

BOARD OF COUNTY COMMISSIONERS
SARPY COUNTY, NEBRASKA

RESOLUTION SETTING SALARIES OF COUNTY COMMISSIONERS
COMMENCING JANUARY 1, 2019
AMENDED

WHEREAS, pursuant to Neb. Rev. Stat. § 23-1114 , the salaries of all Elected Officers of the County shall be fixed by the County Board prior to January 15 of the year in which a general election will be held for the respective offices; and

WHEREAS, Sarpy County appointed a committee of citizen representatives to review and recommend to the County Board salaries of all elected officials for the term beginning January, 2019; and

WHEREAS, the citizen committee met 4 separate times and has submitted their recommendation to the County Board for consideration; and

WHEREAS, the County Board has reviewed the results of the citizen committee and multiple other factors including but not limited to:

- best interest of County taxpayers;
- a balance in matching comparable salaries in other jurisdictions;
- the need to establish salaries which attract qualified candidates;
- adequate compensation for the work performed; and,
- the goal of keeping property taxes as low as possible; and,

WHEREAS, in the 2018 General Elections two (2) individuals will be elected to the Office of County Commissioner from Districts 2 and 5; and,

WHEREAS, pursuant to Neb. Const. Art II § 19, any change in compensation shall be effective for all members of the Sarpy County Board of Commissioners, regardless of district or year of election.

NOW, THEREFORE, BE IT RESOLVED BY THE SARPY COUNTY BOARD OF COMMISSIONERS as follows:

- I. The salary for the Office of Sarpy County Commissioner, commencing January 1, 2019, shall be \$26,095. Said salary shall be paid in twenty-six (26) equal installments. This salary shall be per calendar year, January 1, through the next following December 31. If, for any reason, a Commissioner is unable to complete his or her term of office, the salary paid for the completed portion of the term shall be equal to the salary to be paid for the year divided by the time spent in office during that year.
- II. The salary of the Office of Chair of the County Board of Commissioners for 2019, and for subsequent years, shall be the salary for the Office of County Commissioner for that respective year, plus One Thousand Dollars (\$1,000). Said salary shall be paid in twenty-six (26) equal installments. This salary shall be per calendar year, January 1, through the next following December 31. If, for any reason, the Chair is unable to complete his or

her term of office, the salary paid for the completed portion of the term shall be equal to the salary to be paid for the year divided by the time spent in office during that year.

- III. The Board further finds that in addition to the salaries set forth above, the County Commissioners shall be able to participate in the following benefits during the term of office:
- A. Life insurance and Long-Term Disability insurance at no cost.
 - B. Family group health insurance and family dental insurance, including health insurance that may be available upon retirement, under the same terms and conditions as is offered to other employees, excluding employees that are part of a collective bargaining agreement, as the same may be modified from time to time.
- IV. The Board finds and determines that the County reserves the right to enter into any program for the benefit of the employees of the County including, but not limited to, insurance programs and such other benefit programs as may be approved by this Board. The County Commissioners who hold office at the time such program is adopted shall be entitled to participate in such programs on the effective date of such programs. Such participation shall be under such terms and conditions as established by the Board.
- V. It is the specific intent and finding of this Board, in support of the action set forth above, that the increases in salary and/or benefits, which may inure to the benefit of the Elected Official during his or her term of office, shall not constitute an increase in salary which is prohibited by Article III, §19 of the Constitution of the State of Nebraska. Based on Nebraska Supreme Court cases, specifically *Shepoka v. Knopik*, 201 Neb. 780, 272 N.W.2d 364 (1978), “the constitutional prohibition relates to legislative change and does not prohibit changes based on independent factual standards.”

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.

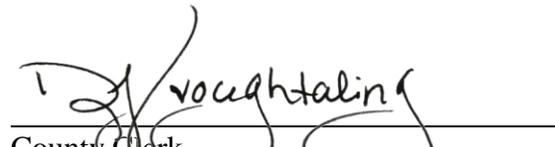
The above Resolution was approved by a vote of the Sarpy County Board of Commissioners at a public meeting duly held in accordance with the applicable law on the 5th day of December, 2017.

Attest:





Sarpy County Board Chairman



County Clerk