

CITY PERSONNEL BOARD

May 19, 2025

MEETING

The meeting was held Thursday, April 17, 2025, Council Chambers, County-City Building, Lincoln, Nebraska.

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

The meeting was opened at 8:30 a.m. by Chair Ryan Dale.

Agenda Item 1 was to approve the minutes from the April 17, 2025, meeting. Following discussion, it was moved by Susan Sapp and seconded by Christy Abraham to approve the minutes as presented. Motion unanimously approved by roll call vote.

Agenda Item 2 was the request to change the pay range of the following classifications 3158 – Public Safety Dispatcher from C19 to C20, 3159 – Senior Public Safety Dispatcher from C25 to C28, 3160 – Public Safety Dispatch Supervisor from C31 to C32 and 3162 – Emergency Communications Operations Manager from A13 to A14. Ryan Dale accused himself from the board for Item #2 and Christy Abraham took over as Chair. Barb McIntyre of the Human Resources Department welcomed Assistant Chief Ryan Dale of the Lincoln Police Department to speak on behalf of the pay range changes. Ryan Dale explained that these classifications represent a major of the employees at the Emergency Communications Center. Comparability wise to similar cities our size, these employees are currently underpaid. A market review was conducted and would support the proposed increases to help retain and recruit new employees. Ryan Dale stated that the impact would affect a total of 44 employees and noted that approximately \$2.1 million in savings from vacant positions would be used to cover the associated costs. He added that these funds would eventually support efforts to fill those vacancies in the future. Following discussion, it was moved by Susan Sapp and seconded by Zach Bogart to approve the changes as presented. Voting YES: Zach Bogart, Christy Abraham and Susan Sapp. Abstaining: Ryan Dale.

Agenda Item 3 was Public Comment. There was no comment.

Agenda Item 4 was Miscellaneous Discussion. Ryan Dale mentioned that Malerie McNair of the Human Resources Department had distributed the redacted audio of Exhibit #24 to the board for their review. This redacted version is intended to replace the original Exhibit #24 from the April 17, 2025 meeting. Barb McIntyre, of the Human Resources Department, confirmed that they also had updated their records to reflect the revised version.

There being no further business, the meeting adjourned at 8:45 a.m.

A special meeting is tentatively scheduled for June 24, 2025, due to the normally scheduled meeting of June 19, 2025 being a holiday.

The next regularly scheduled meeting is tentatively set for July 17, 2025.

Malerie McNair
Human Resources

PC: City Directors
City Clerk
Union Presidents