

BOARD OF COUNTY COMMISSIONERS
SARPY COUNTY, NEBRASKA

RESOLUTION APPROVING AND ADOPTING
AN UPDATED SALARY SCHEDULE FOR MANAGEMENT AND NON-UNION
FOR FISCAL YEAR 2013-2014

WHEREAS, pursuant to Neb. Rev. Stat. § 23-104 (Reissue 2012), 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;

WHEREAS, pursuant to Neb. Rev. Stat. § 23-103 (Reissue 2012), the powers of the County as a body are exercised by the County Board;

WHEREAS, Sarpy County has adopted certain policies regarding conditions of employment, and it is desired that an updated salary schedule be adopted for management and non-union county employees;

WHEREAS, it is recommended that the salaries for management and non-union County employees be adjusted by 2.25%;

WHEREAS, an updated salary schedule reflecting this 2.25% adjustment for the fiscal year 2013-2014 is attached hereto and incorporated herewith this Resolution; and

WHEREAS, it is recognized that Sarpy County recently became subject to the County Civil Service Act ("Act") and there may be some management and non-union County employees who are part of the classified service governed by the Act. As such, for those management and non-union County employees in the classified service, the attached salary schedule is subject to future amendments under the Act.

NOW, THEREFORE, BE IT RESOLVED BY THE SARPY COUNTY BOARD OF COMMISSIONERS THAT the attached salary schedule for management and non-union County employees, reflecting a 2.25% adjustment, is hereby approved and adopted for fiscal year 2013-2014.

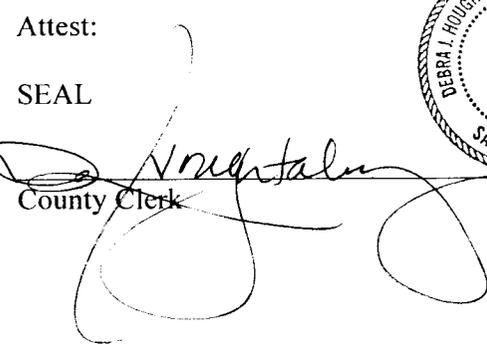
BE IT FURTHER RESOLVED that all previous resolutions or parts of resolutions of the Sarpy County Board of Commissioners on said subjects or in conflict with the provisions of this Resolution are hereby repealed.

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

2nd day of July, 2013.



Sarpy County Board Chairman

Attest:
SEAL


County Clerk





SARPY COUNTY HUMAN RESOURCES

MEMORANDUM

To: County Board of Commissioners
From: Karen Buche, Human Resources Director
Date: June 28, 2013
Subject: Annual Salary Schedule Adjustment

As is the County's practice, Human Resources has undertaken a review of the current salary schedules for the Management/Non-Union and Public Defender's Office. This review encompassed the contractual salary adjustments for our various unions and local counties. Additionally, I examined counties we've identified as "Array Comparables" such as Washington County WI and Canadian County OK. Lastly, I reviewed the most current 12 months of CPI-U. A document containing this information is attached for your review.

In consulting with Brian Hanson, he informed me that a .25% increase in wages equates to \$53,000 in additional expense. He stated that an increase of 2.25% in salaries for this group of individuals could be implemented without further reductions to the FY 2014 budget.

By increasing the salary schedule by 2.25%, Management and Non-Union employees would receive an increase somewhere between \$.32 and \$1.25 per hour depending upon their grade and step. The Public Defender's Attorneys would receive an increase between \$.63 to \$1.09 per hour based upon their grade and step.

In considering both the internal equity as well as the external market factors, I respectfully recommend that the Management/Non-Union and the Public Defender's Office Salary Schedules be increased by 2.25% effective July 1, 2013.

Please contact me if you would like to discuss this further.

Thank you.

**SARPY COUNTY
ANNUAL ADJUSTMENT DATA
JULY 2013**

ANNUAL ADJUSTMENT DATA	%
Sarpy Contract COLA Increases	
FOP Non-Sworn	2.50%
FOP Communications	2.75%
AFSCME	2.75%
Employee's Association	2.50%
County Array COLA Increases	
Lancaster (projected)~	2.25%
Pottawattamie	1.50%
Canadian (OK)	2.00%
Washington (WI)*	
CPI (Avg 6/2012 thru 5/2013)	1.66%
Average All Sources	2.24%

~Lancaster County is projecting a 2 to 2.5% increase

*Washington County conducted a comprehensive pay study in 2013, so their structures were adjusted to market.

SALARY SCHEDULE
Management and Non-Union

Grade	ADJ	FY	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
16	2.50%	12-13	46,328	48,088	49,915	51,812	53,781	55,825	57,946	60,148
		13-14	96,361.25	100,022.97	103,823.85	107,769.15	111,864.38	116,115.23	120,527.61	125,107.65
15	2.50%	12-13	47,370	49,170	51,038	52,978	54,991	57,081	59,250	61,501
		13-14	98,529.37	102,273.49	106,159.88	110,193.96	114,381.33	118,727.82	123,239.48	127,922.58
14	2.25%	12-13	42,896	44,526	46,218	47,974	49,797	51,689	53,654	55,693
		13-14	89,223.38	92,613.86	96,133.19	99,786.25	103,578.13	107,514.10	111,599.63	115,840.42
13	2.25%	12-13	43,861	45,528	47,258	49,054	50,918	52,852	54,861	56,946
		13-14	91,230.90	94,697.68	98,296.19	102,031.44	105,908.64	109,933.17	114,110.63	118,446.83
12	2.50%	12-13	39,718	41,228	42,794	44,421	46,108	47,861	49,679	51,567
		13-14	82,614.24	85,753.58	89,012.21	92,394.68	95,905.68	99,550.09	103,333.00	107,259.65
11	2.25%	12-13	40,612	42,155	43,757	45,420	47,146	48,937	50,797	52,727
		13-14	84,473.06	87,683.03	91,014.99	94,473.56	98,063.55	101,789.97	105,657.99	109,672.99
10	2.50%	12-13	36,7760	38,1735	39,6241	41,1298	42,6927	44,3150	45,9990	47,7470
		13-14	76,494.02	79,400.80	82,418.03	85,549.91	88,800.81	92,175.24	95,677.90	99,313.66
9	2.25%	12-13	37,603	39,032	40,516	42,055	43,653	45,312	47,034	48,821
		13-14	78,215.14	81,187.32	84,272.43	87,474.79	90,798.83	94,249.18	97,830.65	101,548.22
8	2.50%	12-13	34,052	35,346	36,690	38,084	39,531	41,033	42,592	44,211
		13-14	70,829.08	73,520.59	76,314.37	79,214.32	82,224.46	85,348.99	88,592.25	91,958.76
7	2.25%	12-13	34,819	36,142	37,515	38,941	40,420	41,956	43,551	45,206
		13-14	72,422.74	75,174.80	78,031.45	80,996.64	84,074.51	87,269.34	90,585.58	94,027.83
6	2.50%	12-13	31,530	32,728	33,972	35,262	36,602	37,993	39,437	40,936
		13-14	65,581.94	68,074.06	70,660.87	73,345.99	76,133.13	79,026.19	82,029.19	85,146.30
5	2.25%	12-13	32,239	33,464	34,736	36,056	37,426	38,848	40,324	41,857
		13-14	67,057.54	69,605.72	72,250.74	74,996.27	77,846.13	80,804.28	83,874.84	87,062.09
4	2.50%	12-13	29,196	30,305	31,457	32,652	33,893	35,181	36,517	37,905
		13-14	60,726.70	63,034.32	65,429.62	67,915.95	70,496.75	73,175.63	75,956.30	78,842.64
3	2.25%	12-13	29,852	30,987	32,164	33,387	34,655	35,972	37,339	38,758
		13-14	62,093.05	64,452.59	66,901.79	69,444.05	72,082.93	74,822.08	77,665.32	80,616.60

SALARY SCHEDULE
Management and Non-Union

Grade	ADJ	FY	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
9	2.50%	12-13	\$ 27,032	\$ 28,059	\$ 29,125	\$ 30,232	\$ 31,381	\$ 32,573	\$ 33,811	\$ 35,096
	2.25%	13-14	\$ 56,225.86	\$ 58,362.44	\$ 60,580.21	\$ 62,882.26	\$ 65,271.79	\$ 67,752.11	\$ 70,326.70	\$ 72,999.11
8	2.50%	12-13	\$ 25,030	\$ 25,981	\$ 26,968	\$ 27,993	\$ 29,057	\$ 30,161	\$ 31,307	\$ 32,497
	2.25%	13-14	\$ 52,062.15	\$ 54,040.51	\$ 56,094.05	\$ 58,225.62	\$ 60,438.20	\$ 62,734.85	\$ 65,118.77	\$ 67,593.29
7	2.50%	12-13	\$ 23,175	\$ 24,056	\$ 24,970	\$ 25,919	\$ 26,903	\$ 27,926	\$ 28,987	\$ 30,088
	2.25%	13-14	\$ 48,203.88	\$ 50,035.62	\$ 51,936.98	\$ 53,910.58	\$ 55,959.18	\$ 58,085.63	\$ 60,292.89	\$ 62,584.02
6	2.50%	12-13	\$ 21,461	\$ 22,277	\$ 23,123	\$ 24,002	\$ 24,914	\$ 25,861	\$ 26,844	\$ 27,864
	2.25%	13-14	\$ 44,639.53	\$ 46,335.83	\$ 48,096.59	\$ 49,924.26	\$ 51,821.39	\$ 53,790.60	\$ 55,834.64	\$ 57,956.36
5	2.50%	12-13	\$ 19,871	\$ 20,626	\$ 21,410	\$ 22,223	\$ 23,068	\$ 23,945	\$ 24,854	\$ 25,799
	2.25%	13-14	\$ 41,331.62	\$ 42,902.22	\$ 44,532.50	\$ 46,224.74	\$ 47,981.28	\$ 49,804.57	\$ 51,697.14	\$ 53,661.63
4	2.50%	12-13	\$ 18,301	\$ 18,997	\$ 19,719	\$ 20,468	\$ 21,246	\$ 22,053	\$ 22,891	\$ 23,761
	2.25%	13-14	\$ 38,066.92	\$ 39,513.46	\$ 41,014.97	\$ 42,573.54	\$ 44,191.34	\$ 45,870.61	\$ 47,613.69	\$ 49,423.01
3	2.50%	12-13	\$ 16,880	\$ 17,522	\$ 18,187	\$ 18,878	\$ 19,596	\$ 20,340	\$ 21,113	\$ 21,916
	2.25%	13-14	\$ 35,110.54	\$ 36,444.74	\$ 37,829.64	\$ 39,267.17	\$ 40,759.32	\$ 42,308.18	\$ 43,915.89	\$ 45,584.69

SALARY SCHEDULE
Management and Non-Union

Grade	ADJ	FY	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
2	2.50%	12-13	\$ 15,572	\$ 16,164	\$ 16,778	\$ 17,415	\$ 18,077	\$ 18,764	\$ 19,477	\$ 20,217
			\$ 32,389.48	\$ 33,620.28	\$ 34,897.85	\$ 36,223.97	\$ 37,600.48	\$ 39,029.29	\$ 40,512.41	\$ 42,051.88
	2.25%	13-14	\$ 15,922	\$ 16,527	\$ 17,155	\$ 17,807	\$ 18,484	\$ 19,186	\$ 19,915	\$ 20,672
			\$ 33,118.24	\$ 34,376.73	\$ 35,683.05	\$ 37,039.00	\$ 38,446.49	\$ 39,907.45	\$ 41,423.94	\$ 42,998.05
1	2.50%	12-13	\$ 14,365	\$ 14,911	\$ 15,478	\$ 16,066	\$ 16,676	\$ 17,310	\$ 17,968	\$ 18,650
			\$ 29,879.29	\$ 31,014.71	\$ 32,193.26	\$ 33,416.61	\$ 34,686.44	\$ 36,004.52	\$ 37,372.70	\$ 38,792.86
	2.25%	13-14	\$ 14,688	\$ 15,246	\$ 15,826	\$ 16,427	\$ 17,051	\$ 17,699	\$ 18,372	\$ 19,070
			\$ 30,551.58	\$ 31,712.54	\$ 32,917.61	\$ 34,168.48	\$ 35,466.88	\$ 36,814.63	\$ 38,213.58	\$ 39,665.70