

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

**RESOLUTION DIRECTING HUMAN RESOURCES DEPARTMENT TO CONDUCT SALARY AND BENEFITS SURVEY FOR EXEMPT MANAGEMENT EMPLOYEES**

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 the local market along with other governmental agencies in order to compare the salary and benefit data for employees within the unclassified service 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 both local and governmental agencies for those employees who are categorized under the "Benefit Policies and Procedures: Exempt Management Employees" who receive health and dental insurance with 100 percent of the premiums paid by the County. 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 Exempt Management Employees for both health and dental insurance starting July 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 29<sup>th</sup> day of November, 2011.

Attest

SEAL



*Tom Richard*  
Sarpy County Board Chairman

*Debra J. Houghtaling*  
County Clerk