

PERSONNEL BOARD

October 21, 2021

MEETING

Meeting was held Thursday, October 21, 2021, City Council Chambers, County-City Building, Lincoln, Nebraska.

Members present: Christy Abraham, Ryan Dale, Maggie Schiefen and Shannon Rowen. Member Absent: Joe Rupp. Human Resources Department resource staff attending: Shelly Madison.

The Meeting was opened at 1:00 p.m. by Chair Shannon Rowen.

Agenda Item 1 was to approve the minutes from the August 27, 2021 meeting. It was moved by Maggie Schiefen and seconded by Ryan Dale to approve the minutes as presented. Voting YES: Shannon Rowen, Joe Rupp, Maggie Schiefen. Abstaining: Christy Abraham.

Agenda Item 2 was the request to create the classifications 0621—Diversity, Equity, and Inclusion Manager (W01), 3114—Police Lieutenant (F05); and 3686—Health Equity Initiatives Coordinator (A15). Doug McDaniel of the Human Resources Department explained the creation of 0621—Diversity, Equity, and Inclusion Manager was approved in the budget with the Mayor’s support. Creation of 3114—Police Lieutenant was resurrected per Police Chief Teresa Ewins request to reinstate an updated class description. LPU is represented by contract, therefore pay has to be negotiated. Creation of 3686-Health Equity Initiatives Coordinator is funded by a grant to help unrepresented citizens without healthcare access. Following discussion, it was moved by Ryan Dale and seconded by Christy Abraham to approve the creations as presented. Motion unanimously carried by roll call vote.

Agenda Item 3 was the request to revise the classifications 3132—Identification Lab Technician (C27), and 5315—Facilities Maintenance Coordinator (M03). Doug McDaniel of the Human Resources Department explained the changes to 3132— Identification Lab Technician, includes needing an update since 1997 revision. Revisions to 5315— Facilities Maintenance Coordinator includes updating to also include Water Distribution where it was originally for only Wastewater. Following discussion, it was moved by Ryan Dale and seconded by Maggie Schiefen to approve the classification revisions as presented. Motion unanimously carried by roll call vote.

Agenda Item 4 was the request to revise the pay range for 5305—Energy Recover Coordinator from C32 to C30. Doug McDaniel of the Human Resources Department explained while this was approved months ago, Transportation & Utilities said it was too high and could potentially affect recruitment for other areas. Following discussion, it was moved by Maggie Schiefen and seconded by Christy Abraham to approve the pay range change as presented. Motion unanimously carried by roll call vote.

Agenda Item 5 was the request to amend Section 2.76.175 of the Lincoln Municipal Code – Compensation Plan; Promotion, Transfer, Demotion, or Temporary Promotion. Doug McDaniel of the Human Resources Department explained the amendment was to add a six month promotion probation period for “E,” “X” and “W.” With this probation period, employees will have the option to revert back to their prior position if they do not meet the job expectations, if still available. Without the probation period employee would be subject to the disciplinary process. Shannon pointed out clarifying some language. Following discussion, it was moved by Ryan Dale to approve the amendment as presented, it was seconded by Christy Abraham with modifications to the language. Motion unanimously carried by roll call vote.

PERSONNEL BOARD

October 21, 2021

Meeting

PAGE 2

Agenda Item 6 was the request to create Section 2.76.207 of the Lincoln Municipal Code – Disaster Response Pay. Doug McDaniel of the Human Resources Department explained that this addition is due to the changing of classifications from the bargaining unit. This disaster response pay is focused on Battalion Chief and Division Chiefs within the Fire department. These classifications, along with others, have gained approval to exit the LMCEA union and have become unrepresented as they moved to the “W” pay plan. Same thing has happened with Police Captains. Need to add the same language that was in this contract into the Lincoln Municipal Code for the unrepresented to cover this disaster pay. Following discussion, it was moved by Maggie Schiefen and seconded by Ryan Dale to approve the creation as presented. Motion unanimously carried by roll call vote.

Agenda Item 7 was miscellaneous discussion. Doug McDaniel of the Human Resources Department informed the Board that the appeal hearing for Donald Gunning that was previously on the agenda was withdrawn.

There being no further business, the meeting adjourned at 1:20 p.m.

The next regularly scheduled meeting is tentatively set for November 18, 2021.

Shelly Madison
Human Resources Clerk

PC: City Clerk
Directors