



MEETING NOTICE

**Lancaster County Elected Officials
Salary Review Committee
Monday, November 27, 2017 at 10:00 a.m.
County-City Building
555 South 10th Street - Suite 302
(Personnel Conference Room)**

AGENDA

1. Approval of Minutes for Meeting on November 20, 2017
2. Discussion - Elected Official Salary Recommendations

Public parking is available in the lot north of the County-City Building. Entrance for the public is on 10th Street. You will receive a parking pass at the meeting for exiting the lot. Please contact Kerry at 441-6865 or Minette at 441-7447 if you have any questions.

MINUTES
LANCASTER COUNTY ELECTED OFFICIALS SALARY REVIEW COMMITTEE
COUNTY-CITY BUILDING, ROOM 302
MONDAY, NOVEMBER 27, 2017
10:00 A.M.

Members Present: Kathy Campbell, former County Commissioner and Nebraska State Senator; Steve Eicher, former Pfizer Human Resources Department Director; Jim Gordon, Mediator and Attorney; Judy Halstead, former Lincoln-Lancaster County Health Department Director; Pat Kahm, Professional Resources Management, Inc.; Pat Kant, former Lincoln-Lancaster County Personnel Coordinator

Members Absent: Sam Seever, former MDS Pharma Services Vice President of Legal Services

Others Present: Kerry Eagan, County Chief Administrative Officer; Doug McDaniel, City-County Human Resources Director; Abby Stenek, Lincoln Independent Business Association (LIBA); Ann Taylor, County Clerk's Office

The meeting was called to order at 10:04 a.m.

1. APPROVAL OF MINUTES FOR MEETING ON NOVEMBER 20, 2017

Campbell moved and Halstead seconded approval of the minutes. The Committee unanimously voted to approve the minutes.

2. ELECTED OFFICIALS SALARY RECOMMENDATIONS

Doug McDaniel, City-County Human Resources Director, disseminated a revised salary survey (Exhibit A).

In response to a question from Halstead, Eagan clarified that the elected county officials' 2018 salaries were set by County Resolution R-14-004 and the Committee is only making a recommendation on salaries for the 2019-2022 term. He noted the final U.S. Department of Labor Statistics Consumer Price Index (CPI) has not been determined for December, 2017. McDaniel said he anticipates it will be 2%. **NOTE:** The CPI is a determining factor in the cost-of-living formula devised by the Elected Officials Salary Review Committee that was convened in 2013 to make recommendations for the 2015-2018 term. That formula was as follows:

Each elected official should receive an annual salary increase based on the following formula. If the U.S. Department of Labor Statistics Consumer Price Index (CPI) for all Urban Consumers Midwest Region, as published for the November immediately preceding each January for second through fourth years of the term is:

- A) Not less than 1.5% and not greater than 2.5% - then each elected official should receive a 2% salary increase;
- B) Less than 1.5% - then the salary increase should be 2%, minus 50% of the amount by which the CPI is less than 1.5%; and
- C) More than 2.5% - then the salary increase should be 2%, plus 50% of the amount by which the CPI exceeds 2.5%.

Committee members felt the formula was a fair approach and should be continued. It was noted that none of the elected county officials had raised concerns regarding the formula.

The Committee applied the assumed 2% CPI to the salaries shown on the Elected Officials Salary Spreadsheet which was provided at the October 16th meeting to determine what the 2018 salaries would be:

• County Attorney	\$157,852
• Public Defender	\$157,852
• County Engineer	\$122,707
• County Sheriff	\$122,847
• County Assessor/Register of Deeds	\$126,152
• County Treasurer	\$ 94,346
• County Clerk	\$ 94,962
• Clerk of the District Court	\$100,624
• County Commissioners	\$ 45,792

The Committee felt the 2018 salaries were where they should be.

McDaniel reviewed the salary information that the County Engineer had provided at the November 20th meeting, noting the following:

- The Sarpy County Elected Officials Salary Committee Report by Vitae Consulting (October 31, 2017) used a different array than the survey that has been used for Lancaster County elected officials.
- The Geographic Salary Differential Study of Public Sector Engineering Positions in Select Midwest Cities by the Owens Group, Inc. (June, 2015) was a survey of city engineers and city public works directors rather than county engineers.
- The State of Nebraska 2016 Salary Survey by the State Personnel Department of Administrative Services (February, 2017) had no county government respondents.
- A table titled "Comparison of County Engineers" showed higher data for some counties and said that reflected recently updated information. The County Engineer used the maximum salary in some areas and Human Resources uses the midpoint when there is a range.

It was noted incumbent salaries for Polk County, Iowa and Sedgwick County, Kansas for the County Engineer were reflected in the revised salary survey that was provided earlier in the meeting. McDaniel said the original document that was provided at the October 16th meeting

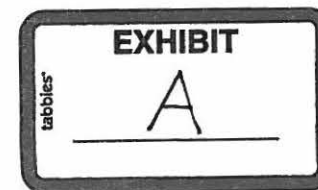
reflected the range mid-point. A revised document showing the range mid-point was provided for consistency (Exhibit B).

Discussion took place whether further market adjustments would be appropriate with consensus to recommend a one-time 3% market adjustment for the County Sheriff, based on comparability and to mitigate the wage compression issue, and a one-time 2% market adjustment for the County Engineer, based on comparability. If each county elected official receives a 2% increase for 2019 their salaries will be:

- County Attorney \$161,009
- Public Defender \$161,009
- County Engineer \$127,663
- County Sheriff \$129,064
- County Assessor/Register of Deeds \$128,675
- County Treasurer \$ 96,663
- County Clerk \$ 96,861
- Clerk of the District Court \$102,636
- County Commissioners \$ 46,708

There being no further business, the meeting was adjourned at 11:43 a.m.

Submitted by Ann Taylor, County Clerk's Office



ELECTED OFFICIALS SALARY SURVEY 2017

	BOARD OF COMMISSIONERS Market Salary	CLERK OF THE DISTRICT COURT Market Salary	COUNTY ASSESSOR Market Salary	REGISTER OF DEEDS Market Salary	COUNTY ATTORNEY Market Salary
DOUGLAS (Omaha, NE) 554,995	\$45,594	\$108,123	\$124,848	\$124,848	\$179,698
LINN (Cedar Rapids, IA) 221,661	\$77,917	-	\$109,678	\$107,005	\$171,007
POLK (Des Moines, IA) 474,045	\$86,579	-	\$135,437	\$115,438	\$195,391
SEDGWICK (Wichita, KS) 511,995	\$70,175	\$63,968	-	\$88,193	\$137,668
SHAWNEE (Topeka, KS) 178,146	\$39,000	-	\$87,537	\$62,408	\$139,050
SCOTT (Davenport, IA) 172,474	\$31,875	-	\$98,134	\$86,300	\$147,800
MEAN	\$58,523	\$86,046	\$111,127	\$97,365	\$161,769
MEDIAN	\$57,885	\$86,046	\$109,678	\$97,599	\$159,404
MIDPOINT LANCASTER 2017 (Population 309,637)	\$58,204	\$86,046	\$110,402	\$97,482	\$160,586
\$ +/-	\$44,894	\$98,651	\$123,678	\$123,678	\$154,757
% +/-	\$13,310	-\$12,606	-\$13,276	-\$26,196	\$5,829
	29.65%	-12.78%	-10.73%	-21.18%	3.77%
MIDPOINT LANCASTER 2018**	\$58,204	\$86,046	\$110,402	\$97,482	\$160,586
\$ +/-	\$45,792	\$100,624	\$126,152	\$126,152	\$157,852
% +/-	\$12,412	-\$14,579	-\$15,749	-\$28,669	\$2,734
	27.11%	-14.49%	-12.48%	-22.73%	1.73%

*annual amounts set to 30hrs per week for comparison.

*Sedgwick County is a state position

*Lancaster County Assessor and Register of Deeds are combined.

** Salaries have been increased 2% based on R-14-0004 which states "Annual increases effective January 1st based on the following formula. If the U.S. Department of Labor Statistics Consumer Price Index (CPI) for all Urban Consumers Midwest Region, as published for the November immediately preceeding each January for 2016 through 2018 is: (a) Not less than 1.5% and not greater than 2.5%, each elected official should receive a 2% salary increase; (b) Less than 1.5%, the salary increase should be 2%, minus 50% of the amount by which the CPI is less than 1.5%, but with the 2% base not being lowered beyond 0%; and (c) More than 2.5%, the salary increase should be 2%, plus 50% of the amount by which the CPI exceeds 2.5%.

ELECTED OFFICIALS SALARY SURVEY 2017

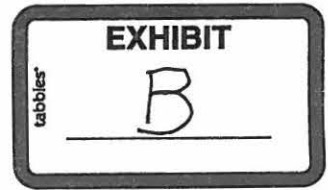
	COUNTY CLERK Market Salary	COUNTY ENGINEER Market Salary	COUNTY SHERIFF Market Salary	COUNTY TREASURER Market Salary	PUBLIC DEFENDER Market Salary
DOUGLAS (Omaha, NE) 554,995	\$110,000	\$129,803	\$130,187	\$121,512	\$179,698
LINN (Cedar Rapids, IA) 221,661	-	\$131,214	\$147,713	\$107,005	-
POLK (Des Moines, IA) 474,045	\$115,975	\$143,784	\$162,587	\$115,975	\$104,177
SEDGWICK (Wichita, KS) 511,995	\$88,193	\$148,481	\$135,220	\$88,193	\$150,785
SHAWNEE (Topeka, KS) 178,146	\$73,319	\$131,970	\$97,812	\$79,546	-
SCOTT (Davenport, IA) 172,474	-	\$132,163	\$113,600	\$86,300	-
MEAN	\$96,872	\$136,236	\$131,187	\$99,755	\$144,887
MEDIAN	\$99,097	\$132,067	\$132,704	\$97,599	\$150,785
MIDPOINT	\$97,984	\$134,151	\$131,945	\$98,677	\$147,836
LANCASTER 2017 (Population 309,637)	\$93,100	\$120,301	\$120,439	\$92,496	\$154,757
\$ + / -	\$4,884	\$13,850	\$11,506	\$6,181	-\$6,921
% + / -	5.25%	11.51%	9.55%	6.68%	-4.47%
MIDPOINT	\$97,984	\$134,151	\$131,945	\$98,677	\$147,836
LANCASTER 2018**	\$94,962	\$122,707	\$122,848	\$94,346	\$157,852
\$ + / -	\$3,022	\$11,444	\$9,097	\$4,331	-\$10,016
% + / -	3.18%	9.33%	7.41%	4.59%	-6.35%

*below
midpt*

*Shawnee County Treasurer receives an additional \$15,000 of income from the State that we added to the wage.

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11-27-17



ELECTED OFFICIALS SALARY SURVEY 2017

	COUNTY CLERK Market Salary	COUNTY ENGINEER Market Salary	COUNTY SHERIFF Market Salary	COUNTY TREASURER Market Salary	PUBLIC DEFENDER Market Salary
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SEDGWICK (Wichita, KS) 511,995	\$88,193	\$124,971	\$135,220	\$88,193	\$150,785
SHAWNEE (Topeka, KS) 178,146	\$73,319	\$131,970	\$97,812	\$79,546	-
SCOTT (Davenport, IA) 172,474	-	\$132,163	\$113,600	\$86,300	-
MEAN	\$96,872	\$129,410	\$131,187	\$99,755	\$144,887
MEDIAN	\$99,097	\$130,509	\$132,704	\$97,599	\$150,785
MIDPOINT	\$97,984	\$129,959	\$131,945	\$98,677	\$147,836
LANCASTER 2017 (Population 309,637)	\$93,100	\$120,301	\$120,439	\$92,496	\$154,757
\$ +/-	\$4,884	\$9,658	\$11,506	\$6,181	-\$6,921
% +/-	5.25%	8.03%	9.55%	6.68%	-4.47%
MIDPOINT	\$97,984	\$129,959	\$131,945	\$98,677	\$147,836
LANCASTER 2018**	\$94,962	\$122,707	\$122,848	\$94,346	\$157,852
\$ +/-	\$3,022	\$7,252	\$9,097	\$4,331	-\$10,016
% +/-	3.18%	5.91%	7.41%	4.59%	-6.35%

**Shawnee County Treasurer receives an additional \$15,000 of income from the State that we added to the wage.*

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