

COUNTY PERSONNEL POLICY BOARD

August 29, 2022

MEETING

Meeting was held Monday, August 29, 2022, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

Members present: Mike Thew, Eric Brown, Steve Eicher, Jeanne Sayers, and Tara Paulson.
Human Resources Department resource staff attending: Shelly Madison.

The meeting was opened at 12:00 p.m. by Eric Brown.

Agenda Item 1 was the approval of the minutes from the July 7, 2022 meeting. It was moved by Tara Paulson and seconded by Mike Thew to approve the minutes as presented. Motion unanimously carried by roll call vote.

Agenda Item 2 was the request for create County Rule 17.26 – Referral Pilot Program. Barb McIntyre of the Human Resources Department explained this is to help the Sheriff department with getting Referrals for county deputies as they are short staffed. If this program works here, perhaps it'll be considered for other departments. Following discussion, it was moved by Tara Paulson and seconded by Mike Thew to approve the creation as presented. Motion unanimously approved by roll call vote.

Agenda Item 3 was the request to amend County Rule 17.24 – Education Loan Forgiveness. Barb McIntyre of the Human Resources Department explained this is to include psychologists in the incentive plan since the Mental Health Department is struggling to hire these positions and is within budget. Following discussion, it was moved by Steve Eicher and seconded by Tara Paulson to approve the amendment as presented. Motion unanimously approved by roll call vote.

Agenda Item 4 was the request to amend the Workplace Response to COVID-19 Human Resources Policy Bulletin. Ashley Bohnet of the County Attorney's office explained the updates to the bulletin include reference to the current CDC guidelines by removing the mask requirement and allowing more flexibility for the Corrections Department. Following discussion, it was moved by Mike Thew and seconded by Tara Paulson to approve the amendment as presented. Motion unanimously approved by roll call vote.

Agenda Item 5 was the request for discussion of a tie vote on grievance hearing from Jamie Draper – County Engineer – Out of Class Pay. Eric Brown discussed an email he provided indicating the union's attorney agreement that case precedent suggests that a tie in a grievance is understood as being denied. Mike Thew thanked Eric Brown and his law firm for the legal insight. Rick DeBoer of IBEW, representing the grievant, said there is no argument, yet feels the union is at a disadvantage with just a 2-to-2 tie vote. Following discussion, it was determined the vote would stand, therefore the grievance is denied. No vote needed.

PERSONNEL BOARD

Meeting

August 29, 2022

PAGE 2

Agenda Item 6 was the request for grievance hearing from Steve Slapnicka – County Engineer – Light Duty. Ashley Bohnet of the County Attorney’s office represented the County Engineering department. Rick DeBoer of IBEW represented the grievant. The proceedings were recorded by Jane Malone of Thomas & Thomas Court Reporting and are on file in that office. As a joint offer, Ashley Bohnet and Rick DeBoer offered Exhibits #1 through #6 and later in the hearing Ashley Bohnet offered exhibit #7. Eric Brown received all exhibits. Witnesses: Steve Slapnicka, Ron Bohaty, Bob Larson, Brandon Cramer, Roger Heusinkvelt, and Mike Clark. Following discussion, it was moved by Eric Brown and seconded by Mike Thew to sustain the grievance and to change the absence from vacation to injury leave. Motion unanimously carried by roll call vote.

Agenda Item 7 was the Election of Chair. Following discussion, it was moved by Mike Thew and seconded by Jeanne Sayers to re-elect Eric Brown as Chair. Motion unanimously carried by roll call vote

Agenda Item 8 was Election of Vice-Chair. Following discussion, it was moved by Mike Thew and seconded by Steve Eicher to elect Tara Paulson as Vice-Chair. Voting YES: Mike Thew, Eric Brown, Steve Eicher, and Jeanne Sayers. Abstaining: Tara Paulson.

There being no further business, the meeting adjourned at 2:45 p.m.

The next regularly scheduled meeting is tentatively set for Thursday, September 1, 2022.

Shelly Madison
Human Resources Clerk

PC: Kristy Bauer
Ashley Bohnet
Rick DeBoer
Jamie Draper
Steve Slapnicka
Pam Dingman
Department Heads