officer  
Gwen Thorpe, Deputy Chief Administrative Officer  
Brittany Behrens, Deputy County Attorney  
Dan Nolte, County Clerk  
Cori Beattie, Deputy County Clerk  
Angela Zocholl, County Clerk's Office

The Chair called the meeting to order at 10:31 a.m., the pledge of allegiance was recited and the location of the Nebraska Open Meetings Act was announced.

**PLEDGE OF ALLEGIANCE**

- 1) **MINUTES: Approval of the minutes of the Board of Commissioners meeting held on Tuesday, September 30, 2014.**

**MOTION:** Smoyer moved and Raybould seconded approval of the minutes. Raybould, Amundson, Smoyer and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- 2) **CLAIMS: Approval of all claims processed through Tuesday, October 7, 2014.**

**MOTION:** Raybould moved and Amundson seconded approval of the claims. Raybould, Amundson, Smoyer and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- 3) **SPECIAL PRESENTATION:**

**A. Southeast Community College (SCC) Annual Report – Dr. Paul Illich, SCC President.**

Paul Illich discussed his professional background. He provided copies of the SCC Annual Fact Sheet (Exhibit A) and highlighted some of the information, including the 2014-2015 tax rate, tuition and fees; enrollment; graduates; revenue and expenditures. Illich discussed future strategic planning with the Board.

#### 4) **PUBLIC HEARINGS:**

##### A. **Amendment of the Lancaster County General Assistance Guidelines.**

The Chair opened the public hearing.

Gary Chalupa, General Assistance Director, was administered the oath and recognized his staff for their work. He explained that State Statute requires a review of the guidelines every two years. A subcommittee reviews the guidelines and presents recommended changes to the General Assistance Monitoring Committee for development of the final product. Chalupa noted that SNAP (Supplemental Nutrition Assistance Program) guidelines are often used as a reference point. He highlighted the proposed changes: 1) definition of family unit; 2) addition of language to clarify procedures and reconsideration of appeals; 3) decrease of automobile allowance; 4) clearer determination of one's eligibility; 5) increase of rent assistance; 6) increase of personal needs allowance; and 7) additional provision for medical services.

The Chair closed the public hearing.

**MOTION:** Smoyer moved and Raybould seconded to direct the County Attorney's Office to prepare a resolution approving the amended guidelines. Amundson, Smoyer, Raybould and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

##### B. **County Change of Zone No. 14006 from Agricultural (AG) to Agricultural Residential (AGR) on property generally located at SW 98<sup>th</sup> Street and W. Van Dorn Street. (See 5A for correlating item.)**

The Chair opened the public hearing.

Sara Hartzell, County Planner, was administered the oath. She reviewed the components in determining land use.

- Paved roads: W. Van Dorn Street is paved to SW 84<sup>th</sup> Street, and from that point west, the gravel road has been improved and included in the One and Six-Year Road and Bridge Improvement Plan. The traffic count is high; adding residences would further increase the count, which would move up the paving priority.
- Adequate water quality and quantity: Two test wells showed good quality water at about the rate of 20 gallons per minute, which is good for residential use.
- Soil conditions for on-site wastewater management: Soils are typical for the area and should provide adequate percolation for septic system treatment of wastewater. A condition of County Preliminary Plat No. 14003 states that if percolation tests do not show sufficient drainage for a septic system, lagoons would be allowed.
- Availability of emergency services: Pleasant Dale Rural Volunteer Fire has a facility about 4½ miles from the property. Response time would be considered average for rural areas.
- Agricultural Productivity: About one-third of the land is listed as prime, but it does not have an overall score to qualify as prime agricultural land.
- Land parcelization and pattern of existing acreages: Some of the surrounding parcels are zoned AGR and developed as acreages.
- Plans for future urban development: This land is not planned for urban development in the future.

**PUBLIC HEARINGS CONTINUED:**

Hartzell said the Planning Commission is recommending a modification to the block length of SW 100<sup>th</sup> Street for County Preliminary Plat No. 14003. Usually a connection is seen every quarter mile, but there is not good site distance in this case, so work was done to establish the best point.

Amundson asked if there was access to rural water. Hartzell said rural water only goes a little west of Highway 77, so wells would be used.

Bob Benes, Aspen Builders, was administered the oath. He stated that he bought the land with the intent to develop acreages in the future and that the land is not good for farming. He said water is adequate, noting that three wells were drilled.

Mark Palmer, Olsson Associates, was administered the oath. He said a detailed water analysis was done, and he felt all the requirements were met. Olsson noted that the development would be done in sequence; not all 24 houses would be developed at once.

Amundson asked when percolation tests would be done. Palmer said, once the permit is approved, grading and testing would start.

The Chair closed the public hearing.

**C. County Preliminary Plat No. 14003, West Van Dorn Estates, on property generally located at SW 98<sup>th</sup> Street and W. Van Dorn Street. (See 5B for correlating item.)**

The Chair opened the public hearing.

Sara Hartzell, County Planner, was administered the oath and stated that she had provided details for this item during the previous public hearing (Item 4B).

The Chair closed the public hearing.

**5) NEW BUSINESS:**

**A. Resolution in the matter of approving County Change of Zone No. 14006 from Agricultural (AG) to Agricultural Residential (AGR), on property generally located at SW 98<sup>th</sup> Street and W. Van Dorn Street, Lancaster County, Nebraska. (R-14-0063)**

**MOTION:** Amundson moved and Raybould seconded approval of the resolution. Amundson, Smoyer, Raybould and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

**B. Resolution in the matter of approving County Preliminary Plat No. 14003 to allow 24 single family acreage lots on 83.3 acres, more or less, and to modify the block length requirement to allow SW 100<sup>th</sup> Street to exceed 1320 feet due to limited connectivity to adjacent major arterial, SW 98<sup>th</sup> Street, on property generally located at SW 98<sup>th</sup> Street and W. Van Dorn Street, Lancaster County, Nebraska. (R-14-0064)**

**NEW BUSINESS CONTINUED:**

**MOTION:** Amundson moved and Smoyer seconded approval of the resolution. Smoyer, Raybould, Amundson and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

**C. Resolution in the matter of establishing the employee and employer contribution rates to the retirement program for all non-union employees hired, or taking office, on or after December 25, 2014. (R-14-0065)**

**MOTION:** Raybould moved and Amundson seconded approval of the resolution.

Jeff Bliemeister, Chief Deputy Sheriff, read a statement in opposition of the resolution (Exhibit B).

Ann Post, Lincoln Independent Business Association (LIBA), read a statement in support of the resolution (Exhibit C).

Raybould discussed comments from the public regarding high property taxes and the need to make changes such as this to reduce costs.

Amundson questioned if further study (as recommended by the Pension Review Committee) would be done if the resolution does not pass.

Hudkins felt further study could be done regardless of the outcome since the study is not tied to the resolution. He said the Board has discussed contribution options for the 457 deferred compensation plan with the County Attorney, but it may be necessary to go through the State of Nebraska to change the contribution rate. He said he would be willing to pursue this option.

Smoyer suggested holding the resolution for one week so it could be revised to include the employment match change and the study. He felt a commitment to the study should be made on behalf of County employees.

Raybould reminded the Board that this was a legislative priority and was supported unanimously by all the Commissioners. She felt the employment match and the study are two different issues and that the study could be done at any time without tying it to the resolution.

Amundson expressed her support for doing the study.

**FRIENDLY AMENDMENT:** Smoyer offered a friendly amendment to take the steps necessary to immediately enact a full salary and retirement study as recommended by the Pension Review Committee upon passage of the resolution.

Raybould questioned if committing to the study would impede the enforcement of the resolution.

Brittany Behrens, Deputy County Attorney, reminded the Board that the effective date of the contribution change is December 25, 2014, and the amendment of adding the study does not change the effective date.

Raybould and Amundson accepted the friendly amendment.

**NEW BUSINESS CONTINUED:**

Jeanne Sayers, Property Management/Pension Review Committee Member, reminded the Board that the resolution does not follow the action recommended by the Pension Review Committee. The Committee is opposed to all reduction of negotiation matches for all employees.

**ROLL CALL:** Raybould, Amundson, Smoyer and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- D. Resolution in the matter of authorizing the installation of a "Side Road Warning" sign on Roca Road 500 feet east of S. 73<sup>rd</sup> Street for westbound traffic. (R-14-0066)**

Pam Dingman, County Engineer, said the sign was requested by a citizen. Her office performed a study and recommends the sign be put in place.

**MOTION:** Amundson moved and Smoyer seconded approval of the resolution. Raybould, Amundson, Smoyer and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- E. Recommendation from Emergency Management and the Purchasing Agent to award a bid to Midwest Card Solutions for a Salamander Badging System in the amount of \$22,088. (B-14-0035)**

**MOTION:** Smoyer moved and Amundson seconded approval of the recommendation. Amundson, Smoyer, Raybould and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- F. Amendment to County Contract C-12-0460 with LeGrande Excavating, Inc., for the annual requirements of snow and ice removal services. The amendment renews the agreement from October 1, 2014, to September 30, 2015. (C-14-0532)**

**MOTION:** Smoyer moved and Raybould seconded approval of the amendment. Smoyer, Raybould, Amundson and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- G. Amendment to County Contract C-12-0461 with Mr. Yards and More, LLC, for the annual requirements of snow and ice removal services. The amendment renews the agreement from October 1, 2014, to September 30, 2015. (C-14-0533)**

**MOTION:** Raybould moved and Smoyer seconded approval of the amendment. Raybould, Amundson, Smoyer and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- H. Amendment to County Contract C-12-0483 with Nebraska Salt & Grain Company for the annual supply of road salt. The amendment renews the agreement for an additional one-year period from September 13, 2014, to September 12, 2015, and provides for a price increase per Attachment A. (C-14-0534)**

**MOTION:** Raybould moved and Amundson seconded approval of the amendment. Raybould, Amundson, Smoyer and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

**NEW BUSINESS CONTINUED:**

- I. **Grant contract with LUX Center for the Arts to provide funding of \$8,000 for the Artist Inside program. The LUX Center for the Arts will provide \$2,010 in matching funds. Term of the contract is July 1, 2014, to June 30, 2015. (C-14-0535)**

**MOTION:** Smoyer moved and Raybould seconded approval of the contract. Amundson, Smoyer, Raybould and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- J. **Grant contract with The HUB, Inc., to provide funding of \$36,200 for the Back on Track program. The HUB will provide \$28,000 in non-federal matching funds. Term of the contract is July 1, 2014, to June 30, 2015. (C-14-0536)**

**MOTION:** Amundson moved and Raybould seconded approval of the contract. Smoyer, Raybould, Amundson and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- K. **Political subdivision tort claim filed against Lancaster County Corrections by Brendan Britton in an undisclosed amount.**

**MOTION:** Smoyer moved and Raybould seconded denial of the tort claim based on the Corrections Director's recommendation. Raybould, Amundson, Smoyer and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- L. **Political subdivision tort claim filed against Lancaster County Corrections by Joseph Ely for \$2.50.**

**MOTION:** Smoyer moved and Raybould seconded denial of the tort claim based on the Corrections Director's recommendation. Raybould, Amundson, Smoyer and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- M. **Political subdivision tort claim filed against Lancaster County Corrections by Russell Reynolds for \$10,000.**

**MOTION:** Smoyer moved and Raybould seconded denial of the tort claim based on the Corrections Director's recommendation. Amundson, Smoyer, Raybould and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- N. **Political subdivision tort claim filed against Lancaster County Corrections by James Hudson for \$60,000.**

**MOTION:** Smoyer moved and Raybould seconded denial of the tort claim based on the Corrections Director's recommendation. Smoyer, Raybould, Amundson and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- 6) **CONSENT ITEMS: *These are routine business items that are expected to be adopted without dissent. Any individual item may be removed for special discussion and consideration by a Commissioner or by any member of the public without prior notice. Unless there is an exception, these items will be approved as one with a single vote of the Board of Commissioners. These items are approval of:***

**CONSENT ITEMS CONTINUED:**

- A. **Right-of-way contracts for Project C55-K-412(2), 98<sup>th</sup> Street from A Street to O Street, with the following:**
1. **East O Realty Company for \$31,350 (C-14-0537)**
  2. **East O Realty Company and Hillcrest Country Club for \$170,740 (C-14-0538)**
  3. **East O Realty Company and Hillcrest Country Club for \$147,850 (C-14-0539)**
- B. **Receive and place on file the following reports for September 2014:**
1. **County Clerk**
  2. **Clerk of the District Court**
  3. **County Assessor/Register of Deeds**

**MOTION:** Smoyer moved and Amundson seconded approval of the consent items. Raybould, Amundson, Smoyer and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- 7) **PUBLIC COMMENT: Those wishing to speak on items relating to County business not on the agenda may do so at this time.**

Steve Clements, Great Plains Bicycle Club, expressed concern over road safety for bicyclists. He suggested signage and paved road shoulders.

The Board agreed that safety is an issue, noting the proper distance between vehicle and bicycle, extra caution needed on gravel roads and properly educating the bicyclist and motorist.

Pam Dingman, County Engineer, said her office is looking at "Share the Road" signs but a study must be done as to where the signs should be placed. As far as adding a paved shoulder to a road, it would be difficult to construct. Dingman reminded the Board that there is a cost to do any of these things. She said her office would be willing to meet with any of these groups to find the best solution.

8) **ANNOUNCEMENTS:**

- A. **The Lancaster County Board of Commissioners will hold a staff meeting on Thursday, October 9, 2014, at 8:30 a.m., in the Bill Luxford Studio of the County-City Building (Room 113, 555 S. 10<sup>th</sup> Street, Lincoln).**
- B. **The Lancaster County Board of Commissioners will hold their next regular meeting on Tuesday, October 14, 2014, at 10:30 a.m., in Room 112 of the County-City Building (555 S. 10<sup>th</sup> Street, Lincoln) with the Board of Equalization immediately following.**
- C. **The County Commissioners can be reached at 402-441-7447 or [commish@lancaster.ne.gov](mailto:commish@lancaster.ne.gov).**
- D. **The Lancaster County Board of Commissioners meeting is broadcast live. It is rebroadcast on Tuesday and Saturday on 5 City-TV, Cable Channel 5. In addition, the meeting may be viewed on the internet at [lancaster.ne.gov](http://lancaster.ne.gov) under 5 City-TV, Video on Demand or 5 City-TV on YouTube.**

9) **ADJOURNMENT**

**MOTION:** Smoyer moved and Amundson seconded to adjourn the Board of Commissioners meeting at 11:56 a.m. Raybould, Amundson, Smoyer and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

*Dan Nolte*

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**Dan Nolte**  
**Lancaster County Clerk**





**MINUTES**  
**LANCASTER COUNTY BOARD OF EQUALIZATION**  
**TUESDAY, OCTOBER 7, 2014**  
**COUNTY-CITY BUILDING, ROOM 112**  
**IMMEDIATELY FOLLOWING THE LANCASTER COUNTY**  
**BOARD OF COMMISSIONERS MEETING**

*Advance public notice of the Board of Equalization meeting was posted on the County-City Building bulletin board and the Lancaster County, Nebraska, web site and emailed to the media on October 3, 2014.*

Commissioners present: Larry Hudkins, Chair  
Brent Smoyer, Vice Chair  
Roma Amundson  
Jane Raybould

Commissioners absent: Deb Schorr

Others present: Scott Gaines, Deputy County Assessor/Register of Deeds  
Kerry Eagan, Chief Administrative Officer  
Gwen Thorpe, Deputy Chief Administrative Officer  
Brittany Behrens, Deputy County Attorney  
Dan Nolte, County Clerk  
Cori Beattie, Deputy County Clerk  
Angela Zocholl, County Clerk's Office

The Chair called the meeting to order at 11:56 a.m. and the location of the Nebraska Open Meetings Act was announced.

1) **MINUTES: Approval of the minutes of the Board of Equalization meeting held on Tuesday, September 30, 2014.**

**MOTION:** Smoyer moved and Raybould seconded approval of the minutes. Raybould, Amundson, Smoyer and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

2) **ADDITIONS AND DEDUCTIONS TO THE TAX ASSESSMENT ROLLS:**

**MOTION:** Amundson moved and Raybould seconded approval of the additions and deductions. Raybould, Amundson, Smoyer and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

3) **MOTOR VEHICLE TAX EXEMPTION APPLICATIONS:**

**American Red Cross**  
**Girl Scouts Spirit of Nebraska**  
**Immaculate Heart of Mary**  
**Union College**

**MOTOR VEHICLE TAX EXEMPTION APPLICATIONS CONTINUED:**

**MOTION:** Smoyer moved and Raybould seconded approval of the motor vehicle tax exemption applications. Amundson, Smoyer, Raybould and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

- 4) **PUBLIC COMMENT:** Those wishing to speak on items relating to County business not on the agenda may do so at this time.

No one appeared for public comment.

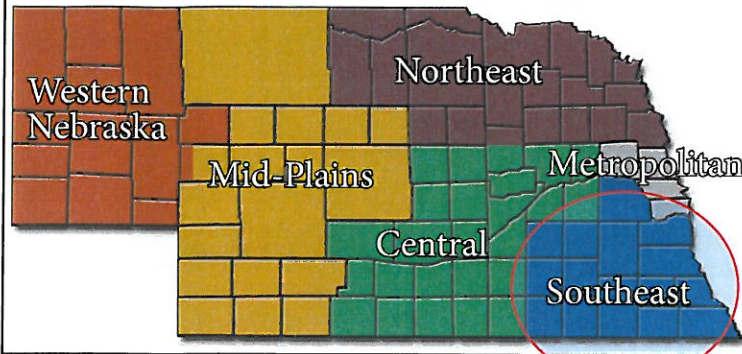
- 5) **ADJOURNMENT**

**MOTION:** Amundson moved and Raybould seconded to adjourn the Board of Equalization meeting at 11:57 a.m. Smoyer, Raybould, Amundson and Hudkins voted aye. Schorr was absent. Motion carried 4-0.

  
\_\_\_\_\_  
**Dan Nolte**  
**Lancaster County Clerk**



## Nebraska Community Colleges



### History

Southeast Community College was established in 1973 as one of six Nebraska community colleges under the provisions of Chapter 79, Article 2636-2662. Fairbury Junior College, the Lincoln Technical College and the Nebraska Technical College in Milford were merged to form SCC. The College now has three campuses in Beatrice, Lincoln and Milford.

### Mission

Southeast Community College values the opportunity to provide quality applied technology and academic educational opportunities for the students, businesses and communities of our district.

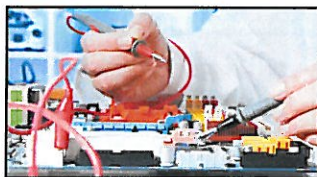
### Governance

SCC's Board of Governors consists of 11 members elected by registered voters in the five districts of the College's 15-county area, with one at-large member. Board members are elected to staggered four-year terms.

## Applied Technology & Transfer Programs by Location

Division	Online	Lincoln	ESQ	Beatrice	Milford
Agriculture/Food/Natural Resources		1		1	
Business	2	2		2	1
Communications & Information Technology	2	1	1		1
Community Services & Resources Division	1	4	1	1	
Construction & Electronics	1	2			8
Health Sciences	6	10	1	1	
Transportation & Manufacturing	1	4			13
Arts and Sciences		1	1	1	

Total Number of Unduplicated Programs 52



## Continuing Education Programs

Division	Enrollment	%
Adult Education & ESL	6,377	21%
Allied Health	4,859	16%
Business & Technology	8,199	27%
Personal Enrichment	8,807	29%
Traffic Safety & Licensing	2,126	7%

Continuing Education helps individuals upgrade their present job skills, train for new careers, develop recreational and cultural interests, and prepare for high school completion.

**30,368**  
students took classes  
during the 2013-2014 school year.

## 2014-2015 Tax Rate, Tuition & Fees

Total Tax Rate in Cents Per \$100 Valuation	Tuition & Fees
5.98 cents	\$59.75 per credit hour

DIVISIONS & PROGRAMS AT SCC	LOCATION OFFERED
<b>AGRICULTURE/FOOD/NATURAL RESOURCES DIVISION</b>	
Agriculture Business & Management Technology	(B)
Food Service/Hospitality	(L)
<b>ARTS &amp; SCIENCES DIVISION</b>	
Academic Transfer	(B/L)
<b>BUSINESS DIVISION</b>	
Business Administration	(all)
Office Professional	(B/L)
<b>COMMUNICATIONS &amp; INFORMATION TECHNOLOGY DIVISION</b>	
Computer Information Technology	(L)
Computer Programming Technology	(M)
Graphic Design Media Arts	(Q)
<b>COMMUNITY SERVICES &amp; RESOURCES DIVISION</b>	
Criminal Justice	(B/Q)
Early Childhood Education	(L) *
Fire and Emergency Services Management	(L)
Fire Protection Technology	(L)
Human Services	(L)
Long Term Care Administration	*(L)
<b>CONSTRUCTION &amp; ELECTRONICS DIVISION</b>	
Architectural-Engineering Technology	(M)
Building Construction Technology	(M)
Computer Aided Design Drafting	(L)
Electrical & Electromechanical Technology	(M)
Electronic Systems Technology	(L/M)
Energy Generation Operations	(M)
Geographic Information Systems Technician	*(M)
Heating, Ventilation, Air Conditioning & Refrigeration Tech.	(M)
Land Surveying/Civil Engineering Technology	(M)
Major Appliance Professional Technology	(M)
<b>HEALTH SCIENCES DIVISION</b>	
Associate Degree Nursing	(L)
Dental Assisting	(L) *
Medical Assisting	(L) *
Medical Laboratory Technology	(L)
Paramedic	(L)
Pharmacy Technician	(Q)
Physical Therapist Assistant	(L)
Polysomnographic Technology	*(L)
Practical Nursing	(B/L)
Radiologic Technology	(L) *
Respiratory Care	(L) *
Surgical Technology	(L) *
<b>TRANSPORTATION &amp; MANUFACTURING DIVISION</b>	
Auto Collision Repair Technology	(M)
Automotive Technology	(L/M)
Deere Construction & Forestry Equipment Tech	(M)
Diesel-Ag Equipment Service Tech	(M)
Diesel Technology-Truck	(M)
Diversified Manufacturing Technology	*(L/M)
Ford Automotive Student Service Educational Training	(M)
General Motors Automotive Service Educational Program	(M)
John Deere Tech	(M)
Manufacturing Engineering Technology	(M)
MOPAR-Chrysler/Dodge/RAM/Jeep College Automotive Program	(M)
Motorcycle, ATV & Personal Watercraft Technology	(L)
Nondestructive Testing Technology	(M)
Precision Machining and Automation Technology	(M)
Professional Truck Driver Training	(L)
Welding Technology	(L)
<b>Locations Offered</b>	
B = Beatrice Campus, L = Lincoln Campus, M = Milford Campus, Q = Education Square	
= Entire program available online	
* = Program offers Web-based courses but requires supervised clinicals/practicums/labs at identified locations.	

# SCC Annual Fact Sheet

## Historical Enrollment



## SCC Fall 2013 Credit Headcount

	COUNT	%
<b>Total Enrollment</b>	<b>9,751</b>	
Beatrice	900	9%
Milford	750	8%
Lincoln	8,101	83%
First-Time-in-College	1,566	16%
SENCAP	376	
Dual Credit	456	

### Gender:

Female	54%
Male	46%

### Age:

Under 18	8%
18-19	26%
20-21	19%
22-24	15%
25-29	13%
30-34	8%
35-39	5%
40-49	5%
50 & over	1%
25 & over	32%

### Course load:

Part-time	50%
Full-time	50%

### Program type:

Academic Transfer	34%
Technical/Vocational	43%
Undeclared	23%

### Residency:

In-District	81%	Average Age	24
Out-of-District	15%	Median Age	21
Out-of-State	4%		

### Headcount by 15-county area:

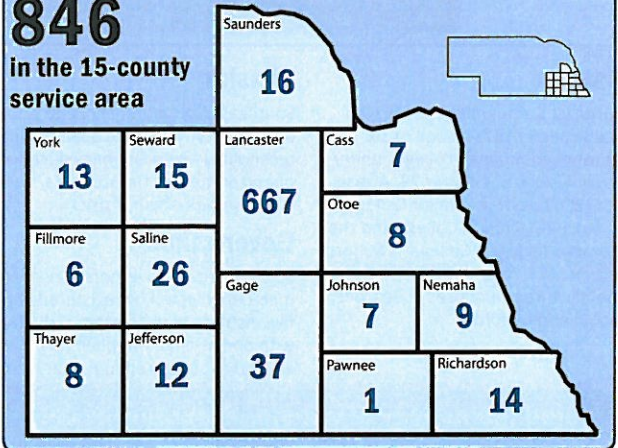
Lancaster	5,582	70%
Gage	471	6%
Saunders	301	4%
Seward	286	4%
Saline	256	3%
Cass	216	3%
Otoe	175	2%
York	170	2%
Jefferson	126	2%
Richardson	84	1%
Fillmore	74	1%
Johnson	58	.7%
Nemaha	47	.5%
Thayer	47	.5%
Pawnee	26	.3%



## 2013-2014 Graduates in Numbers

- 1,676** Total number of students who graduated
- 1,077** Number of graduates employed in career fields
- 1,086** Number of graduates who found work in Nebraska
- 357** Number of graduates who continued education
- 93%** Career/Technical graduates employed or continued education
- 97%** Academic Transfer graduates continued education or employed

**846**  
in the 15-county service area



## 2014-2015 Revenue

State Aid (36%)	\$ 26,739,155
Tuition (29%)	\$ 22,104,516
Property Tax (32%)	\$ 23,854,403
Other/Add Reserves (3%)	\$ 2,369,506
<b>Total</b>	<b>\$ 75,067,580</b>

## 2014-2015 Expenditures

Personnel Services (81%)	\$ 61,083,975
Operating Expenses (15%)	\$ 10,999,951
Equipment (4%)	\$ 2,983,654
<b>Total</b>	<b>\$ 75,067,580</b>



### SCC Board of Governors

Kathy Boellstorff, Johnson; Robert J. Feit, Pickrell; Helen E. Griffin, Lincoln; Ed C. Heiden, Sterling; Ruth M. Johnson, Lincoln; Dale Kruse, Beatrice; Terrence L. Kubicek, Lincoln; Steven Ottmann, Dorchester; Edward C. Price, Lincoln; Lynn Schluckebier, Seward; Nancy A. Seim, Lincoln; Bill Beltz, Faculty Representative, Milford (Jan. 23, 2014)

### Equal Opportunity/NonDiscrimination Policy

It is the policy of Southeast Community College to provide equal opportunity and nondiscrimination in all admission, attendance, and employment matters to all persons without regard to race, color, religion, sex, age, marital status, national origin, ethnicity, veteran status, sexual orientation, disability, or other factors prohibited by law or College policy. Inquiries concerning the application of Southeast Community College's policies on equal opportunity and nondiscrimination should be directed to the Vice President for Access/Equity/Diversity, SCC Area Office, 301 S. 68th Street Place, Lincoln, NE 68510, 402-323-3412, FAX 402-323-3420, or jsoto@southeast.edu.

### Declaración de política sobre equidad/antidiscriminación

La política pública de Southeast Community College es de proveer equidad, y prohíbe discriminación, en todos asuntos referentes a la admisión, participación, y empleo contra toda persona por motivo de raza, color, religión, sexo, edad, estado civil, origen nacional, etnia, condición de veterano, orientación sexual, incapacidad, u otros factores prohibidos por ley o política del Colegio. Preguntas relacionadas a la política sobre equidad/antidiscriminación de Southeast Community College deben dirigirse a: Vice President for Access/Equity/Diversity, SCC Area Office, 301 S 68 Street Place, Lincoln, NE 68510, 402-323-3412, FAX 402-323-3420, o jsoto@southeast.edu. A0486 (10/14)

## Nebraska Community College

Fall 2013 Enrollment	Headcount
Central	6,906
Metropolitan	15,752
Mid-Plains	2,491
Northeast	5,145
<b>Southeast</b>	<b>9,751</b>
Western Nebraska	1,960

Sheriff Wagner and I urge the Board not to pass resolution R-14-0065 which would lower the retirement match for unrepresented employees hired on or after December 25<sup>th</sup> of 2014.

The County Board has a Pension Review Committee to provide advice on Pension matters. That Committee's recommendation is to have a study done to determine the fiscal impact a reduction in the retirement match will have.

The Board should follow that recommendation.

Historically government employees have not been compared to private sector employees. Defined benefit plans, profit sharing, Christmas bonuses and performance incentives are not available to Lancaster County employees. A thorough and professional comparison may provide objective comparisons and end speculation.

If this resolution is passed, Lancaster County will have the lowest retirement contribution rate of any County in Nebraska. We already have the lowest contribution rate for deputy sheriff's of any county in this state. (N.R.S 23-2332; 23-2332.01).

A 2014 analysis of wages showed historic disparate treatment of unrepresented employees when compared with similar represented classifications. Unrepresented employees often have increased levels of responsibility and trust bestowed upon them which removes them from the "community of interest" with represented employees. The analysis showed that unrepresented employees received a compounded total of 6.9% less in cost of living adjustments than their represented peers over the last 12 years.

If passed, this resolution will result in a \$520 cost shift from the county to a newly hired employee making \$40,000. These will be entry level employees who can least afford to have the additional money removed from their paychecks. Couple that with a nearly 19% increase in health insurance premiums in 2015 and new employees will see a substantial decrease in their take home pay.

Without the independent study there is no evidence this resolution will save taxpayer dollars in the future. Employees subject to this new retirement match may feel compelled to work longer to ensure financial security in their retirement. Many employers have used financial incentives to encourage the highest paid employees to retire. These employees will be costing the county the maximum in terms of wages and benefits, further negating any potential savings to the taxpayer. Without the study recommended by the Pension Review Committee we do not know the true fiscal impact.

Members of the Board have discussed alternatives including a legislative amendment to statute 23-1118 that would raise the cap for employer and employee contributions and a potential match by the County to an employees deferred compensation plan. If crafted appropriately, these could incentivize additional employee savings. We support those actions.

Passing this resolution today, without a conclusive change to statute or the deferred compensation plan is premature.

Respectfully, we ask the Board not to pass this resolution.

TO: Lancaster County Board of Commissioners  
FROM: Lincoln Independent Business Association  
RE: Retirement Match for Non-Union Employees  
DATE: October 7, 2014



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The Lincoln Independent Business Association (LIBA) supports moving the retirement match for non-union Lancaster county employees and elected officials from 150% to a still generous 100% retirement match.

In 2012 LIBA worked with the County Board and Lincoln's State Senators to pass LB 687. This statutory amendment enabled the county to move from a 150% retirement match to a 100% retirement match. LIBA supported this legislation as a measure to control personnel costs and to bring public taxpayer funded retirement benefits in line with private sector benefits. It is simply inequitable to demand taxpayers fund retirement benefits more generous than those earned by most employees in the private sector.

Since LB 687 passed in 2012 the County has negotiated four of its five employee unions from a 150% match to a 100% match. It is now appropriate to move the non-union employees to a similar 100% retirement match.

For the past several years the Lancaster County budget has faced significant funding shortfalls and County Commissioners have turned to one time monies to fill gaps. With personnel costs accounting for over half of the County's General Fund budget the County must control personnel costs in order to control its budget. Though immediate savings from this change will be small, it is the first step towards future savings and maintaining a responsible county budget.

Therefore, LIBA supports changing the retirement match for non-union employees from 150% to 100% as a necessary step to bring county benefits in line with private sector retirement benefits and create future savings to help balance the County budget.