

**DOUGLAS COUNTY EMPLOYEE
ANNUAL CONFLICT OF INTEREST STATEMENT**

1. Name: _____ Date: _____

2. I affirm the following:

I have received a copy of Douglas County's Conflict of Interest Policy. _____ (initial)

I have read and understand the policy. _____ (initial)

I agree to comply with the policy. _____ (initial)

4. Disclosures:

a. Do you have a financial interest (current or potential), including a compensation arrangement, as defined in the Conflict of Interest policy. Yes No

i. If yes, please describe it: _____

ii. If yes, has the financial interest been disclosed, as provided in the Conflict of Interest policy? Yes No

b. In the past, have you had a financial interest, including a compensation arrangement, as defined in the Conflict of Interest policy? Yes No

i. If yes, please describe it, including when (approximately):

i. If yes, has the financial interest been disclosed, as provide in the Conflict of Interest policy? Yes No

Signature of Employee

Date: _____



CIVIL SERVICE COMMISSION

HUMAN RESOURCES DEPARTMENT

MEMORANDUM

TO: Douglas County Commissioners

FROM: Karen A. Buche, SPHR, SHRM-SCP *Kab*
Human Resources Director

DATE: November 21, 2016

SUBJECT: 2017 Non-union Annual Pay Structure Increase Recommendations

As requested at the previous Human Resources Committee Meeting, we have prepared recommendations for the Non-union employee Salary Structure Adjustments.

We recommend an increase to the salary structures of 3% for employees whose jobs are compensated on step pay scales and a 4% increase for those on range pay scales. The additional 1% increase for those on range pay scales is in recognition of the disparity in pay increases between step and range pay structures. The projected cost of this annual adjustment is \$752,375.

We also recommend the same percentage increase (4%) for Legal/Court Employees and other Non-Civil Service Non-union employees. The approximate costs for these groups would be:

- County Attorney \$261,066
- Public Defender \$175,385
- District Court \$102,283
- Juvenile Court \$ 34,319
- Others \$ 72,032
 - Sheriff Captain, Physician, Psychiatrist, etc.
- Chief Deputy \$ 38,528

Our long-term strategy is to proceed with the following items previously discussed at several Human Resources Committee meetings with an effective date coinciding with the next fiscal year:

1. Consolidate non-union pay structures
2. Develop a matrix-based increase structure for those jobs in a range pay scales
3. Complete job descriptions and pay scales for County Attorney and Public Defender jobs
4. Develop pay scales for other County employees without pay scales (e.g. Sheriff Captains)

Attachment B

**BOARD OF COUNTY COMMISSIONERS
DOUGLAS COUNTY, NEBRASKA
2017 LEGISLATIVE AGENDA PRIORITIES**

STANDING SHARED SUPPORT ITEMS

1. Support criminal justice reform, address rising jail costs, and mitigate the fiscal impact to county jails as of result of LB605 (104th).
2. Eliminate unfunded/underfunded mandates on Counties by the State; examples: eliminate the responsibility of counties to pay HHS office space(s) [prev. proposed LB61-Bolz, 104th] and Probation office space(s) [prev. proposed LB427-Groene, 104th].
3. Counties to share proportionally in the automotive sales tax revenue collected by County Treasurers [prev. proposed LB391-Crawford, 104th].

2017 LEGISLATIVE ITEMS

1. **SUPPORT** a legislative effort to provide statewide uniformity in the collection of 911 surcharges; allow counties containing a city of the metropolitan class the ability to collect the same surcharge amount per active telephone number as those counties not containing a city of the metropolitan class.
2. **SUPPORT** a legislative initiative to expand Medicaid coverage to eligible individuals in the County's jail custody until their sentencing and/or post-adjudication; **SUPPORT** requiring private health insurers in Nebraska to continue to provide health coverage to insured individuals in the County's jail custody until their sentencing and/or post-adjudication (applicable to individuals who enter the County's custody covered by a private health insurance policy). [prev. proposed LB341-Howard, 104th]
3. **SUPPORT** an initiative to revise section(s) §2-224, or appropriate section, to allow County Fair Board members to serve 'at-large', rather than being bound that not more than two members of a County Fair Board be residents of the same township, village, precinct, or city at the time of appointment to a fair board.
4. **SUPPORT** an initiative to revise section(s) §§ 32-814 and 32-815, or appropriate section, relating to the printing of election ballots, to eliminate the current requirement providing for the 'rotation of candidate names'.

5. **SUPPORT** an initiative to revise section(s) §§18-2101 through 18-2144 known as the *Community Development Law*, or appropriate section, to require the State of Nebraska to fund all TIF (Tax Increment Financing) backed projects as part of Nebraska's statewide responsibility of economic development.
6. **SUPPORT** an initiative to revise section(s) §§28-929 through 28-934, or appropriate section, to increase the penalties for the crime of an assault on a correctional officer.
7. **SUPPORT** legislation to expand Counties' ordinance making authority (grant 'home-rule' authority); allow counties containing a city of the metropolitan class, the ability to pass laws and ordinances to appropriately address their own unique needs and to more efficiently provide services to residents.
8. **SUPPORT** legislation to remove as a duty of County Treasurer offices the receiving, storing and in-person issuance of license plates and to require that the State of Nebraska directly issue by mail, all license plates in a uniform and statewide manner (preferably from a single, central state facility).
9. **SUPPORT** an initiative to revise *Neb. Const. art. VIII-3* and section(s) §77-1902, or appropriate section, to allow counties containing a city of the metropolitan class the option to choose on a case-by-case basis whether to pursue a '5-week redemption period' for tax foreclosure purposes on properties that are abandoned and delinquent on taxes, rather than the current system of allowing abandoned properties to deteriorate for a period of 3-4 years before they are sold via the tax foreclosure process.
10. **SUPPORT** revisions to *Chapter §77* pertaining to Board of Equalization (BOE):
 - Tax Equalization and Review Commission (TERC) hearings to be held in Omaha in addition to Lincoln
 - Consider the repeal of TERC
 - Prohibit County Assessors from appealing directly to TERC without local BOE approval
 - Better define the type of relief/discretion that a BOE may exercise when reviewing property owners' (appellants') appeals of denied property tax exemptions/ homestead exemptions, when the reason for the denial is due to a late filing