

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF ADOPTING A )  
SALARY SCHEDULE FOR DISTRICT COURT )  
STAFF ATTORNEY )

RESOLUTION NO. R-17-0054

WHEREAS, the County Board seeks to establish a salary and compensation plan for District Court Staff Attorneys.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Lancaster County, as follows:

1. Definitions. For the purposes of this resolution, the following definitions apply:
  - A. Budget year shall mean Lancaster County's fiscal budget year beginning July 1 and ending June 30 of the following calendar year.
  - B. County Board shall mean the Lancaster County Board of Commissioners.
  - C. Human Resources Director shall mean the City-County Human Resources Director.
  
2. District Court Staff Attorney Compensation.
  - A. Employees in the District Court Staff Attorney classification shall be compensated according to an Eight (8) step salary schedule with 3.5% increases between steps as reflected in Attachment "A" which is incorporated herein.
  - B. Employees newly appointed into the District Court Staff Attorney classification shall be placed at the first step on Attachment "A" except, upon recommendation of the District Court Judges and Human Resources Director, the County Board may consent and approve of a newly appointed staff attorney being placed at a higher salary step commensurate with that attorney's qualifications, abilities, and prior experience.
  - C. District Court Judges, with the consultation of the Human Resources Director, shall develop an annual performance evaluation to monitor and rate the performance of employees in the District Court Staff Attorney classification. Beginning at the six (6) month anniversary of an employee's first paid day, an employee shall be evaluated by the District Court Judges or his/her designee. If that employee achieves a satisfactory rating or higher, the employee shall advance to the next pay step until the employee has reached the maximum rate of pay for District Court Staff Attorney.
  - D. Cost of living adjustments of the salary schedule in Attachment "A" shall be made from time to time and shall be equal to and coincide with the cost-of-living adjustment made to the pay plans of classified unrepresented employee.

E. Employees employed in the District Court Staff Attorney classification as of the effective date of this resolution shall be placed at an appropriate salary step, at the discretion of the District Court Judges, which is commensurate with their qualifications, abilities, prior experience, and years of service within the District Court.

3. This Resolution does not constitute an employment contract.

4. This Resolution is effective the pay period beginning July 6, 2017.

DATED this 25 day of July, 2017, at the County-City Building, Lincoln, Lancaster County, Nebraska.

BY THE BOARD OF COUNTY  
COMMISSIONERS OF LANCASTER  
COUNTY, NEBRASKA

APPROVED AS TO FORM  
this \_\_\_\_ day of July, 2017.

\_\_\_\_\_  
for JOE KELLY  
County Attorney

Kenya J. Binkme  
Bill Arney  
Todd W. Witzig  
**AMUNDSON ABSENT**  
**SCHORR ABSENT**

## DISTRICT COURT STAFF ATTORNEY PAY PLAN

Effective July 6, 2017  
3.5% between steps

CLASS CODE	CLASSIFICATION TITLE	PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
7410	DISTRICT COURT STAFF ATTORNEY	MSS ANNUAL	56,815.20	58,803.68	60,862.88	62,992.80	65,197.60
		MONTHLY	4,734.60	4,900.31	5,071.91	5,249.40	5,433.13
		BIWEEKLY	2,185.20	2,261.68	2,340.88	2,422.80	2,507.60
		HOURLY	27.315	28.271	29.261	30.285	31.345
			<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>		
MSS		ANNUAL	67,479.36	69,840.16	72,284.16		
		MONTHLY	5,623.28	5,820.01	6,023.68		
		BIWEEKLY	2,595.36	2,686.16	2,780.16		
		HOURLY	32.442	33.577	34.752		