

PERSONNEL POLICY BOARD

December 9, 2013

SPECIAL MEETING

Meeting was held Monday, December 9, 2013, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

Members present: Georgia Glass, John Dumonceaux, Steve Eicher, Randy Goyette, Eric Brown.
Member absent: Jerry Sellentin. Personnel Department resource staff attending: Karen Eurich.

The meeting was opened at 9:00 a.m. by Chair Randy Goyette.

Chair Randy Goyette welcomed new member Eric Brown to the Board.

It was moved by Georgia Glass and seconded by John Dumonceaux to approve the minutes from the October 3, 2013 meeting as presented. Motion unanimously carried by roll call vote.

Agenda Item 1 was the request to create the classification 2449–Records Courier–A16. Nicole Gross of the Personnel Department explained this request was for the Records and Information Management Department. The class is being created to better describe the work performed by current employees. Following discussion, it was moved by Georgia Glass and seconded by John Dumonceaux to approve the creation as presented. Motion unanimously carried by roll call vote.

Agenda Item 2 was the request to amend Rule 18.1 of the Personnel Rules–Compensation for Absence on Holidays. Doug McDaniel of the Personnel Department explained this request was to change the number of Personal Convenience Holidays (PCH) that a new employee receives based upon when their hire date is during the payroll fiscal year. Following discussion, it was moved by John Dumonceaux and seconded by Georgia Glass to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 3 was the request to amend Rule 19.2 of the Personnel Rules–Vacation Leave. Doug McDaniel of the Personnel Department explained this request is to designate what happens to an employee’s vacation leave hours when they move from a classified position into an elected position. In these instances, the employee’s vacation will be paid out to them at the rate of pay they were making in the classified service. Elected officials do not have a vacation balance, which is why the payout must happen. Following discussion, it was moved by Georgia Glass and seconded by Steve Eicher to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 4 was the request to amend Rule 19.3 of the Personnel Rules–Sick Leave. Doug McDaniel of the Personnel Department explained this request is similar to Item 3 and to designate what happens to an employee’s sick leave hours when they move from a classified position into an elected position. In these instances, the employee’s sick leave will be saved in a bank, to be used if the employee returns to the classified service, or to be paid to them upon termination from the County. Following discussion, it was moved by Georgia Glass and seconded by Eric Brown to approve the amendment as presented. Motion unanimously carried by roll call vote.

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Agenda Item 5 was the request to amend Rule 19.4 of the Personnel Rules-Injury Leave. Sue Eckley of the County Safety and Training Department explained this request was to change the period of time an employee can be paid injury leave by taking out language that referred to the date of injury, and adding language that the injury leave must be taken within a two year period from the date of the injury, and may be taken non-consecutively. Following discussion, it was moved by Georgia Glass and seconded by Steve Eicher to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 6 was the request to revise the Workers Compensation Personnel Policy bulletin. Sue Eckley of the County Safety and Training Department explained this request was to make some of the same changes made to Rule 19.4 regarding date of injury language and to refer employees to the County Rules or their applicable labor contract. Following discussion, it was moved by Georgia Glass and seconded by Steve Eicher to approve the revision as presented. Voting Yes: Steve Eicher, Georgia Glass, John Dumonceaux, Randy Goyette. Voting No: Eric Brown.

Agenda Item 7 was the reconsideration of the Chad Anderson–Corrections appeal hearing. Tom McCarty of Keating, O’Gara, Nedved & Peter represented Chad Anderson. Richard Grabow of the County Attorney’s office represented Corrections. The proceedings were recorded by Julie Pell of Pell Reporting, Inc., and are on file in that office. There were five exhibits offered and received by Chair Randy Goyette. Chair Randy Goyette raised the issue that only two of the board members at the meeting today were at the original appeal hearing in May. Following discussion, there were no objections by either attorney or the board members to proceed with the board members that were in attendance for today’s hearing. Richard Grabow gave history to the Board that the original hearing in May, 2013 upheld the department’s ten day suspension of Mr. Anderson for sexually harassing female employees. Mr. Anderson appealed the decision to District Court. The District Court ruling found the Board erred in concluding that they did not have the authority to modify discipline, and noted some board members expressed concern that the ten day suspension was excessive. The matter was then sent back to the Board to reconsider it’s decision based on the ruling. Mr. McCarty and Mr. Grabow summarized the exhibits offered and gave arguments as to their justification for the appropriate number of days the employee should be suspended for the incidents he was originally disciplined for. Following discussion, it was moved by Steve Eicher and seconded by John Dumonceaux to reduce the suspension from ten days to four days. Motion unanimously carried by roll call vote.

There being no further business, the meeting adjourned at 11:00 a.m.

The next regularly scheduled meeting is tentatively set for Thursday, January 2, 2014.

Karen Eurich
Personnel Operations Specialist

pc: Department Heads
Chad Anderson
Tom McCarty
Richard Grabow