BEFORE THE BOARD OF COUNTY COMMISSIONERS OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF ADOPTING A)	
SALARY SCHEDULE FOR)	RESOLUTION NO. R-23-0100
PSYCHOLOGIST)	

WHEREAS, the County Board seeks to establish a salary and compensation plan for Psychologist.

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. County Board shall mean the Lancaster County Board of Commissioners.
 - B. Human Resources Director shall mean the City-County Human Resources Director.

2. Psychologist Compensation.

- A. Employees in the Psychologist classification shall be compensated according to an eight (8) step salary schedule with 3.6% increases between steps as reflected in Attachment "A" which is incorporated herein.
- B. Employees newly appointed into the Psychologist classification shall be placed at the first step on Attachment "A" except, upon recommendation of the Mental Health Crisis Center Director, the County Board may consent and approve of a newly appointed Psychologist being placed at a higher salary step commensurate with that employee's qualifications, abilities, and prior experience.
- C. The Mental Health Crisis Center Director, with the consultation of the Human Resources Director, shall develop an annual performance evaluation to monitor and rate the performance of employees in the Psychologist classification. Beginning at the six (6) month anniversary of an employee's first paid day, an employee shall be evaluated by the Mental Health Crisis Center Director 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 Psychologist.

- 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.
- 3. This Resolution does not constitute an employment contract.
- 4. This Resolution is effective December 6, 2023.

DATED this _____ day of December, 2023, at the County-City Building, Lincoln, Lancaster County, Nebraska.

BY THE BOARD OF COUNTY COMMISSIONERS OF LANCASTER

COUNTY, NEBRASKA

Christa Yoakum, Chair

APPROVED AS TO FORM

this ______ day of December, 2023.

for PATRICK CONDON

Lancaster County Attorney

Still need a
Copy of attachment
A, will need to
be an exhibit

PSYCHOLOGIST PAY PLAN

Reflects a 4.5% increase

Effective August 24, 2023

3.6% between steps

		0.0 /	0 202110011 0101				
CLASSIFICATION TITLE	PAY GRADE		STEP 1	STEP 2	STEP 8	STEP 4	STEP 5
	200.20.00		12-12-130321				
PSYCHOLOGIST	MSSPSY	ANNUAL	124,783.36	129,276.16	133,931.20	138,752.64	143,748.80
	,	MONTHLY	10,398.61	10,773.01	11,160.93	11,562.72	11,979.07
		BIWEEKLY	4,799.36	4,972.16	5,151.20	5,336.64	5,528.80
		HOURLY	59.992	62.152	64.390	66.708	69.110
			STEP 6	STEP 7	STEP 8		
	MSSPSY	ANNUAL	148,923.84	154,286.08	159,839.68		
	MONTHLY	12,410.32	12,857.17	13,319.97			
		BIWEEKLY	5,727.84	5,934.08	6,147.68		
		HOURLY	71.598	74.176	76.846		
	TITLE	PSYCHOLOGIST MSSPSY	CLASSIFICATION PAY TITLE GRADE PSYCHOLOGIST MSSPSY ANNUAL MONTHLY BIWEEKLY HOURLY MONTHLY BIWEEKLY BIWEEKLY HOURLY MONTHLY BIWEEKLY BIWEEKLY	CLASSIFICATION PAY TITLE GRADE STEP 1 PSYCHOLOGIST MSSPSY ANNUAL 124,783.36 MONTHLY 10,398.61 BIWEEKLY 4,799.36 HOURLY 59.992 STEP 6 MSSPSY ANNUAL 148,923.84 MONTHLY 12,410.32 BIWEEKLY 5,727.84	TITLE GRADE STEP 1 STEP 2 PSYCHOLOGIST MSSPSY ANNUAL 124,783.36 129,276.16 MONTHLY 10,398.61 10,773.01 BIWEEKLY 4,799.36 4,972.16 HOURLY 59.992 62.152 MSSPSY ANNUAL 148,923.84 154,286.08 MONTHLY 12,410.32 12,857.17 BIWEEKLY 5,727.84 5,934.08	CLASSIFICATION TITLE PAY GRADE STEP 1 STEP 2 STEP 3 PSYCHOLOGIST MSSPSY ANNUAL MONTHLY 10,398.61 10,773.01 11,160.93 BIWEEKLY 4,799.36 4,972.16 5,151.20 HOURLY 59.992 62.152 64.390 5,151.20 64.390 STEP 6 STEP 7 STEP 8 MSSPSY ANNUAL MONTHLY 12,410.32 12,857.17 13,319.97 BIWEEKLY 5,727.84 5,934.08 6,147.68	CLASSIFICATION TITLE PAY GRADE STEP 1 STEP 2 STEP 3 STEP 4 PSYCHOLOGIST MSSPSY MONTHLY 124,783.36 129,276.16 133,931.20 138,752.64 MONTHLY 10,398.61 10,773.01 11,160.93 11,562.72 BIWEEKLY 4,799.36 4,972.16 5,151.20 5,336.64 HOURLY 59.992 62.152 64.390 66.708 STEP 6 STEP 7 STEP 8 MSSPSY ANNUAL ANNUAL ANNUAL MONTHLY 12,410.32 12,857.17 13,319.97 MONTHLY BIWEEKLY 5,727.84 5,934.08 6,147.68