

CITY PERSONNEL BOARD

July 17, 2025

MEETING

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

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

The meeting was opened at 1:30 a.m. by Chair Ryan Dale.

Agenda Item 1 was the approval of the minutes from the June 24, 2025, meeting. Following discussion, Chair Ryan Dale pushed approval to the next meeting.

Agenda Item 2 was the request to change the title and pay range of the following classification: 3662 - Public Health Nurse II to Public Health Nurse. Barb McIntyre of the Human Resources Department spoke to the vacancies and how we do not hire at that level anymore. Gives us more flexibility in hiring staff. Zach Bogart asked if there was career progression? Charlotte Berk of the Health Department came forward to answer Zach's question, that there is a Senior level, and the Family Connect Program. Following discussion, it was moved by Maggie Schiefen and seconded by Christy Abraham to approve the revision as presented. Motion unanimously approved by roll call vote.

Agenda Item 3 was the request to delete the following classification: 3661 - Public Health Nurse I. Following discussion, it was moved by Maggie Schiefen and seconded by Christy Abraham to approve the change as presented. Motion unanimously approved by roll call vote.

Agenda Item 4 was the request to amend Lincoln Municipal Code – 2.62.020 – Police & Fire Pension Plan A (Definitions and Appendix A). Barb McIntyre of the Human Resources Department spoke on the definition of Total Disability refers to a 1980 manual of mental disorders and a list of disorders from 38 C.F.R. § 4.730 in Appendix "A". The reference to the 1980 manual is to be replaced with a reference to the current version of the manual of mental disorders. Appendix "A" containing the list from 38 C.F.R. § 4.730 is to be deleted as it is a schedule used by the Department of Veteran Affairs derived from the current manual's DSM-5 (Diagnostic and Statistical Manual Fifth Edition) and therefore redundant. Following discussion, it was moved by Maggie Schiefen and seconded by Zach Bogart to approve the ordinance as presented. Voting Yes: Zach Bogart, Maggie Schiefen, Christy Abraham. Abstaining: Ryan Dale.

Agenda Item 5 was the request to amend Lincoln Municipal Code – 2.65.020 – Police & Fire Pension Plan B (Definitions and Appendix A). Barb McIntyre of the Human Resources Department spoke on the definition of Total Disability refers to a 1980 manual of mental disorders and a list of disorders from 38 C.F.R. § 4.130 in Appendix "A". The reference to the 1980 manual is to be replaced with a reference to the current version of the manual of mental disorders. Appendix "A" containing the list from 38 C.F.R. § 4.130 is to be deleted as it is a schedule used by the Department of Veteran Affairs derived from the current manual's DSM-5 (Diagnostic and Statistical Manual Fifth Edition) and therefore redundant. Following discussion, it was moved by Maggie Schiefen and seconded by Christy Abraham to approve the ordinance as presented. Voting Yes: Zach Bogart, Maggie Schiefen, Christy Abraham. Abstaining: Ryan Dale.

Agenda Item 6 was the request to amend Lincoln Municipal Code – 2.62.165 b.1 – Police & Fire Pension Plan A (Purchase of Prior Service Credit). Barb McIntyre of the Human Resources Department spoke on the Prior Service Credit means Police or Fire service at a qualified employer other than the City of Lincoln. The service is intended to be similar to City of Lincoln Police and Fire Service. Since City of Lincoln Police and Fire service is full time, language to specify prior service of less than full time will be added to allow eligible new employees to purchase a prorata amount of service. This method is fair to both new and existing City employees. Following discussion, it was moved by Maggie Schiefen and seconded by Zach Bogart to approve the ordinance as presented. Voting Yes: Zach Bogart, Maggie Schiefen, Christy Abraham. Abstaining: Ryan Dale.

Agenda Item 7 was the request to amend Lincoln Municipal Code – 2.62.140 d.3 – Police & Fire Pension Plan A (COLA, How Funded). Barb McIntyre of the Human Resources Department spoke to this section is applicable to Fire service members (Police did not want this option) that elect to buy a COLA for their pension. No Fire service member has purchased a COLA for their pension. In processing Service Credit Purchases (per 2.62.165) we were advised by the Cline Williams law firm that the IRS does not like a transfer direct from a traditional IRA to a Defined Benefit pension (the Police and Fire Plan is a DB pension) but has ruled favorably on transfers from a 457 deferred comp plan to a DB pension. So, on their advice, to be safe, the code is being updated to not allow direct transfers from an traditional IRA to the Police and Fire Pension. This means if a Fire Union person wants to buy a COLA using traditional IRA money, they will have to transfer it to the City's 457 deferred comp plan and then transfer from the 457 Deferred Comp plan to the Police and Fire Pension. A transfer from the member's Police and Fire Pension DROP plan to purchase a COLA continues to be allowed. Following discussion, it was moved by Christy Abraham and seconded by Zach Bogart. Voting Yes: Zach Bogart, Maggie Schiefen, Christy Abraham. Abstaining: Ryan Dale.

Agenda Item 8 was the request to amend Lincoln Municipal Code – 2.65.140 d.3 – Police & Fire Pension Plan B (COLA, How Funded). Barb McIntyre of the Human Resources Department spoke on this section is applicable to Fire service members (Police did not want this option) that elect to buy a COLA for their pension. No Fire service member has purchased a COLA for their pension. In processing Service Credit Purchases (per 2.62.165) we were advised by the Cline Williams law firm that the IRS does not like a transfer direct from a traditional IRA to a Defined Benefit pension (the Police and Fire Plan is a DB pension) but has ruled favorably on transfers from a 457 deferred comp plan to a DB pension. So, on their advice, to be safe, the code is being updated to not allow direct transfers from a traditional IRA to the Police and Fire Pension. This means if a Fire Union person wants to buy a COLA using traditional IRA money, they will have to transfer it to the City's 457 deferred comp plan and then transfer from the 457 Deferred Comp plan to the Police and Fire Pension. A transfer from the member's Police and Fire Pension DROP plan to purchase a COLA continues to be allowed. Following discussion, it was moved by Zach Bogart and seconded by Christy Abraham. Voting Yes: Zach Bogart, Maggie Schiefen, Christy Abraham. Abstaining: Ryan Dale.

Agenda Item 9 was the request to amend Lincoln Municipal Code – 4.64.020 – Police & Fire Pension (Disability Pension Process). Barb McIntyre of the Human Resources Department spoke on the changes to update language to match the past practice of requiring an application prior to termination of employment in cases other than those submitted per Nebraska Revised Statutes for heart and lung (18-1723) and cancer (35-1001) related disability, to streamline the process in the case of a member who passes away while employed, allow payments to begin retro-actively to the day following the date of death, in such cases. The origin of changes 2 and 3 is a Fire Apparatus

Operator who passed in 2024. In cases of death, these changes allow the HR Director to forgo use of an external expert for a medical review and allow the Disability Review Committee to use existing documents to make a recommendation regarding acceptance or denial, and in the case of acceptance, to recommend payments occur retro-actively the day after the employment termination or death, rather than wait to commence payments on the date a Mayoral Executive Order is signed. Following discussion, it was moved by Maggie Schiefen and seconded by Zach Bogart. Voting Yes: Zach Bogart, Maggie Schiefen, Christy Abraham. Abstaining: Ryan Dale.

Agenda Item 10: Public Comment. None.

Agenda Item 11: Miscellaneous Discussion. None.

It was moved by Susan Sapp to adjourn and seconded by Maggie Schiefen. Motion unanimously approved by roll call vote.

There being no further business, the meeting adjourned at 2:10 p.m.

The next regularly scheduled meeting is tentatively set for August 21, 2025.

Carmen Flynn
Human Resources

PC: City Directors
City Clerk
Union Presidents