

COUNTY PERSONNEL POLICY BOARD MEETING

September 4, 2025

MINUTES

A meeting was held Thursday, September 4, 2025, Commissioners Hearing Room, County-City Building, Room 112, Lincoln, Nebraska.

Members present: Greg Meyer, Sherri Wimes, Jaydon Pence and Cori Beattie. Absent: Mark Munger. Human Resources Department resource staff attending: Carmen Flynn.

The meeting was opened at 1:30 p.m. by Co-Chair Jaydon Pence.

Agenda Item 1 was the approval of the minutes from the August 7, 2025, meeting. The minutes were moved by Sherri Wimes and seconded by Greg Meyer to approve the minutes as presented. Motion unanimously approved by roll call vote. Abstain: Cori Beattie.

Agenda Item 2 was the request to revise, change the title and pay grade of the following classifications Class Code 4928 – Assistant Maintenance and Construction Manager (C09) to Corrections Facilities Maintenance Manager – (C12). Barb McIntyre from the Human Resources Department came forward and introduced Amy Sadler from the Human Resources to explain the request. Amy stated that the Construction Manager doesn't actually do construction, they are wanting to change the title. Recommending C12 because they do not require a CDL we are recommending C12. Cori asked if there is a Facilities Manager at corrections. Amy stated that there is. Same duties just updated to reflect the work they are doing. Yes it is a proposed increase. Following discussion, it was moved by Cori Beattie and seconded by Greg Meyer to approve the request as presented. Motion unanimously approved by roll call vote.

Agenda Item 3 was the request to change the pay grade of the following classifications: 7521 – Civil Engineer I (C18) to (C19), 7522 – Civil Engineer II (C20) to (C21), 7523 – Civil Engineer III (C23) to (C24), 7524 Civil Engineer IV (C27) to (C29), 7526 Assistant County Engineer (C28) to (C31). Pam Dingman came forward to speak on the request. Range study done that compared City wages and State ranges. We do our own federal aid work and our Engineers get reimbursed for their cost. We need to be super competitive, much more effective for taxpayers. More cost effective and control over our projects. Cori asked if HR collected the data or did their department collect. We gave all our data to HR and then collaborated with HR to come up with the results. Cori asked do most have Assistant County Engineers? Pam Dingman replied with the comparison to Iowa, but they are structured different than Lancaster County. If they would work for the consultant firms it would be a very large increase. Pam Dingman thanked the Human Resources for their help. Following discussion, it was moved by Jaydon Pence and seconded by Sherri Wimes to approve the request as presented. Motion unanimously approved by roll call vote.

Agenda Item 4 was Public Comment. None.

Agenda Item 5 was Miscellaneous Discussion. None.

End of Open Meeting – 1:37 p.m.

Agenda Item 6 was for the request of continuance on the appeal hearing for IBEW Local 1536 – Motor Vehicle Clerk II – County Treasurer Office. John Ward came forward on behalf of the County and the grievant. Better sense of appeal, we would love to get them moving forward in a timely manner. John stated that the board has the discretion to set limits. In terms of procedure, if you wanted to take a brief recess to discuss. Jaydon mentioned maybe an email to go out about “you are going to finish this within a recent time limit”. Barb McIntyre of Human Resources, Secretary of the Personnel Board, will draft the communication of the expectations of their grievance. Cori mentioned maybe starting early to get the grievances going on a continuance basis. We will still start the meetings at 1:30 and have a hard stop 4:00 p.m. Barb McIntyre mentioned most of the time are the termination of employment, but the rest should be fine in the time frame.

There being no further business, motion was made by Jaydon Pence and seconded by Greg Meyer to adjourn. Motion unanimously approved by roll call vote. Adjourned: 1:45 p.m.

The next regular meeting is scheduled for Thursday, October 9, 2025.

Carmen Flynn
Human Resources Specialist

PC: County Agencies
Barb McIntyre
Kristi Bauer
John Ward
Union Presidents