

SARPY COUNTY - MANAGEMENT NON-MANAGEMENT

			% b/Year	STEP 1	% b/Year	STEP 2	% b/Step	% b/Year	STEP 3	% b/Step	% b/Year	STEP 4	% b/Step	% b/Year	STEP 5	% b/Step	% b/Year	STEP 6	% b/Step	% b/Year	STEP 7	% b/Step	% b/Year	STEP 8	% RANGE	
	AVG	8.00	% b/Grade	8.00	8.00	7.99	3.80		8.01	3.81		8.02	3.80		7.99	3.79		7.99	3.80		7.99	3.80		8.01		
		8.00		8.02	7.98				8.01			8.01			7.98			7.98			7.99			8.00		
		7.99		7.99	7.99				8.00			8.01			7.99			7.99			7.99			8.00		
		8.00		8.00	8.00				8.02			8.02			7.98			7.99			7.98			8.02		
		8.00	AVG	8.00	7.99				8.01	3.81		8.02	3.80		7.99	3.79		7.99	3.80		7.99	3.80		8.00		
Grade	ADJ	FY 14-15	Hourly	48.32		50.15	3.79		52.06	3.81		54.04	3.80		56.09	3.79		58.22	3.80		60.43	3.80		62.73	29.82	
			Annual	100,499.96		104,318.96	3.80		108,283.08	3.80		112,397.84	3.80		116,668.96	3.80		121,102.38	3.80		125,704.27	3.80		130,481.03	29.83	
	2.00%	15-16	Hourly	2.01	49.29	1.99	51.15	3.77	2.00	53.10	3.81	2.00	55.12	3.80	2.00	57.21	3.79	1.99	59.38	3.79	2.00	61.64	3.81	1.99	63.98	29.80
			Annual	102,515.71		106,398.24	3.79		110,450.50	3.81		114,651.26	3.80		119,000.54	3.79		123,519.55	3.80		128,208.29	3.80		133,087.97	29.82	
	2.00%	16-17	Hourly	1.99	50.27	2.01	52.18	3.80	2.00	54.16	3.79	2.00	56.22	3.80	2.01	58.36	3.81	2.00	60.57	3.79	2.00	62.87	3.80	2.00	65.26	29.82
			Annual	104,566.03		108,526.20	3.79		112,659.51	3.81		116,944.29	3.80		121,380.55	3.79		125,989.94	3.80		130,772.45	3.80		135,749.73	29.82	
	2.00%	17-18	Hourly	2.01	51.28	1.99	53.22	3.78	2.01	55.25	3.81	2.01	57.35	3.80	1.99	59.52	3.78	2.00	61.78	3.80	2.00	64.13	3.80	2.01	66.57	29.82
			Annual	106,657.35		110,696.73	3.79		114,912.70	3.81		119,283.18	3.80		123,808.17	3.79		128,509.74	3.80		133,387.90	3.80		138,464.72	29.82	
			2.00		2.00		3.79	2.00		3.81	2.00		3.80	2.00		3.79	2.00		3.80	2.00		3.80	2.00		3.80	2.00
			AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	
			% b/Year	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year		
	AVG	8.00	% b/Grade	8.02	8.00	8.00	3.80		8.00	3.81		7.99	3.80		8.01	3.82		7.99	3.80		8.01	3.80		8.00		
		8.00		8.00	8.00				8.00			7.98			8.01			7.99			8.00			7.98		
		8.01		8.03	8.00				8.01			7.99			8.02			7.99			8.01			8.01		
		8.00		8.01	8.00				8.00			7.97			8.01			7.98			8.02			7.99		
		8.00	AVG	8.01	8.00				8.00	3.81		7.99	3.80		8.01	3.82		7.99	3.80		8.01	3.80		7.99		
		FY 14-15	Hourly	44.74		46.44	3.80		48.20	3.79		50.03	3.80		51.94	3.82		53.91	3.79		55.96	3.80		58.08	29.82	
			Annual	93,055.52		96,591.63	3.80		100,262.11	3.80		104,072.07	3.80		108,026.81	3.80		112,131.83	3.80		116,392.84	3.80		120,815.77	29.83	
	2.00%	15-16	Hourly	1.99	45.63	2.00	47.37	3.81	1.99	49.16	3.78	2.00	51.03	3.80	2.00	52.98	3.82	2.00	54.99	3.79	2.00	57.08	3.80	2.00	59.24	29.83
			Annual	94,920.38		98,527.10	3.80		102,261.12	3.79		106,143.65	3.80		110,195.90	3.82		114,375.46	3.79		118,724.74	3.80		123,222.53	29.82	
	2.00%	16-17	Hourly	2.02	46.55	2.01	48.32	3.80	2.01	50.15	3.79	2.00	52.05	3.79	2.00	54.04	3.82	2.00	56.09	3.79	2.00	58.22	3.80	2.01	60.43	29.82
			Annual	96,818.79		100,497.65	3.80		104,306.34	3.79		108,266.52	3.80		112,399.82	3.82		116,662.97	3.79		121,099.23	3.80		125,686.98	29.82	
	2.00%	17-18	Hourly	2.00	47.48	1.99	49.28	3.79	1.99	51.15	3.79	2.00	53.09	3.79	2.00	55.12	3.82	2.00	57.21	3.79	2.01	59.39	3.81	1.99	61.63	29.80
			Annual	98,755.17		102,507.60	3.80		106,392.47	3.79		110,431.85	3.80		114,647.82	3.82		118,996.22	3.79		123,521.22	3.80		128,200.72	29.82	
			2.00		2.00		3.80	2.00		3.79	2.00		3.80	2.00		3.82	2.00		3.79	2.00		3.80	2.00		3.80	2.00
			AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	
			% b/Year	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year		
	AVG	8.00	% b/Grade	7.98	8.01	8.00	3.80		7.98	3.81		8.00	3.80		7.99	3.82		8.01	3.80		8.01	3.80		7.99		
		7.99		7.97	8.00				7.97			8.00			7.99			8.02			8.01			7.99		
		7.99		7.97	8.02				7.98			8.00			7.99			8.01			8.01			7.99		
		7.99		7.98	8.00				7.98			7.99			7.98			8.01			7.99			7.98		
		7.99	AVG	7.98	8.01				7.98	3.81		8.00	3.80		7.99	3.82		8.01	3.80		8.01	3.80		7.99		
		14-15	Hourly	41.42		43.00	3.81		44.63	3.79		46.33	3.81		48.09	3.80		49.92	3.81		51.81	3.79		53.78	29.84	
			Annual	86,162.52		89,436.69	3.80		92,835.29	3.80		96,363.03	3.82		100,024.82	3.80		103,825.77	3.80		107,771.15	3.80		111,866.45	29.83	
	2.00%	15-16	Hourly	2.00	42.25	2.00	43.86	3.81	1.99	45.52	3.78	2.01	47.26	3.82	2.00	49.05	3.79	2.00	50.92	3.81	2.01	52.85	3.79	2.01	54.86	29.85
			Annual	87,876.67		91,228.80	3.81		94,687.01	3.79		98,293.73	3.81		102,027.74	3.80		105,910.27	3.81		109,920.10	3.79		114,099.65	29.84	
	2.00%	16-17	Hourly	1.99	43.09	2.01	44.74	3.81	2.00	46.43	3.78	1.99	48.20	3.81	2.00	50.03	3.80	2.00	51.94	3.82	1.99	53.90	3.77	1.99	55.95	29.84
			Annual	89,634.21		93,053.38	3.81		96,580.75	3.79		100,259.60	3.81		104,068.30	3.80		108,028.48	3.81		112,118.50	3.79		116,381.64	29.84	
	2.00%	17-18	Hourly	2.02	43.96	1.99	45.63	3.80	2.00	47.36	3.79	2.01	49.17	3.82	2.00	51.03	3.78	2.00	52.98	3.82	2.00	54.98	3.78	2.00	57.07	29.82
			Annual	91,426.89		94,914.44	3.81		98,512.36	3.79		102,264.79	3.81		106,149.66	3.80		110,189.05	3.81		114,360.87	3.79		118,709.27	29.84	
			2.00		2.00		3.81	2.00		3.79	2.00		3.81	2.00		3.80	2.00		3.81	2.00		3.80	2.00		3.79	2.00
			AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	
			% b/Year	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year		
	AVG	8.00	% b/Grade	8.03	8.00	8.00	3.80		8.00	3.81		8.01	3.80		8.00	3.82		7.99	3.80		8.01	3.80		7.99		
		8.01		8.03	8.01				7.99			8.02			8.01			7.97			8.01			7.9		

SARPY COUNTY - MANAGEMENT NON-MANAGEMENT

	2.00%	16-17	Annual	56,481.24	58,645.27	3.83		60,874.22	3.80		63,189.73	3.80		65,570.17	3.77		68,080.45	3.83		70,655.64	3.78		73,339.04	29.85		
			Hourly	27.70	28.76	3.83	1.98	29.85	3.79	2.01	30.99	3.82	2.00	32.15	3.74	2.02	33.39	3.86	2.00	34.65	3.77	1.99	35.96	29.82		
	2.00%	17-18	Annual	57,610.86	59,818.17	3.83		62,091.70	3.80		64,453.53	3.80		66,881.57	3.77		69,442.06	3.83		72,068.76	3.78		74,805.83	29.85		
			Hourly	2.00	2.00	3.83	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.77	2.00	3.83	2.00	3.83	2.00	3.78	2.00	3.78	2.00	29.85		
			AVERAGE																							
			% b/Year																							
	AVG	7.99	% b/Grade	8.00	8.01			7.96			7.99			8.01			8.01			7.96			7.98			
		7.99		7.97	8.02			7.97			7.99			8.00			8.00			7.95			8.00			
		7.99		8.03	7.99			7.97			7.99			7.99			8.02			7.96			8.01			
		7.99		8.00	8.03			7.93			7.98			8.02			8.00			7.98			7.98			
		7.99	AVG	8.00	8.01			7.96			7.99			8.00			8.01			7.96			7.99			
	ADJ	FY 14-15	Hourly	24.17	25.09	3.81		26.04	3.79		27.03	3.80		28.06	3.81		29.13	3.81		30.23	3.78		31.38	29.83		
			Annual	50,274.23	52,184.65	3.80		54,167.67	3.80		56,226.04	3.80		58,362.63	3.80		60,580.41	3.80		62,882.47	3.80		65,272.00	29.83		
	2.00%	15-16	Hourly	1.99	24.65	1.99	25.59	3.81	2.00	26.56	3.79	2.00	27.57	3.80	2.00	28.62	3.81	1.99	29.71	3.81	1.98	30.83	3.77	2.01	32.01	29.86
			Annual	51,279.07	53,230.94	3.81		55,246.46	3.79		57,346.85	3.80		59,532.10	3.81		61,802.21	3.81		64,135.97	3.78		66,575.81	29.83		
	2.00%	16-17	Hourly	2.03	25.15	1.99	26.10	3.78	2.00	27.09	3.79	1.99	28.12	3.80	1.99	29.19	3.81	2.02	30.31	3.84	2.01	31.45	3.76	2.00	32.65	29.82
			Annual	52,304.65	54,295.56	3.81		56,351.39	3.79		58,493.78	3.80		60,722.74	3.81		63,038.25	3.81		65,418.69	3.78		67,907.32	29.83		
	2.00%	17-18	Hourly	1.99	25.65	2.03	26.63	3.82	1.99	27.63	3.76	1.99	28.68	3.80	2.02	29.78	3.84	1.98	30.91	3.79	2.00	32.08	3.79	1.99	33.30	29.82
			Annual	53,350.75	55,381.47	3.81		57,478.42	3.79		59,663.66	3.80		61,937.19	3.81		64,299.02	3.81		66,727.06	3.78		69,265.47	29.83		
			Hourly	2.00	2.01	3.80	2.00	3.79	1.99	3.80	2.00	3.80	2.00	3.81	2.00	3.81	2.00	3.80	2.00	3.81	2.00	3.78	2.00	3.78	2.00	29.83
			AVERAGE																							
			% b/Year																							
	AVG	8.00	% b/Grade	8.01	8.00			8.02			7.98			7.98			8.01			8.02			7.99			
		8.00		8.05	7.98			7.99			7.99			7.99			8.01			8.02			7.98			
		7.99		7.98	8.00			8.01			7.96			8.01			8.01			8.01			7.96			
		7.99		8.00	7.97			8.02			7.97			7.99			8.00			8.00			7.98			
		8.00	AVG	8.01	7.99			8.01			7.98			7.99			8.01			8.01			7.98			
		14-15	Hourly	22.38	23.23	3.80		24.12	3.80		25.03	3.80		25.98	3.80		26.97	3.80		28.00	3.80		29.06	29.85		
			Annual	46,556.80	48,325.96	3.80		50,162.34	3.80		52,068.51	3.80		54,047.11	3.80		56,100.90	3.80		58,232.74	3.80		60,445.58	29.83		
	2.00%	15-16	Hourly	2.01	22.83	1.98	23.69	3.81	1.99	24.60	3.81	2.00	25.53	3.81	2.00	26.50	3.81	2.00	27.51	3.81	2.00	28.56	3.81	2.00	29.64	29.83
			Annual	47,481.41	49,284.77	3.80		51,172.99	3.80		53,103.65	3.80		55,119.17	3.80		57,219.55	3.80		59,404.80	3.80		61,653.70	29.85		
	2.00%	16-17	Hourly	1.97	23.28	2.03	24.17	3.80	1.99	25.09	3.80	2.00	26.04	3.80	2.00	27.03	3.80	2.00	28.06	3.80	2.00	29.13	3.80	1.99	30.23	29.85
			Annual	48,431.04	50,270.46	3.80		52,196.45	3.80		54,165.72	3.80		56,221.55	3.80		58,363.94	3.80		60,592.90	3.80		62,886.77	29.85		
	2.00%	17-18	Hourly	2.02	23.75	1.99	24.65	3.79	2.03	25.60	3.79	2.00	26.56	3.79	2.00	27.57	3.79	2.00	28.62	3.79	1.99	29.71	3.79	2.02	30.84	29.85
			Annual	49,399.66	51,275.87	3.80		53,240.38	3.80		55,249.04	3.80		57,345.98	3.80		59,531.22	3.80		61,804.75	3.80		64,144.51	29.85		
			Hourly	2.00	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	29.84
			AVERAGE																							
			% b/Year																							
	AVG	8.57	% b/Grade	8.54	8.58			8.56			8.57			8.57			8.57			8.59			8.60			
		8.57		8.53	8.56			8.58			8.54			8.58			8.57			8.58			8.58			
		8.58		8.56	8.59			8.55			8.60			8.54			8.57			8.62			8.61			
		8.57		8.54	8.61			8.57			8.56			8.55			8.56			8.61			8.59			
		8.57	AVG	8.54	8.59			8.56			8.57			8.56			8.57			8.60			8.60			
		14-15	Hourly	20.72	21.51	3.80		22.33	3.80		23.18	3.80		24.06	3.80		24.97	3.80		25.92	3.80		26.91	29.87		
			Annual	43,106.81	44,744.87	3.80		46,445.17	3.80		48,210.09	3.80		50,042.08	3.80		51,943.67	3.80		53,917.53	3.80		55,966.40	29.83		
	2.00%	15-16	Hourly	1.98	21.13	2.00	21.94	3.81	2.02	22.78	3.81	1.98	23.64	3.81	2.00	24.54	3.81	2.00	25.47	3.81	2.01	26.44	3.81	2.01	27.45	29.91
			Annual	43,959.55	45,635.62	3.80		47,375.33	3.80		49,178.69	3.80		51,045.70	3.80		52,976.35	3.80		54,991.87	3.80		57,092.26	29.87		
	2.00%	16-17	Hourly	2.04	21.56	2.01	22.38	3.80	1.98	23.23	3.80	2.03	24.12	3.80	2.00	25.03	3.80	2.00	25.98	3.80	2.00	26.97	3.80	2.00	28.00	29.87
			Annual	44,838.04	46,548.33	3.80		48,322.83	3.80		50,162.26	3.80		52,066.61	3.80		54,035.88	3.80		56,091.71	3.80		58,234.10	29.87		
	2.00%	17-18	Hourly	1.99	21.99	2.01	22.83	3.79	2.02	23.70	3.79	1.99	24.60	3.79	2.00	25.53	3.79	2.00	26.52	3.79	2.00	27.51	3.79	2.00	28.56	29.88
			Annual	45,735.52	47,479.29	3.80		49,289.29	3.80		51,165.51	3.80		53,107.94	3.80		55,116.60	3.80		57,213.54	3.80		59,398.78	29.87		
			Hourly	2.00	2.01	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	3.80	2.00	29.87
			AVERAGE																							
			% b/Year																							
	AVG	8.42	% b/Grade	8.40	8.43			8.43			8.43			8.41			8.44			8.40			8.40			
		8.42		8.41	8.42			8.42			8.47			8.39			8.46			8.41			8.40			
		8.41		8.42	8.41			8.41			8.39			8.42			8.43			8.38			8.41			

SARPY COUNTY - MANAGEMENT NON-MANAGEMENT

1	ADJ	FY 14-15	Hourly		14.98		15.55	3.80		16.14	3.80		16.76	3.80		17.39	3.80		18.05	3.80		18.74	3.80		19.45	29.84	
			Annual		31,162.61		32,346.79	3.80		33,575.96	3.80		34,851.85	3.80		36,176.22	3.80		37,550.92	3.80		38,977.85	3.80		40,459.01	29.83	
			Hourly	2.00	15.28	1.99	15.86	3.81	1.98	16.46	3.81	2.03	17.10	3.81	2.01	17.74	3.81	1.99	18.41	3.81	1.97	19.11	3.81	2.01	19.84	29.84	
	2.00%	15-16	Annual		31,781.57		32,990.88	3.80		34,242.62	3.80		35,558.02	3.80		36,894.62	3.80		38,294.88	3.80		39,758.78	3.80		41,265.12	29.84	
			Hourly	2.03	15.59	2.02	16.18	3.80	2.00	16.79	3.80	1.99	17.44	3.80	1.97	18.09	3.80	2.01	18.78	3.80	2.04	19.50	3.80	2.02	20.24	29.83	
	2.00%	16-17	Annual		32,417.20		33,650.70	3.80		34,927.48	3.80		36,269.18	3.80		37,632.52	3.80		39,060.78	3.80		40,553.96	3.80		42,090.42	29.84	
			Hourly	1.99	15.90	1.98	16.50	3.79	2.03	17.13	3.79	2.01	17.79	3.79	1.99	18.45	3.79	1.97	19.15	3.79	2.00	19.89	3.79	1.98	20.64	29.81	
	2.00%	17-18	Annual		33,065.54		34,323.71	3.80		35,626.03	3.80		36,994.56	3.80		38,385.17	3.80		39,841.99	3.80		41,365.04	3.80		42,932.23	29.84	
					2.01	2.00	3.80	2.00	3.80	2.01	3.80	1.99	3.80	1.99	3.80	2.01	3.80	2.01	3.80	2.01	3.80	2.00	3.80	2.00	3.80	2.00	29.83
				AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	AVERAGE	
				% b/Year	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year	% b/Step	% b/Year		

- 3.8% BETWEEN STEPS FLAT
- 8.46% BETWEEN GRADES 1 TO 5 INCREASING
- 8% BETWEEN GRADES 6 TO 16 FLAT
- <30% SALARY RANGE REQUIRES FREQUENT MAINTENANCE
- <30% SALARY RANGE = GRADE CREEP