

BOARD OF COUNTY COMMISSIONERS
SARPY COUNTY, NEBRASKA

RESOLUTION APPROVING AND ADOPTING
AN UPDATED SALARY SCHEDULE FOR EMPLOYEES OF THE PUBLIC DEFENDER'S OFFICE
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 employees of the Public Defender's Office;

WHEREAS, it is recommended that the salaries for employees of the Public Defender's Office be adjusted by 2.25%;

WHEREAS, an updated salary schedule reflecting this 2.25% adjustment for 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 employees of the Public Defender's Office who are part of the classified service governed by the Act. As such, for those employees of the Public Defender's Office 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 employees of the Public Defender's Office, reflecting a 2.25% adjustment, is hereby approved and adopted for fiscal years 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Sarpy County Board of Commissioners on said subjects or in conflict with the provisions of this Resolution are hereby repealed.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

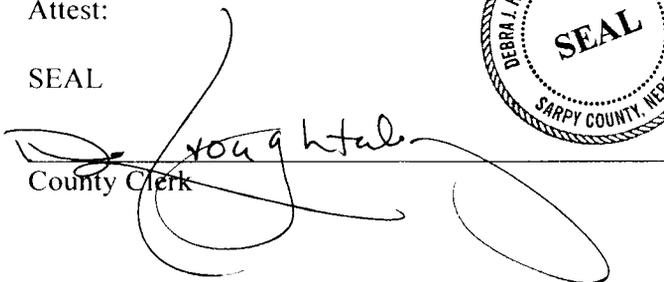
2nd day of July, 2013.


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.

**PUBLIC DEFENDER'S OFFICE
SALARY SCHEDULE**

Year	Job Title	%	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
2012-2013	Lead Attorney	2.50%	\$ 2,765.63	\$ 2,903.92	\$ 3,049.11	\$ 3,201.57	\$ 3,361.65	\$ 3,529.73	\$ 3,706.21	\$ 3,891.52
			\$ 71,906.48	\$ 75,501.81	\$ 79,276.90	\$ 83,240.74	\$ 87,402.78	\$ 91,772.92	\$ 96,361.57	\$ 101,179.64
2013-2014	Lead Attorney	2.25%	\$ 2,827.86	\$ 2,969.25	\$ 3,117.72	\$ 3,273.60	\$ 3,437.28	\$ 3,609.15	\$ 3,789.60	\$ 3,979.08
			\$ 73,524.38	\$ 77,200.60	\$ 81,060.63	\$ 85,113.66	\$ 89,369.34	\$ 93,837.81	\$ 98,529.70	\$ 103,456.19
2012-2013	Sr. Attorney	2.50%	\$ 2,393.63	\$ 2,513.31	\$ 2,638.97	\$ 2,770.92	\$ 2,909.47	\$ 3,054.94	\$ 3,207.69	\$ 3,368.07
			\$ 62,234.30	\$ 65,346.02	\$ 68,613.32	\$ 72,043.99	\$ 75,646.18	\$ 79,428.49	\$ 83,399.92	\$ 87,569.91
2013-2014	Sr. Attorney	2.25%	\$ 2,447.48	\$ 2,569.86	\$ 2,698.35	\$ 2,833.27	\$ 2,974.93	\$ 3,123.68	\$ 3,279.86	\$ 3,443.86
			\$ 63,634.58	\$ 66,816.30	\$ 70,157.12	\$ 73,664.97	\$ 77,348.22	\$ 81,215.63	\$ 85,276.42	\$ 89,540.24
2012-2013	Attorney	2.50%	\$ 2,242.11	\$ 2,343.01	\$ 2,448.45	\$ 2,558.63	\$ 2,673.76	\$ 2,794.08	\$ 2,919.82	\$ 3,051.21
			\$ 58,294.99	\$ 60,918.26	\$ 63,659.58	\$ 66,524.27	\$ 69,517.86	\$ 72,646.16	\$ 75,915.24	\$ 79,331.42
2013-2014	Attorney	2.25%	\$ 2,292.56	\$ 2,395.73	\$ 2,503.54	\$ 2,616.19	\$ 2,733.92	\$ 2,856.95	\$ 2,985.51	\$ 3,119.86
			\$ 59,606.63	\$ 62,288.92	\$ 65,091.92	\$ 68,021.06	\$ 71,082.01	\$ 74,280.70	\$ 77,623.33	\$ 81,116.38