

PERSONNEL POLICY BOARD

September 2, 2021

MEETING

Meeting was held Thursday, September 2, 2021, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

Members present: Mike Thew, Jeanne Sayers, Steve Eicher, Eric Brown. Member Absent: Tara Paulson. Human Resources Department resource staff attending: Melodie Montiel.

The meeting was opened at 1:30 p.m. by Chair Eric Brown.

Agenda Item 1 was the approval of the August 5, 2021 meeting minutes. It was moved by Jeanne Sayers and seconded by Steve Eicher to approve the minutes as presented. Motion unanimously carried by roll call vote.

Agenda Item 2 was the request to create 7892—Juvenile Justice Specialist—C08. Nicole Gross of the Human Resources Department explained this class is being created for the Human Services department and read a statement from Department Head Sara Hoyle as she was unable to attend the meeting. The new class reflects changes in the Justice System, and more accurately reflects the job duties of two current General Assistance Caseworkers. These employees will be laterally reallocated to the new class, and it will be used to hire more employees. Mike Thew pointed out a typo in the class. Nicole indicated it will be corrected. Following discussion, it was moved by Mike Thew and seconded by Eric Brown to approve the creation of the classification as presented. Motion unanimously carried by roll call vote.

Agenda Item 3 was the request to amend the Workplace Response to COVID-19 Human Resources Policy Bulletin. Doug McDaniel of the Human Resources department explained the change was due to recent DHM's and CDC guidelines. The significant change is the requirement of employees to wear masks even if vaccinated. Kristy Bauer of the County Attorney's office also provided information regarding the CDC guidelines. Following discussion, it was moved by Steve Eicher and seconded by Mike Thew to approve the amendment as presented. Voting YES: Steve Eicher, Eric Brown, Mike Thew. Voting NO: Jeanne Sayers. Jeanne Sayers gave explanation as to why she voted no.

Agenda Item 4 was the request to create the COVID-19 Vaccination Incentive Human Resources Policy Bulletin. Doug McDaniel of the Human Resources department explained the policy was being created at the request of the County Board of Commissioners. Kristy Bauer of the County Attorney's office explained it is retroactive to January, 2021 but is effective on September 7, 2021 if the County Board approves the policy. The dollar amounts listed are to be Gross Pay amounts, after taxes, so they have worked with County Payroll to come up with the dollar amounts outlined to come as close as possible to the pay intended for the employees. The Board was also informed the funds to pay the incentive are coming from ARPA – American Recovery

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Protection Act – to pay the employees. Jeanne Sayers indicated she would vote against the new policy and stated her reasons why. Following discussion, it was moved by Steve Eicher and seconded by Mike Thew to approve the creation of the policy as presented. Voting YES: Steve Eicher, Eric Brown, Mike Thew. Voting NO: Jeanne Sayers.

Agenda Item 5 was Miscellaneous Discussion. Board member Mike Thew thanked County Attorney Kristy Bauer for her years of service to the Board and congratulated Kristy on her new position as Deputy Chief Administrative Officer. Kristy thanked the Board. Doug McDaniel introduced Candace Berens and indicated she and Jen Holloway will be representing the County at this time.

There being no further business, the meeting adjourned at 2:02 p.m.

The next regularly scheduled meeting is tentatively set for Thursday, October 7, 2021.

Melodie Montiel
Human Resources Clerk

PC: Department Heads