

**BOARD OF COUNTY COMMISSIONERS
SARPY COUNTY, NEBRASKA**

**RESOLUTION DIRECTING HUMAN RESOURCES DEPARTMENT TO
CONDUCT SALARY AND BENEFITS SURVEY FOR ELECTED
OFFICIALS AND DEPUTIES**

WHEREAS, pursuant to Neb. Rev. Stat. § 23-104 (Reissue 2007), the County has the power to do all acts in relation to the concerns of the County necessary to the exercise of its corporate powers; and,

WHEREAS, pursuant to Neb. Rev. Stat. § 23-103 (Reissue 2007), the powers of the County as a body are exercised by the County Board; and,

WHEREAS, pursuant to Neb. Rev. Stat. §44-1615, the County provides certain fringe benefits inclusive of health insurance, dental insurance, life insurance and accidental death & dismemberment, long term disability and pension to County employees; and

WHEREAS, Sarpy County recently became subject to the County Civil Service Act (the Act). The Act requires Sarpy County to establish a Personnel Policy Board and, among other things, provide a compensation plan inclusive of salary and fringe benefit for those employees within the classified service; and

WHEREAS, Sarpy County would like to have salary and benefit information from other governmental agencies in order to compare the salary and benefit data for its Elected Officials and their Deputies as well.

NOW THEREFORE BE IT RESOLVED by the Sarpy County Board of Commissioners that the Human Resources (HR) Department is to conduct a salary and benefits survey of governmental agencies for the following Elected Officials and Deputies who receive health and/or dental insurance with 100 percent of the premiums paid by the County. The following offices fall under this Resolution: the County Commissioners, the Clerk of the District Court, County Assessor, County Attorney, County Clerk, County Engineer, County Sheriff, County Treasurer, Election Commissioner, and Register of Deeds. The HR Department will examine the completed survey data and provide an analysis to the Board of Commissioners by March 31, 2013.

BE IT FURTHER RESOLVED THAT the Board of Commissioners plans to implement insurance cost sharing provisions for the above specified Elected Officials and their Deputies for both health and dental insurance starting January 1, 2015, except that the Election Commissioner

and Deputy Election Commissioner cost sharing provisions for health and dental insurance would start on January 1, 2014.

The above Resolution was approved by a vote of the Sarpy County Board of Commissioners at a public meeting duly held in accordance with applicable law on the 29th day of November, 2011.

Attest



SEAL

Tom Rickard
Sarpy County Board Chairman

Debra J. Houghtaling
County Clerk