

COUNTY	Election Commissioner		*Deputy Election Commissioner	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Douglas	\$92,106	\$92,106	\$69,080	\$69,080
Johnson	\$106,954	\$106,954	\$64,938	\$97,406
Sarpy	\$85,728	\$85,728	\$77,155	\$77,155
Sedgwick	\$88,193	\$88,193	\$46,711	\$68,355
Wyandotte	\$67,101	\$127,234	\$59,613	\$109,138
Mean	\$88,016	\$100,043	\$63,499	\$84,227
Median	\$88,193	\$92,106	\$64,938	\$77,155
Midpoint	\$88,105	\$96,074	\$64,218	\$80,691
Lancaster	\$87,723	\$87,723	\$63,161	\$63,161
\$ incr/decr	\$381	\$8,351	\$1,058	\$17,530
% incr/decr	0.43%	9.52%	1.67%	27.75%

Shawnee \$61,801 \$61,801

*Deputy Election Commissioner salary is 72% of Election Commissioner



Election Commissioner
601 North 46th Street
Lincoln, Nebraska 68503-3720

David J. Shively
Commissioner
Maura Kelly
Chief Deputy

Telephone: (402) 441-7311
FAX: (402) 441-6379

June 10, 2019

Roma Amundson, Chair
Lancaster County Board of Commissioners
555 South 10th Street
Lincoln, NE 68508

Dear Roma:

Doug McDaniel has shared with me the collected comparable salary study for the Election Commissioner and Chief Deputy Election Commissioner. I understand that this will be discussed at the staff meeting this Thursday, June 13th.

I will not be able to attend the meeting on Thursday, as I will be in Kearney participating in the Nebraska Association of Clerks, Election Commissioners and Register of Deeds summer workshop.

I would like comment on a couple of items that aren't represented in the salary comparability study.

First, please note that the Douglas County Election Commissioner's salary quoted in the comparable study was set in the fall of 2015. The current term for that office will end in December of 2019.

In my discussions with the current Douglas County Election Commissioner, he has informed me that the Douglas County director of personnel anticipates recommending a substantial increase in the salary based on their initial review of a comparable salary study and a comparability of the Douglas County Election Commissioner to Douglas County Elected Officials and their Chief Deputies. The Douglas County Board will not set the salary until this fall. However, I want you to know that the salary for that position will most likely change substantially with the new term for that position.

It is important to note that during a four year term for both the Douglas County and Lancaster County Election Commissioners, Lancaster County conducts two additional regularly scheduled major elections. This is due to the fact that the City of Omaha municipal elections are conducted only once during a four year period while the City of Lincoln municipal elections are conducted twice during that same time span. For example, the City of Omaha did not have municipal elections in April and May of 2019

while the City of Lincoln did.

I would also like to point out that currently the Lancaster County Election Commissioner's salary is lower than any current Chief Deputy in Lancaster County. Certainly, the responsibilities of the Lancaster County Election Commissioner are as equally important, if not more so, than the lowest salaried Chief Deputy. I am attaching a copy of the Board resolution that set the Chief Deputy salaries earlier this year.

Finally, I would like the new board members to understand how the percentage for the Chief Deputy Election Commissioner was originally set. Over the years, the Chief Deputy Election Commissioner has not been considered a full time position. When salaries were set in 2003, it was determined that the salary be set at 90% of the Election Commissioner with the actual salary based on a four fifths (4/5) work week. Therefore, it was determined to be set at 72% of the Election Commissioner's salary to accommodate a four fifths (4/5) work week.

I hope you understand that I offer my assessment of the comparable study and salary resolution as someone who has been in this position for almost twenty years. I know the position and responsibilities well.

While I have not been reappointed by Governor Ricketts for another four year term, I have informed him that I would like to be reappointed. Please know that my assessment would be the same whether I was seeking reappointment or not.

If you have any questions, please feel free to contact me at your convenience.

Sincerely,



David J. Shively
Election Commissioner

Enclosure

c: Doug McDaniel, Human Resources
Lancaster County Board Members

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA**

**ELECTED OFFICIAL CHIEF DEPUTY)
SALARY INCREASES FOR THE) RESOLUTION NO. R-19-0005
2019 CALENDAR YEAR)**

WHEREAS, the Board of County Commissioners of Lancaster County, Nebraska, desires to adopt the 2019 annual salary increases for the chief deputies for elected officials.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Lancaster County as follows:




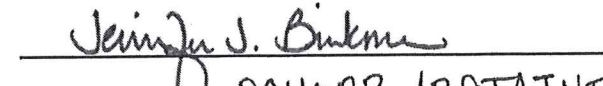
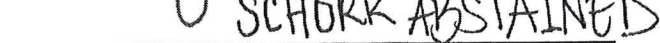
- 1) The salary increases for chief deputies are as designated in "Attachment A", which is attached hereto and incorporated herein by this reference.
- 2) The attached salary increases are effective the pay period beginning December 20, 2018.

DATED this 22nd day of January, 2019 at the County-City Building, Lincoln, Lancaster County, Nebraska.

**BY THE BOARD OF COUNTY
COMMISSIONERS OF LANCASTER
COUNTY, NEBRASKA**

**APPROVED AS TO FORM
THIS 22nd DAY OF
January, 2019.**


**for Patrick Condon
County Attorney**

ATTACHMENT A

**CHIEF DEPUTY SALARIES
For the Calendar Year 2019
(Effective December 20, 2018)**

	<u>2018</u>	<u>2019</u>
Prenda, Bruce (County Attorney)	149,959	152,959
Cyr, Doug (County Attorney)	146,013	148,933
Turner, Christopher (County Attorney)	138,121	140,883
Cooney, Paul (Public Defender)	149,959	152,959
Hays, Robert G. (Public Defender)	143,646	148,933
Timm, Margene (Public Defender)	138,121	140,883
Duncan, Todd (County Sheriff)	116,705	122,611
Niederklein, Derrick (Assessor/Register of Deeds)	_____	122,240
Gaines, Scott (Assessor/Register of Deeds)	109,752	122,240
Schroeder, Ken (County Engineer)	104,301	107,430
_____ (County Treasurer)	_____	_____
Salem, Chuck (Clerk of District Court)	95,593	97,504
Beattie, Cori (County Clerk)	90,214	92,018