

CITY PERSONNEL BOARD

October 25, 2024

MEETING

Meeting was held Friday, October 25, 2024, Council Chambers, County-City Building, Lincoln, Nebraska.

Members present: Susan Sapp, Christy Abraham, and Maggie Schiefen. Members absent: Ryan Dale and Zach Bogart. Human Resources department resource staff attending: Malerie McNair.

The meeting was opened at 11:00 a.m. by Vice-Chair Christy Abraham.

Agenda Item 1 was to approve the minutes from the August 21, 2024, meeting. Following discussion, it was moved by Susan Sapp and seconded by Maggie Schiefen to approve the minutes as presented. Motion unanimously approved by roll call vote.

Agenda Item 2 was for the request to create the classifications 3013 – Fire Investigator (F06) and 3034 – Paramedic (Non-Suppression) (F09). Dave Engler of the Lincoln Fire and Rescue Department explained that currently Fire Investigators are housed by the Building and Safety Department, and they have decided that the best path forward is to create the classification under the Lincoln Fire and Rescue Department. Dave Engler stated that the current Paramedics work 24 hours. The new classification being created is paramedic only – not firefighter trained. Dave Engler stated that call volume is higher during the day than night, so this classification is not 24-hour people – roughly working 10-hour shifts and scheduled as needed. Maggie Schiefen asked if the paramedic will be filled with current employees. Dave Engler stated this would be a new position and new FTEs would be fulfilled. Dave Engler also stated he has the funds for it. Maggie Schiefen asked if there was a salary market survey. Dave Engler stated he looked at what the current paramedics are making, other cities, and the hospitals to be competitive. Dave Engler explained that this will also show value to the EMS system. They don't want to undervalue the paramedics. Dave Engler stated that they want to balance diversity into the department and make the statement that paramedics who aren't firefighters, aren't less than firefighters. Following discussion, it was moved by Maggie Schiefen and seconded by Susan Sapp to approve the classifications as presented. Motion unanimously approved by roll call vote.

Agenda Item 3 was for the request to revise the classification 1139 – Assistant City Treasurer (A13). Barb McIntyre of the Human Resources Department stated that the Finance Department has requested to revise this classification to reflect the work that is currently being performed. Barb stated that this is clean up as the class has not been revised recently and includes no salary changes. Following discussion, it was moved by Maggie Schiefen and seconded by Susan Sapp to approve the classifications as presented. Motion unanimously approved by roll call vote.

Agenda Item 4 was for the request to delete the classifications: 0618 - Compensation Manager (W03), 1129 - Financial Information System Coordinator (A15), 1148 - Billing Supervisor (C24), 1321 - Workers' Compensation Claims Specialist (E07), 1326 - Workers' Compensation Claims Coordinator (W01), 1460 - Operations Supervisor (A11), 1472 - Technical Support Specialist II (M05), 1483 - Network Technician (C25), 1630 - Administrative Secretary (C25), 2001 - Associate Engineering Specialist (C23), 2004 - Watershed Management Specialist (A12), 2035 - Assistant Sanitary Engineer (A14), 2207 - Assistant Director Of Urban Development (W04), 2216 - Housing Rehabilitation Assistant (N23), 2417 - Business Development Specialist (A12), 3028 - Urban Search And Rescue Specialist (C23), 3150 - Police Fleet Manager (A13), 3230 - Zoning Coordinator (A14), 3231 - Impact Fee Administrator (A15), 3604 - Resource And Program Development Coordinator (W03), 3607 - Health Data And Evaluation Manager (M06), 3655 - Licensed Practical Nurse (C21), 3657 - Physician Assistant (A17), 3659 - Registered Nurse (A08), 3670 - Services Coordination

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Supervisor (A15), 3674 - Public Health Laboratory Technologist (A07), 3675 - Public Health Laboratory Scientist (A10), 4015 - Recreation Manager (M03), 5011 - Street Maintenance Superintendent (A14), 5017 - Assistant Superintendent Of Solid Waste Operations (A14), 5020 - Superintendent Of Road And Storm Sewer Maintenance (A15), 5107 - Maintenance Supervisor (C30), 5290 - Environmental Laboratory Specialist I (C20), 5301 - Utility Plant Technician (C23), 5323 - Utilities Laboratory Supervisor (A12), 5329 - Water Meter Shop Supervisor (A10), 5334 - Water Service Supervisor (A10), 5337 - Assistant Utility Plant Mechanic (N35), 5341 - Assistant Superintendent Water Construction (A14), 5342 - Assistant Superintendent Water Service (A14), 5344 - Assistant Superintendent Wastewater Collection (A14), 5348 - Assistant Superintendent Of Operations-Water Production And Treatment (A14), 5371 - Utility Control/Instrumentation Technician (C23), 5430 - Food Production Manager (A04), 5501 - Natural Resources Manager (M03), 5521 - Community Operations Forester (A13), 5606 - Assistant Transit Manager (A14). Barb McIntyre explained that this is a periodic audit that is completed to classifications that have been vacant for a long time. Barb McIntyre explained the Directors weighted in and gave the thumbs up to delete the classifications. Christy Abraham asked if there was a budget savings, since there was no one in these classifications. Barb McIntyre stated that there is no budget impact. Following discussion, it was moved by Maggie Schiefen and seconded by Susan Sapp to delete the classifications as presented. Motion unanimously approved by roll call vote.

Agenda Item 5 was Public Comment. There was no comment.

Agenda Item 6 was Miscellaneous Discussion. There was no discussion.

Agenda Item 7 was for the request for continuous of appeal hearing for PAGE – Timothy Osten – Parks and Recreation – Termination. Courtney Faller of Keating, O’Gara Law represented the appellant. Marna Munn of the City Attorney’s office represented the Parks and Recreation Department. The proceedings were recorded by Susan McKenzie and are on file with her. Witnesses: Chris Meyers, Maggie Stuckey-Ross, Timothy Osten. The Board requested that first, each party brief them on both jurisdictional issues and the substitutive issues including who has the burden of proof, both under Article 8 and 9 and what is the standard. Additionally, on what the available remedies of the board are under Article 8 and 9 and what remedies each party is asking for. Secondly, the board requested that each party prepare the finding of facts and conclusions of law and forward them to Christy Abraham. All information to be provided to Christy Abraham as Vice-Chair working as Chair, on November 1, 2024. The goal as the board is to vote on the record on November 8, 2024. The deadline of the board to issue the decision in writing is November 15, 2024. Marna Munn asked if the board would like the finding of facts and conclusions of law in Word Documents. Christy Abraham stated that the board would like the finding of facts and conclusions of law in Word Documents and then the briefs can be submitted however each party pleases. Susan Sapp also mentioned to CC the other party when submitting their documents to Christy Abraham. Courtney Faller asked if she should copy the board when sending the documents to Christy Abraham. Christy Abraham stated that would be fine. Marna Munn asked if 11:59pm on November 1, 2024, is the deadline. Christy Abraham stated that 11:59pm would work.

There being no further business, the meeting adjourned at 4:30 p.m.

A special meeting is tentatively set for November 8, 2024, to vote on record the decision of the Timothy Osten appeal.

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The next regularly scheduled meeting is tentatively set for November 21, 2024.

Malerie McNair
Human Resources

PC: City Directors
City Clerk
Union Presidents
Timothy Osten
Courtney Faller
Marna Munn

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