

**STAFF MEETING MINUTES
LANCASTER COUNTY BOARD OF COMMISSIONERS
COUNTY-CITY BUILDING
ROOM 113 - BILL LUXFORD STUDIO
THURSDAY, DECEMBER 18, 2014
8:30 A.M.**

Commissioners Present: Larry Hudkins, Chair
Brent Smoyer, Vice Chair
Deb Schorr
Jane Raybould
Roma Amundson

Others Present: Kerry Eagan, Chief Administrative Officer
Gwen Thorpe, Deputy Chief Administrative Officer
Dennis Meyer, Budget and Fiscal Officer
Dan Nolte, County Clerk
Cori Beattie, Deputy County Clerk
Ann Taylor, County Clerk's Office
Todd Wiltgen, Commissioner-Elect, District 5

Advance public notice of the Board of Commissioners Staff Meeting was posted on the County-City Building bulletin board and the Lancaster County, Nebraska, web site and provided to the media on December 17, 2014.

The Chair noted the location of the Open Meetings Act and opened the meeting at 8:31 a.m.

AGENDA ITEM

1 APPROVAL OF THE MINUTES OF THE DECEMBER 4, 2014 STAFF MEETING

MOTION: Amundson moved and Raybould seconded approval of the minutes of the December 4, 2014 Staff Meeting. Raybould, Amundson, Schorr and Hudkins voted aye. Smoyer was absent from voting. Motion carried 4-0.

2 ADDITIONS TO AGENDA

- A. Lincoln Chamber of Commerce's Growth and Development Public Policy Forum
- B. Report on Nebraska Association of County Officials (NACO) Annual Convention

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

3 UNCLASSIFIED EMPLOYEE SALARIES - Doug McDaniel, Lincoln-Lancaster County Human Resources Director; Nicole Gross, Compensation Technician

Doug McDaniel, Lincoln-Lancaster County Human Resources Director, presented Appointed Officials Salary Survey 2015 (Exhibit A). It was noted that attorneys, public defenders and sheriff captains are now on a step schedule.

Schorr asked the percentage increase for elected officials. McDaniel said it varied by position.

Raybould noted the Omaha World-Herald Newspaper recently reported on Douglas County salaries and showed their Corrections Director's salary increased from \$120,000 to \$129,000. McDaniel said that information does not match the information provided to his department by the Douglas County Human Resources Department.

Smoyer arrived at the meeting at 8:39 a.m.

Raybould asked when the appointed officials last received a salary increase. McDaniel said it was last year. Kerry Eagan, Chief Administrative Officer, said they received either a 2.0% or 3.0% increase, depending on comparability and duties.

Hudkins asked whether any of the positions are substantially below the market. McDaniel said several positions are below the maximum shown in the survey. **NOTE:** Lancaster County has fixed salaries rather than a minimum/maximum range. Schorr noted the County made additional 1.0% adjustments to the Chief Administrative Officer, Deputy Chief Administrative Officer, and Budget and Fiscal Officer positions last year.

Raybould said she does not believe the County is losing out on "great" candidates because of the salaries that are offered, citing the 46 applications that were received for the Human Services Administrator position as an example. She said she is comfortable leaving the appointed officials salaries at their current rate.

Schorr noted the Board awarded increases of 2.25% to 3.0% to unrepresented and represented positions, acknowledging other factors were involved. McDaniel clarified that increases actually spanned 2.0% to 4.25%.

In response to a question from Amundson, McDaniel said a 2.0% increase for appointed officials, which total 17, would equate to \$31,247; 2.5% to \$39,059; and 3.0% to \$46,871.

Raybould urged the Board to take "prudent steps" in light of budget constraints.

Smoyer asked whether there would be a long-term benefit to creating a minimum/maximum range for these positions. McDaniel said he does not know if the County would gain anything by setting a range.

Raybould remarked that these individuals are highly compensated and said it is unlikely any will leave their positions until retirement.

Jennifer Kulwicki, District Court Administrator, appeared and said the District Court Judges would like to see the bailiff salaries kept comparable with the paralegal salaries. **NOTE:** The paralegals received a 3% increase. In addition, the District Court Judges do not believe their law clerks are compensated at the level they should be. She said the law clerks received a 5% increase last year and the Judges support giving them a comparable increase this year to get them closer to \$45,000.

It was noted a 2% increase for the bailiffs, child support referee and district court law clerks, which also total 17, would equate to \$19,514; 2.5% to \$24,392; and 3.0 to \$29,271. McDaniel said following the recommendation of the District Court Judges and moving the two law clerks to a 5% increase would cost \$4,200.

MOTION: Raybould moved to approve a 1.00% increase for the appointed officials and a 2.5% increase for the bailiffs, child support referee and law clerks.

The motion died for the lack of a second.

MOTION: Schorr moved and Amundson seconded to allocate a 2.5% increase for the appointed officials and a 3.0% increase for the bailiffs, child support referee and law clerks.

It was noted the child support referee is a higher paid position. Kulwicki said the District Court Judges would likely support a 3.0% increase for the child support referee provided the salary does not exceed the salary of the child support referee in Douglas County.

AMENDMENT: The maker of the motion and the seconder amended their motion to allocate a 2.5% increase for the child support referee, rather than a 3% increase.

Smoyer said law clerks have historically been a transitory position.

Kulwicki said they have both been employed by the County for more than five years. She said the District Court Judges feel they are incredibly valuable and prefer the continuity in having long-term employees. Kulwicki said they are required to be licensed attorneys and the Judges feel the County should compensate them better than they have been. McDaniel said they perform legal research for the eight District Court Judges and assist in writing opinions.

Smoyer said the District Court is essentially a State function and said he believes it would be appropriate for the Nebraska Supreme Court to contribute to the cost.

ROLL CALL: Schorr, Amundson, Smoyer and Hudkins voted aye. Raybould voted nay. Motion carried 4-1.

4 HUMAN SERVICES DIRECTOR - Doug McDaniel, Lincoln-Lancaster
County Human Resources Director

Eagan disseminated a preliminary rating of Commissioner choices for the Human Services Administrator position (Exhibit B).

There was general consensus to interview the top three candidates. Raybould felt the Board should interview the top five candidates. The interviews were tentatively scheduled for 1:30 p.m. on January 20th, in the Human Resources Conference Room on the third floor of the County-City Building. There was also consensus to send a question to the three candidates prior to the interviews and ask each to give a 15-minute presentation during their interview on their vision for the position. **NOTE:** The Board will discuss the questions that will be posed to candidates at the January 8, 2015 County Board Staff Meeting.

ADMINISTRATIVE OFFICER REPORT

A. January Management Team Meeting (January 8, 2015)

The following agenda items were suggested: 1) Introduce the new County Commissioners; 2) Nebraska Association of County Officials (NACO) Scholarship Program; 3) Roundtable discussion. **NOTE:** There was a request later in the meeting for Bob Walla, Assistant Purchasing Agent, to give an update on federal procurement guidelines.

B. Volkswind Tour of Steele Flats Wind Farm (January 15 or 16, 2015)

The Board discussed the invitation to tour the wind farm located in southern Nebraska near Steele City and Odell that was developed by Portland, Oregon-based Volkswind USA. **NOTE:** Volkswind wants to build a wind farm near Hallam, Nebraska (the area of application is within Lancaster and Gage Counties). There was consensus to ask Sara Hartzell in the Planning Department to come to the meeting and answer questions regarding where the Hallam wind farm project is in the Planning Department process.

C. Keno Fund Recommendations

The Board scheduled action on the Round 39 (Year 2) Keno Human Services Prevention Fund recommendations that were forwarded by the Joint Budget Committee (JBC) on the January 6, 2015 County Board of Commissioners Meeting.

D. Federal and State Holiday (Friday, December 26, 2014)

Eagan said the federal government has declared December 26th a federal holiday. The State will also recognize it as a holiday. He said the County elected not to follow suit when the day after Christmas was declared a federal and state holiday in the past because it was not negotiated with the unions and the cost to pay overtime at 24-hour facilities would be substantial.

MOTION: Raybould moved and Amundson seconded to not designate December 26th as a County holiday. Smoyer, Schorr, Raybould, Amundson and Hudkins voted aye. Motion carried 5-0.

E. Extension Unit Leader Interviews (Thursday, January 8, 2015)

Hudkins and Eagan indicated plans to participate in the interviews.

F. Replacement for Commissioner Raybould on Public Building Commission (PBC)

There was consensus to hold naming a replacement until the County Board makes the committee assignments on January 8th.

5 **FEDERAL PROCUREMENT GUIDELINES** - Bob Walla, Assistant Purchasing Agent

Bob Walla, Assistant Purchasing Agent, said the Federal Office of Management and Budget (OMB), issued Uniform Guidance (2 CFR 200), a comprehensive list of new

requirements for federal grant procurements and accounting functions. He said one of the requirements is a written procurement process so he has been working on a federal procurement manual. Walla said the manual will be brought forward for Board approval in January. Once it is approved, it will be added to the Lancaster County Purchasing Manual and training will be offered to City and County staff. The auditor will also give a presentation to staff on February 3rd on the accounting piece.

ADMINISTRATIVE OFFICER REPORT

G. Chief Deputy Elected Officials Salaries

Eagan disseminated copies of Chief Deputy Salaries for the Calendar Year 2015 (Exhibit C). He said most of the elected officials have recommended that their chief deputy receive 95% of their salary. By state statutes, the County cannot pay a chief deputy less than 65% of the elected official's salary. **NOTE:** The County Engineer has not submitted a recommendation yet for the County Surveyor.

Raybould said the proposed increases are substantial. Eagan explained that is because of the four-year adjustment to elected officials' salaries. Raybould said she doesn't know how the increases can be justified when compared to the other classifications. Eagan said the justification is comparability. Raybould said she would like to see a comparability study. Schorr said she would also like more information, specifically the percentage increases, dollar increases, what 90% and 95% of the elected official's salary would equate to, and total fiscal impact. Hudkins said he would like to see what a 3% "across the board" increase would look like.

Eagan noted elected officials have a bigger say in the salaries of their deputies, adding there is case law that states the Board must set a reasonable salary. Raybould responded that the Board has a statutory duty to set the salaries for the elected officials and deputy officials and also has a responsibility to make sure that salary increases are not a burden to the taxpayers.

6 SHERIFF MOTOR VEHICLE PURCHASE - Jeff Bliemeister, Chief Deputy Sheriff

Jeff Bliemeister, Chief Deputy Sheriff, said the Sheriff's Office included the purchase of 6 marked cruisers and 1 transport van in the Fiscal Year (FY) 2014-2015 budget (estimated cost of \$205,000). He said 2 marked cruisers and 1 transport van were totaled in 2014. Insurance compensation of approximately \$21,255 was received and placed into the County's General Fund. Bliemeister asked the Board to approve 1 additional cruiser for the Sheriff's Office, explaining he prepared a requisition for 7 cruisers based on the State bid and the Purchasing Department secured a bid that was

approximately \$8,000 under what the State Bid would have been (total amount is \$193,781). The transport van will be an additional expense. He said the Sheriff's Office has funds in the budget to cover the purchase but said a mid-year infusion will be needed because the salary and health insurance increases were not budgeted in.

Dennis Meyer, Budget and Fiscal Officer, said the Board would need to increase their spending authority. He said it will all become part of the Sheriff's mid-year request. Bliemeister estimated the Sheriff's Department will be \$12,000 over the vehicle line item.

Raybould noted Gage County recently decided to no longer allow their Sheriff deputies to take their patrol vehicles home to reduce "wear and tear" on the vehicles and asked Bliemeister to comment. Bliemeister said he supports Sheriff Wagner's philosophy there are numerous benefits to allowing deputies to take their cruisers home. He also pointed out that Gage County deputies have filed a grievance against their Sheriff arguing it is a change in a benefit or condition of employment.

Raybould exited the meeting at 9:58 a.m.

RETURNING TO ITEM 14B

Thorpe reported that David Cary, Acting Planning Director, and Sara Hartzell, Planner II, are out of the office and won't be able to appear at the meeting to address this item.

There was consensus to decline the invitation until the wind farm proposal goes through the Planning Commission process.

ADMINISTRATIVE OFFICER REPORT

H. Two County Representatives for the Benefits Consultant Request for Proposal (RFP) Selection Committee

There was consensus to have Dennis Meyer, Budget and Fiscal Officer; and Sue Eckley, County Risk Manager, serve as the County's representatives on the Committee.

Raybould returned to the meeting and Smoyer exited the meeting at 10:00 a.m.

7 AMENDMENT OF COUNTY RESOLUTION NO. R-13-0062, WASTEWATER TREATMENT SYSTEMS - Scott Holmes, Environmental Public Health Division Manager, Lincoln-Lancaster County Health Department (LLCHD); John Chess, Environmental Health Supervisor, LLCHD

Scott Holmes, Environmental Public Health Division Manager, LLCHD, said wastewater has been regulated in Lancaster County for 50 years which has protected public health, groundwater and surface water. He noted the County has led the Nebraska Department of Environmental Quality (NDEQ) on many regulations and preceded them with requirements for installer training and testing. Holmes said the LLCHD inspects about 150 new or altered systems per year and makes sure the soils are correct and all the parameters are met relative to setbacks and distances to wells and streams.

John Chess, Environmental Health Supervisor, Lincoln-Lancaster County Health Department (LLCHD), gave an overview of proposed changes to County Resolution No. R-13-0062 which addresses wastewater treatment systems. He said the changes are requested to match changes at NDEQ and "tweaks" to the code that are of benefit to both the homeowner and installer. Chess said the industry has been notified of the proposed changes and none of the installers had objections.

Schorr said it is a "wonderful story" that the County has led the State in this area and suggested a media release. Hudkins suggested an article in the University of Nebraska Cooperative Extension's NEBLINE publication.

Smoyer returned to the meeting at 10:09 a.m.

DISCUSSION OF BOARD MEMBER MEETINGS

A. Public Building Commission (PBC) Chair/Vice Chair Meeting with the Mayor - Raybould

Raybould said Jon Carlson, Administrative Assistant to the Mayor, met with them in place of Mayor Beutler. She said they discussed the 605 Building; the proposed bond issue for public safety projects; parking changes for law enforcement along H Street, south of the 605 Building; and energy efficiencies in the County-City Building.

B. Meeting with the Mayor - Raybould, Smoyer

Smoyer said they discussed the draft interlocal agreement to get the 1/4 cent sales tax issue for public safety projects on the ballot. He said he emphasized the need for improvements to control traffic on North 84th and Havelock Avenue.

C. Public Building Commission (PBC) - Raybould

Raybould said the PBC discussed the status of the 605 Building and the Wellness Committee's recommendation to install a locker room for employees; the public safety bond issue; and the donation of photographs from a world renowned Chinese photographer.

8 MID-YEAR BUDGET LETTER - Dennis Meyer, Budget and Fiscal Officer

Dennis Meyer, Budget and Fiscal Officer, requested authorization to send out the Mid-Year budget letter (see agenda packet).

There was consensus to authorize the Chair to initial the letter and to allow Meyer to send it out to County departments.

DISCUSSION OF BOARD MEMBER MEETINGS

D. Human Services Joint Budget Committee (JBC) - Raybould, Schorr

Schorr said they reviewed the Round 39 Keno Human Services Prevention Fund recommendations.

Schorr and Raybould also reported the following: 1) Region V has received a \$3,600,000 Suicide Prevention Grant for the next five years; 2) Urban Development is building two houses in partnership with Prairie Gold Homes with labor from State inmates; and 3) The Voluntary Income Tax Assistance (VITA) Program is running \$20,000 short on funding.

E. Board of Health - Raybould

Raybould said discussion focused on proposed revisions to the resolution on wastewater treatment systems and the impact of the Affordable Care Act (ACA).

F. Information Services Policy Committee (ISPC) - Raybould

Raybould said there was a Geographic Information System (GIS) presentation and an update on implementation of the biometric time clock system.

H. Railroad Transportation Safety District (RTSD) - Amundson, Schorr, Smoyer

Schorr reported the City has redesigned part of the viaduct to accommodate the Burlington Northern Santa Fe (BNSF) Railway, adding to the project's cost and schedule.

I. Lincoln Independent Business Association (LIBA) Budget Monitoring Committee - Smoyer

Smoyer said they discussed plans to create a protected bike lane along "N" Street through the downtown area, unfunded mandates and future use of Pershing Auditorium.

EMERGENCY ITEMS AND OTHER BUSINESS

Amundson reported on the General Assistance (GA) Monitoring Committee meeting. She said they reviewed the budget and Affordable Care Act (ACA) costs.

ADDITIONS TO AGENDA

- A. Lincoln Chamber of Commerce's Growth and Development Public Policy Forum

Raybould reported on the event, noting Kent Seacrest, a member of the 2015 Vision group, discussed the future of the City and County and indicated 7 of the 10 pillars to the group's vision for revitalization and expansion have been reached. She said he also provided a "snapshot" of what is happening in each of the City's quadrants.

9 COUNTY TEXT AMENDMENT NO. 14020, PERSONAL WIRELESS TELECOMMUNICATIONS FACILITIES - Brian Will, Planner II, Lincoln/Lancaster County Planning Department

Brian Will, Planner II, Lincoln/Lancaster County Planning Department, gave an overview of County Text Amendment No. 14020 which would amend Article 10 of the Lancaster County Zoning Resolution relating to Personal Wireless Telecommunications Facilities, to modify Section 10.002 Definitions relating to "abandonment" and "partial abandonment"; Section 10.003 to modify administrative permit provisions; and to delete Sections 10.004 through 10.007 regarding the initial term and renewal of special permits and administrative permits (Exhibit D). He noted the City and County adopted wireless regulations in 2000, which are essentially identical, and text amendments are moving forward for both. **NOTE:** The Planning Commission has recommended approval and a public hearing on the proposed text amendment will be scheduled on a future County Board of Commissioners Meeting agenda.

10 CONTINUUM CONTRACT - Pat Kant, Human Resources Coordinator; Gail Sutter, Continuum Executive Director; Georgette Kingkade, former Program Manager, Continuum Employee Assistance Program (EAP)

Pat Kant, Human Resources Coordinator, said Continuum has provided an employee assistance program to the County, which includes clinical counseling, substance abuse assessment and referral, education and training, since 1979. The contract was recently bid and Continuum was the only bidder. A three-year contract is proposed, with an option to renew for an additional three years. The contract also provides for a 2% increase, which would bring the cost to \$20,196 (equates to \$23.62 per employee). She said the County is also asked to consider adding HelpNet services, a comprehensive online work/life resource for employees and family members at an additional cost of \$2,565 (\$3.00 per employee).

Amundson asked whether there is a distinct need for the additional services or if information would be available from other sources. Gail Sutter, Continuum Executive Director, said the way people want to receive information is transitioning, citing social media as an example. She said many employees begin the process to reach out to Continuum for services through its website and said HelpNet enhances that experience. Continuum also helps companies promote HelpNet and to utilize the information in their wellness and training programs. Sutter said employees can find information from other sources on the Internet and said it is just a question of whether the County wants to offer this mechanism to its employees.

Schorr asked how many employees utilized Continuum's services last year. Sutter said Continuum provided 151 hours of services to the County last year which included counseling 24 clients, providing work performance coaching services and 7 on-site training programs on a variety of topics. She said the County has averaged a 6-10% utilization rate over the years.

MOTION: Schorr moved and Smoyer seconded to schedule renewal of the contract with Continuum, with a 2% increase (rate of \$23.62 per employee) but without any additional services, on the January 6, 2015 County Board of Commissioners Meeting. Schorr, Raybould, Amundson, Smoyer and Hudkins voted aye. Motion carried 5-0.

11 EMPLOYEE REPLACEMENT - Bill Jarrett, Chief Deputy County Treasurer

Bill Jarrett, Chief Deputy County Treasurer, said Lloyd Otto, Systems Programmer in the County Treasurer's Office, has decided to retire on March 18th, which is earlier than they had anticipated. He said the position is integral to operations and explained they would like to bring a new person "on board" by the third or fourth week of February so there is adequate training time.

Raybould asked the cost of the overlap. Jarrett said it won't be as significant as the payout of Otto's sick leave into the Post Employment Health Plan (PEHP) and his vacation balance. He said they had not budgeted for those expenses but do have some savings in the temporary salaries line item.

MOTION: Amundson moved and Raybould seconded to authorize the County Treasurer to initiate the hiring process. Raybould, Amundson, Smoyer, Schorr and Hudkins voted aye. Motion carried 5-0.

ADDITIONS TO THE AGENDA

- B. Report on Nebraska Association of County Officials (NACO) Annual Convention

Hudkins noted Sara Hoyle, Juvenile Justice Coordinator, and Sheli Schindler, Youth Services Center (YSC) Director, participated in a Juvenile Diversion Alternative Initiative panel discussion. Schorr added that Bob Walla, Assistant Purchasing Agent, gave a presentation at a session on cooperative purchase agreements. She also reported State Senator Dubas chose the NACO business meeting to release the Legislature's Transportation Committee's report on deterioration of Nebraska's bridges.

12 ACTION ITEMS

There were no action items.

13 CONSENT ITEMS

There were no consent items.

14 ADMINISTRATIVE OFFICER REPORT

- A. January Management Team Meeting (January 8, 2015)
- B. Volkswind Tour of Steele Flats Wind Farm (January 15 or 16, 2015)
- C. Keno Fund Recommendations
- D. Federal and State Holiday (Friday, December 26, 2014)
- E. Extension Unit Leader Interviews (Thursday, January 8, 2015)
- F. Replacement for Commissioner Raybould on Public Building Commission (PBC)
- G. Chief Deputy Elected Officials Salaries
- H. Two County Representatives for the Benefits Consultant Request for Proposal (RFP) Selection Committee

Items A-H were moved forward on the agenda.

15 PENDING

There were no pending items.

16 DISCUSSION OF BOARD MEMBER MEETINGS

- A. Public Building Commission (PBC) Chair/Vice Chair Meeting with the Mayor - Raybould
- B. Meeting with the Mayor - Raybould, Smoyer

- C. Public Building Commission (PBC) - Raybould
- D. Human Services Joint Budget Committee (JBC) - Raybould, Schorr
- E. Board of Health - Raybould
- F. Information Services Policy Committee (ISPC) - Raybould

Items A-F were moved forward on the agenda.

- G. Parks and Recreation Advisory Board - Hudkins

No report.

- H. Railroad Transportation Safety District (RTSD) - Amundson, Schorr, Smoyer
- I. Lincoln Independent Business Association (LIBA) Budget Monitoring Committee - Smoyer

Items H and I were moved forward on the agenda.

- J. Lancaster County Correctional Facility Joint Public Agency (JPA) - Hudkins, Smoyer

Meeting was cancelled.

- K. Parks and Recreation Futures Committee - Hudkins

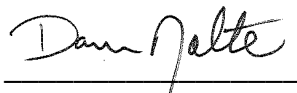
Meeting was cancelled.

17 EMERGENCY ITEMS AND OTHER BUSINESS

Item was moved forward on the agenda.

18 ADJOURNMENT

MOTION: Smoyer moved and Raybould seconded to adjourn the meeting at 11:13 a.m. Amundson, Smoyer, Schorr, Raybould and Hudkins voted aye. Motion carried 5-0.



Dan Nolte
Lancaster County Clerk

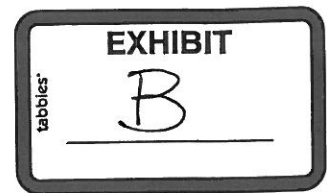


APPOINTED OFFICIALS SALARY SURVEY 2015

	Youth Services Center Director			Chief Administrative Officer			Deputy Chief Administrative Officer			Budget & Fiscal Officer	
COUNTY	MINIMUM	MAXIMUM		MINIMUM	MAXIMUM		MINIMUM	MAXIMUM		MINIMUM	MAXIMUM
Douglas	\$74,209	\$123,679		\$92,411	\$154,021		\$82,780	\$137,967		\$74,209	\$123,679
Linn	\$60,379	\$94,797								\$76,700	\$122,723
Minnehaha	\$70,741	\$107,619		\$86,174	\$131,144		\$52,603	\$80,018		\$87,135	\$87,135
Polk	\$69,074	\$90,967		\$165,286	\$165,286					\$91,723	\$121,057
Sedgwick	\$55,120	\$82,680		\$190,003	\$190,003		\$138,828	\$138,828		\$73,860	\$110,791
Shawnee										\$97,750	\$97,750
Mean	\$65,905	\$99,948		\$133,469	\$160,114		\$91,404	\$118,938		\$83,563	\$110,523
Median	\$69,074	\$94,797		\$128,849	\$159,654		\$82,780	\$137,967		\$81,918	\$115,924
Midpoint	\$67,489	\$97,373		\$131,159	\$159,884		\$87,092	\$128,452		\$82,740	\$113,223
Lancaster	\$97,267	\$97,267		\$135,957	\$135,957		\$90,196	\$90,196		\$97,654	\$97,654
\$ incr/decr	-\$29,778	\$106		-\$4,798	\$23,927		-\$3,104	\$38,256		-\$14,914	\$15,569
% incr/decr	-30.61%	0.11%		-3.53%	17.60%		-3.44%	42.41%		-15.27%	15.94%

	Building Administrator			Corrections Administrator			Weed Control Superintendent			Community Corrections Dir	
COUNTY	MINIMUM	MAXIMUM		MINIMUM	MAXIMUM		MINIMUM	MAXIMUM		MINIMUM	MAXIMUM
Douglas	\$74,209	\$123,679		\$82,780	\$137,967					\$64,997	\$97,452
Linn	\$70,687	\$112,390		\$105,839	\$105,839						
Minnehaha	\$70,741	\$107,619		\$70,741	\$107,619		\$37,232	\$56,638			
Polk	\$96,188	\$126,973		\$91,723	\$121,057		\$69,074	\$90,967			
Sedgwick	\$85,508	\$128,263		\$60,777	\$91,166		\$47,611	\$71,416		\$81,432	\$122,148
Shawnee				\$82,000	\$82,000		\$58,710	\$58,710		\$76,220	\$76,220
Mean	\$79,467	\$119,785		\$82,310	\$107,608		\$53,157	\$69,433		\$74,216	\$98,607
Median	\$74,209	\$123,679		\$82,390	\$106,729		\$53,161	\$65,063		\$76,220	\$97,452
Midpoint	\$76,838	\$121,732		\$82,350	\$107,169		\$53,159	\$67,248		\$75,218	\$98,029
Lancaster	\$113,830	\$113,830		\$108,035	\$108,035		\$65,153	\$65,153		\$87,648	\$87,648
\$ incr/decr	-\$36,992	\$7,902		-\$25,685	-\$866		-\$11,994	\$2,095		-\$12,430	\$10,381
% incr/decr	-32.50%	6.94%		-23.77%	-0.80%		-18.41%	3.22%		-14.18%	11.84%

	Veterans Service			General Assistance			Risk Management Director			Emergency Management Director	
COUNTY	MINIMUM	MAXIMUM		MINIMUM	MAXIMUM		MINIMUM	MAXIMUM		MINIMUM	MAXIMUM
Douglas	\$59,759	\$99,598		\$66,585	\$110,977		\$58,831	\$88,290		\$66,585	\$110,977
Linn	\$55,950	\$87,283		\$55,950	\$87,283		\$65,270	\$103,124 *		\$97,626	\$97,626
Minnehaha	\$41,080	\$62,524								\$70,741	\$107,619
Polk	\$62,822	\$82,745		\$48,428	\$63,426		\$79,563	\$104,911 *		\$97,281	\$97,281
Sedgwick							\$70,345	\$105,518 *		\$60,777	\$91,166
Shawnee										\$59,225	\$59,225
Mean	\$54,903	\$83,038		\$56,988	\$87,229		\$68,502	\$100,461		\$75,372	\$93,982
Median	\$57,855	\$85,014		\$55,950	\$87,283		\$67,808	\$104,018		\$68,663	\$97,453
Midpoint	\$56,379	\$84,026		\$56,469	\$87,256		\$68,155	\$102,239		\$72,018	\$95,718
Lancaster	\$80,794	\$80,794		\$80,794	\$80,794		\$80,418	\$80,418		\$68,000	\$68,000
\$ incr/decr	-\$24,415	\$3,232		-\$24,325	\$6,462		-\$12,263	\$21,821		\$4,018	\$27,718
% incr/decr	-30.22%	4.00%		-30.11%	8.00%		-15.25%	27.13%		5.91%	40.76%



Human Services Director
Top Five

I have done a preliminary rating of the Commissioner choices for Human Services Director applicants. Assuming the Board wants to interview 5 candidates, I have rated the Commissioner applicant choices two ways: 1) assign 5 points for a Commissioner's first choice, 4 points for a second choice, etc. down to 1 point for a fifth choice; and 2) simply tally the number of times a candidate appears in the top five of all Commissioner choices. As of this email I have not received Brent's choices.

Using the point system, the top five are:

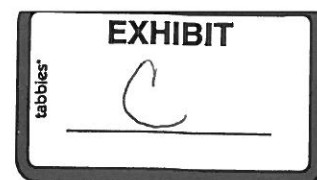
McCleese Stephenson	19
Gavin	14
Hoyle	12
Turner	8
Fager	7

Others receiving points are Seck (4 points), Carter (3), and Soper (2).

Using the number of times in top five:

McCleese Stephenson	5
Gavin	4
Hoyle	3
Fager	3
Turner	2

Others names appearing in the top five include Carter (twice), Seck (once), and Soper (once).



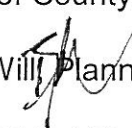
ATTACHMENT A

**CHIEF DEPUTY SALARIES
For the Calendar Year 2015
(Effective December 25, 2014)**

<u>CHIEF DEPUTY (DEPARTMENT)</u>	<u>2014</u>	<u>2015</u>
Condon, Patrick F. (County Attorney)	133,436	139,455
Cyr, Doug (County Attorney)	122,902	135,785
Henderson, Alicia (County Attorney)	122,902	128,446
Helvie, Scott (Public Defender)	133,436	139,455
Hays, Robert G. (Public Defender)	127,677	133,583
Timm, Margene (Public Defender)	121,216	126,244
Bliemeister, Jeffrey (County Sheriff)	108,000	110,664
Ogden, Rob (Assessor/Register of Deeds)	111,812	116,449
Gaines, Scott (Assessor/Register of Deeds)	102,396	104,444
Schroeder, Ken (County Engineer)	86,457	
Jarrett, William (County Treasurer)	78,849	82,897
Salem, Chuck (Clerk of District Court)	78,843	85,774
Beattie, Cori (County Clerk)	75,210	81,350

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MEMORANDUM

TO: Board of County Commissioners
FROM: Brian Will  Planning Department
SUBJECT: TX#14020 - Wireless Text Amendment
DATE: December 18, 2014

Text Amendment #14020 amends Article 10 of the County Zoning Regulations. The changes proposed by the three-page text amendment (attached) are summarized below:

1. Eliminate the requirement for special and administrative permits for wireless facilities to be renewed every 15 years. (Delete Sections 10.004 - 10.007)
2. To extend the amount of time allowed before facilities are considered abandoned from 90 to 180 days. (Section 10.002 A)
3. To clarify that rooftop-mounted antennas may be approved by administrative permit instead of special permit. (Section 10.003 C)
4. To require no zoning permit to co-locate on a facility previously approved by an administrative or special permit.
5. Move the definition of abandonment and partial abandonment from Section 10.013 which describes the process for abandonment, and creates a new definition of partial abandonment.

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WIRELESS SECTIONS TO BE AMENDED

10.002 Definitions -

A. Abandonment - in the case of a co-located or non co-located facility, shall mean: (a) failure to start operations within 90 180 days of completion of the structure, or (b) to cease operation for a period of 90 180 or more consecutive days. ~~In the case of a co-located facility, abandonment shall mean: (a) failure to start operations within 180 days of completion of the structure, or (b) to cease operation for a period of 180 or more consecutive days.~~ In the event that factors beyond a provider's control postpone the start of or cause the temporary cessation of operations of a co-located or non-located facility, the time limitations specified herein shall be extended for such period of delay.

R. Partial abandonment in the case of a facility shall mean to cease use of a portion of the antenna structure for 180 or more consecutive days.

RS. Personal wireless service, personal wireless service facilities, personal wireless facilities and facilities used in this Article shall be defined in the same manner as in Chapter 47, United States Code, Section 332 (c)(7)(C), as they may be amended now or in the future and includes facilities for the transmission and reception of radio or microwave signals used for communication, cellular phone, personal communications services, enhanced specialized mobile radio, and any other wireless services licensed by the FCC and unlicensed wireless services.

ST. Provider shall mean every corporation, company, association, joint stock company, firm, partnership, limited liability company, other entity and individual which provides personal wireless service over personal wireless service facilities.

TU. Screening shall mean materials which effectively hide personal wireless facilities from view, or landscaping in accordance with design standards recommended by the Planning Department.

UV. Security barrier shall mean a wall, fence, or berm that has the purpose of sealing a personal wireless service facility from unauthorized entry or trespass.

VV. Site shall mean a tract or parcel of land that contains personal wireless service facilities including any antenna, support structure, building, accessory buildings, and parking and may include other uses associated with and ancillary to personal wireless services.

WX. Special permit shall mean a process and approval as currently described in Article 13 of the Lancaster County Zoning Regulations, or as otherwise set forth in County regulations.

XY. Tower shall mean any structure that is designed, constructed or used for the primary purpose of supporting one or more antennas, including self-supporting lattice towers, guyed towers, or monopole towers. The term encompasses personal wireless service facilities including microwave towers, common-carrier towers, cellular telephone towers or personal communications services towers, alternative tower structures, and the like.

~~YZ.~~ Unlicensed wireless services shall mean commercial mobile services that operate on public frequencies and do not need a FCC license.

10.003 Permits Required - (B) Maintenance or repair of a personal wireless service facility and related equipment, excluding structural work or changes in height, dimensions ~~or number of antenna~~, towers, or buildings, is excluded from the requirement to obtain an administrative or special permit. However, building permits may still be required.

(C) Installation of personal wireless service facilities requires either an administrative permit issued by the Planning Director or approval of a special permit by the Planning Commission, except co-location on existing wireless facilities previously authorized by either an administrative permit or special permit.

(1) Administrative Permit - In any zoning district, the Planning Director may issue an administrative permit approving an application to replace an existing tower or to ~~co-locate additional antennas on a camouflaged facility or rooftop facility, or facility subject to an existing special permit~~, if the application does not exceed the permitted height in the district or the height as allowed by special permit, and will have minimal adverse effect on the surrounding property, entryway corridors to the City, Capitol Environs District, Capitol View Corridors as described in Section 27.56.017, landmarks or landmark districts designated in accordance with Chapter 27.57, or properties listed or eligible to be listed on the National Register of Historic Places.

~~10.004 Term of Permit:~~

~~An administrative or special permit granted hereunder shall be in effect for a term of fifteen years unless it is sooner terminated due to abandonment or failure to comply with this Code.~~

~~10.005 Renewal Applications:~~

~~A permittee that desires to renew its administrative or special permit hereunder shall, not more than 365 days nor less than 90 days before expiration of the current permit, file an application with the City for renewal of its permit which shall include the applicable information required pursuant to the permit application.~~

~~10.006 Renewal Determinations:~~

~~After receiving a complete application hereunder, the Planning Director in the case of an administrative permit and the Planning Commission in the case of a special permit, shall make a determination granting or denying the renewal application in whole or in part. If the renewal application is denied, the determination shall include the reasons for non-renewal. The standards enumerated in this Code shall apply when determining to grant or deny the application, plus a determination of the applicant's compliance with the requirements of this Code.~~

~~10.007. Obligation to Cure As a Condition of Renewal:~~

~~No permit shall be renewed until any ongoing violations or defaults in the permittee's performance of the requirements of this Chapter, and all applicable laws, statutes, codes, ordinances, rules and regulations have been cured, or a plan detailing the corrective action to be taken by the permittee has been approved by the County.~~

10.012 General Requirements.

(e) Surety and Indemnity Requirements.

(1) Prior to issuance of a building permit, the applicant shall post a surety, approved by the City Attorney, with the City in the minimum amount necessary, as determined by the City, to guarantee the future removal of the facilities. The surety may not be revoked or terminated during the term life of the permit. The City may use the surety for any expenses it incurs in removing any of the provider's facilities.

10.013 Non-use; Abandonment.

~~In addition to the definition of abandonment provided in Section 27.68.020, facilities shall be considered abandoned ninety (90) days after the expiration of an administrative permit or special permit and partially abandoned in the event that a portion of the antenna support structure is no longer used.~~

Abandonment: No less than thirty (30) days prior to the date that a personal wireless service provider plans to abandon, partially abandon or discontinue operation of a facility, the provider must notify the County by certified U.S. mail of the proposed date of abandonment, partial abandonment or discontinuation of operation. In the event that a provider fails to give notice, the facility shall be considered abandoned upon the County's discovery of discontinuation of operation for more than 90 and 180 days, as the case may be, on all or part of such facility. Upon such abandonment, the provider shall have sixty (60) days or such additional period of time determined in the reasonable discretion of the County within which to:

(1) Reactivate the use of the facility or transfer the facility to another provider who makes actual use of the facility; or

(2) Dismantle and remove facility. If the facility or portion thereof is not removed within the sixty (60) days time period or additional period of time allowed by the County, the County may remove such tower or portion thereof or antenna at the provider's expense. If there are two or more providers co-locating on a facility, then this provision shall not become effective until all providers cease using the facility or until a portion of the antenna support structure is no longer used. At the earlier of sixty (60) days from the date of abandonment without reactivation or upon completion of dismantling and removal, County approval for the facility or a portion thereof shall automatically expire.

(b) If ownership of a facility is transferred from one provider to another, the previous provider and the new provider shall be required to notify the County of the change of ownership within thirty days of the change of ownership or transfer of the facility. The new provider shall be required to make amendments to the application that is on file with the County, in order to provide current information. The new provider shall also provide a surety in accordance with section 10.012(e)(1).