

PERSONNEL BOARD

August 19, 2021

MEETING

Meeting was held Thursday, August 19, 2021, City Council Chambers, County-City Building, Lincoln, Nebraska.

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

The Meeting was opened at 1:30 p.m. by Chair Ryan Dale.

Agenda Item 1 was to approve the minutes from the May 20, 2021 meeting. It was moved by Maggie Schiefen and seconded by Joe Rupp to approve the minutes as presented. Motion unanimously carried by roll call vote.

Agenda Item 2 was the request to revise the classifications 3002—Assistant Fire Chief (W04), 3007—Fire Captain (F05); and 3020—Fire Captain (F06). Doug McDaniel of the Human Resources Department explained the changes to 3002—Assistant Fire Chief, includes updating the current titles of the positions that report to the Assistant Fire Chief, and expanded the minimum requirements for the class. Revisions to 3007—Fire Captain and 3020—Fire Captain are changing the minimum requirements for previous experience from two (2) to six (6) years that the previous Fire Chief had put into the classifications. Following discussion, it was moved by Maggie Schiefen and seconded by Shannon Rowen to approve the classification revisions as presented. Motion unanimously carried by roll call vote.

Agenda Item 3 was the request to change the title and pay range of 2202—Community Development Program Specialist—A11 to Urban Development Program Specialist—A14. Doug McDaniel of the Human Resources Department explained the class is in the Urban Development department, and has been vacant for some time. The Department has received a grant involving lead based paint and will now be hiring someone into this class. Revisions were made to the examples of work. This was a late addition to the agenda, and a copy of the revisions was not provided to the board. Following discussion, it was moved by Joe Rupp and seconded by Maggie Schiefen the title and pay range change as presented. Motion unanimously carried by roll call vote.

Agenda Item 4 was the request to amend Section 2.76.155 of the Lincoln Municipal Code – Compensation Plan; Longevity Pay. Doug McDaniel of the Human Resources Department explained the amendment was to strike the ‘M’ ranges from the code as Longevity pay is addressed in their labor contract, and to increase the longevity pay for the ‘W’ ranges. Following discussion, it was moved by Shannon Rowen and seconded by Christy Abraham to approve the amendment as presented. Voting YES: Joe Rupp, Shannon Rowen, Maggie Schiefen, Christy Abraham. Abstaining: Ryan Dale.

Agenda Item 5 was the request to amend Section 2.76.380 of the Lincoln Municipal Code – Sick Leave with Pay. Doug McDaniel of the Human Resources Department explained the amendment was to remove the provision granting eighty (80) hours of Family Sick leave. During the build of the new payroll system, it was evident the use of a Family Sick Leave balance being part of the employee’s regular sick leave balance was an obstacle. Employees are still allowed to use Sick leave for qualified family members, and qualified sick leave events. Following discussion, it was moved by Maggie Schiefen and seconded by Shannon Rowen to approve the amendment as presented. Voting YES: Joe Rupp, Shannon Rowen, Maggie Schiefen, Christy Abraham. Abstaining: Ryan Dale.

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Agenda Item 6 was the Election of Chair, and Item 7 was the Election of Vice-Chair. Following discussion, it was moved by Joe Rupp and seconded by Maggie Schiefen to elect Shannon Rowen as Chair, and Ryan Dale as Vice-Chair. Motion unanimously carried by roll call vote.

Agenda Item 8 was Miscellaneous Discussion. Doug McDaniel indicated the approval for the annual increases for the unrepresented employees had been put on hold during the labor negotiation process with the unions. He requested the board have a special meeting to approve these increases next week if possible. The Board determined they could meet on Friday, August 27, 2021 at 1:30 p.m. Christy Abraham indicated she would not be able to attend. Doug McDaniel informed the board the meeting will be held in the Human Resources Conference Room since it will be a short meeting.

There being no further business, the meeting adjourned at 1:50 p.m.

The next regularly scheduled meeting is tentatively set for September 16, 2021.

Karen Eurich
Human Resources Operations Specialist

PC: City Clerk
Directors