

DISTRICT COURT OF LANCASTER COUNTY

District Judges:

John A. Colborn
Darla S. Ideus
Andrew R. Jacobsen
Lori A. Maret
Kevin R. McManaman
Jodi L. Nelson
Robert R. Otte
Susan I. Strong



Third Judicial District
Lancaster County, Nebraska

The Justice and Law
Enforcement Center
575 South 10th Street
Lincoln, Nebraska 68508

May 22, 2017

Todd Wiltgen, Chair
Lancaster County Commissioners
555 South 10th Street, Room 110
Lincoln, NE 68508

RE: District Court Law Clerks Compensation

Dear Commissioners,

This letter is written to request the opportunity to address the Board regarding the compensation of the District Court Judges Law Clerk positions. As you are aware, the two full-time positions are currently listed as non-career service and are unclassified under the Lancaster County pay plans. The salary for these positions have generally been adjusted annually for cost of living increases as set by Board resolution.

After very careful review and consideration, the District Court would ask that the Board consider a salary adjustment for these positions and approval to begin the reclassification process. The expectation and requirements for these positions are such that we believe they should be placed on a formal step plan and reclassified out of the non-career service classification. The positions have become career positions versus term-limited positions such as can be seen in other judicial settings. The use of highly experienced, licensed attorneys increase judicial efficiency resulting in decreased costs to taxpayers.

After having compared the requirements and responsibilities with similar positions within Lancaster County, the surrounding area, and within the judicial system, we believe these market inequities are likely to cause costly turnover in the positions as well as decreased judicial processing timeframes.

The District Court would respectfully request to be placed on a staff meeting agenda to present some initial findings to the Board or provide those findings during the District Court budget hearing scheduled for May 25, 2017. We firmly believe that the results of our research and the market inequities fully support an increase in salary for these positions. We would respectfully request at that time for the Board to consider a resolution, effective 07/01/2017, increasing the

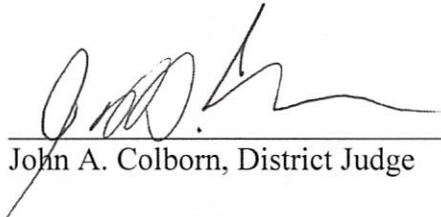
salary of the District Court Law Clerks by 25%. This initial step would hopefully allow for retention of our current law clerks while our Court Administrator works with Human Resources for a formal reclassification.

As dockets continue to escalate and positions are added in the County Attorney and Public Defender's Office these Law Clerks, more appropriately titled Staff Attorney, positions become more and more critical to efficiently and expeditiously resolving cases. As you are aware, this request has been made over the last several years during the budget and mid-budget process. It is anticipated that increasing the salaries for these positions would be more cost effective than requesting an additional position which would be estimated to cost \$74,689.01 annually.

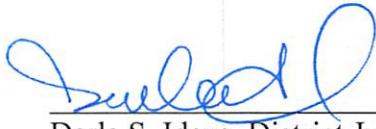
We have weighed very seriously this request amongst ourselves and against the current budget constraints and firmly believe it is more than warranted. Based on projections the fiscal impact would increase our currently submitted budget by \$25,745.03 for fiscal year 2017-2018.

Please feel free to contact our Court Administrator, Jared Gavin, if you have any questions regarding this letter.

Sincerely,



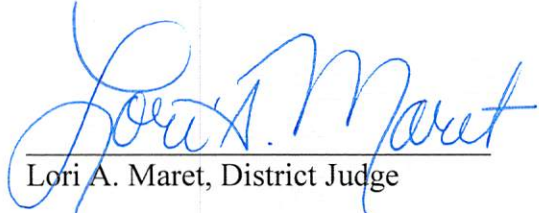
John A. Colborn, District Judge



Darla S. Ideus, District Judge



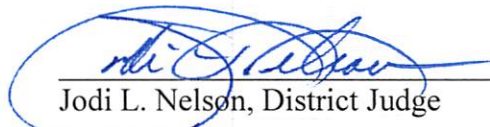
Andrew R. Jacobsen, District Judge



Lori A. Maret, District Judge



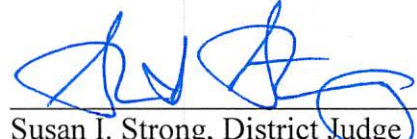
Kevin R. McManaman, District Judge



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