

Human Resources Committee Meeting

Douglas County, Nebraska

Tuesday, November 21, 2017

The meeting convened at 2:30 P.M. in Room 903 of the Omaha-Douglas Civic Center, 1819 Farnam Street, Omaha, NE 68183. A copy of the Open Meetings Act is located on the wall near the entrance of the room. A notice of the meeting was published in the November 14, 2017, issue of *The Daily Record*. County Commissioners Mary Ann Borgeson, Clare Duda, P.J. Morgan, and Jim Cavanaugh were present. Others present at the meeting included Patrick Bloomingdale, Joe Lorenz, Diane Carlson, Catherine Hall, and Marcos San Martin, County Administration; Matt Oberle, Human Resources; Tim Dunning and Tom Wheeler, Sheriff's Office; Brian Parizek, F.O.P. #2; John Ewing, Treasurer; Diane Battiato and Larry Miller, Assessor/Register of Deeds Office; Don Kleine, Douglas County Attorney; John Friend, Clerk of the District Court; and Constance Mierendorf, Douglas County Clerk/Comptroller's office. Commissioner Borgeson chairs the Committee.

A video recording of the meeting is available on the Douglas County Website:

<http://commissioners.douglasCounty-ne.gov/board-meetings/videos>.

Salaries for Elected Officials

- Matt Oberle presented the Elected Official Salary Array (See Attachment). The first 2 pages compare salaries of Douglas County officials with those of similarly sized counties in the region.
- The third page compares Douglas County with Lancaster, Sarpy, and Hall Counties in Nebraska.
- Diane Battiato said that Lancaster is the closest in size to Douglas County, yet it is half our size and this should be considered when comparing salaries.
- Mr. Oberle explained that the Counties outside of Nebraska that are presented for comparison are approximately the same size as Douglas County, and they are within a 500-mile radius, so they can be considered regional. These Counties are used for comparisons in union negotiation calculations.
- Don Kleine said the Polk County Attorney was paid \$184,700 in 2015 and this statistic is not included on the Salary Array. Including it would skew the results presented for the County Attorney's salary.
- Sheriff Dunning and John Friend said compression is a concern in their offices.
- Mr. Kleine said he spoke with Tom Riley, Public Defender, and he was not concerned with exact equity as long as the County Attorney's salary and the Public Defender's salary were somewhat close.
- Patrick Bloomingdale said it would be advantageous to have the resolution for the elected officials' salaries presented at the December 5 Board Meeting. The resolution would set salaries for 4 years for elected officials and 2 years for Commissioners.
- Discussion followed about the general trend for increases being approximately 4% across the board.

- Commissioner Cavanaugh said the Human Resources staff had made the case for the 4% increase for nonunion employees' salaries to catch up to the union employees' salaries. This should be the end to that phase of catch-up.
- Sheriff Dunning said he needed to gather more information and get it to the Commissioners. He believes 4% is going to cause a serious compression issue in his office and would forward that information to Commissioners in a few days.
- Commissioner Duda said he believed some of the salaries are low. Douglas County salaries should be the highest in the state since it is the largest County.
- Commissioner Borgeson said the next Human Resources Committee meeting would take up the issue of retiree insurance.

The meeting adjourned at 2:53 p.m.