

COUNTY PERSONNEL POLICY BOARD

October 6, 2022

MEETING

Meeting was held Thursday, October 6, 2022, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

Members present: Mike Thew, Steve Eicher, Jeanne Sayers, Eric Brown, and 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 minutes from the August 29, 2022 and September 1, 2022 meetings. It was moved by Mike Thew and seconded by Jeanne Sayers to approve both minutes as presented. Motion unanimously carried by roll call vote.

Agenda Item 2 was the request to revise classification 0913 – Investigator. Barb McIntyre of the Human Resources Department explained the change is to add requirement of a driver's license. Following discussion, it was moved by Mike Thew and seconded by Jeanne Sayers to approve the revision. Motion unanimously approved by roll call vote.

Agenda Item 3 was the request to amend County Rule 17.18 – Longevity. Barb McIntyre of the Human Resources Department explained this is a clarification of union and non-union agreement for longevity pay. There is an employee that is being grandfathered into this change as was non-union employee and now is union employee and it wasn't clear in the County Rule that they didn't get to take the longevity with them. Following discussion, it was moved by Steve Eicher and seconded by Tara Paulson to approve the amendment as presented. Voting YES: Tara Paulson, Steve Eicher, Eric Brown, and Mike Thew. Voting NO: Jeanne Sayers

Agenda Item 4 was the request to amend County Rule 19.12 – Requirements as to Continuous Service. Barb McIntyre of the Human Resources Department explained that in 2015 the Nebraska Pregnant Workers Fairness Act passed stating that seniority dates should not be modified for employees that take unpaid time for pregnancy. This was an oversight in the County Rules, and this amendment is to keep the Rule in alignment with the State Statute. There will be a 300-calendar day look back to change seniority date, the start date of the look back will be Monday October 10, 2022. Following discussion, it was moved by Jeanne Sayers and seconded by Eric Brown to approve the amendment as presented. Motion unanimously approved by roll call vote.

Agenda Item 5 was the request for the continuation of the grievance hearing from IBEW #1536 – Shawn Slezak – County Engineer. Following discussion, it was noted that there was a breach of contract, and the remedy would be the merit should be given to the employee retroactive to the eligibility date. It was moved by Eric Brown and seconded by Mike Thew that the grievance be sustained, and the merit should be retroactive to the eligibility date. Motion unanimously approved by roll call vote

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There being no further business, the meeting adjourned at 2:15 p.m.

The next regularly scheduled meeting is tentatively set for Thursday, November 3, 2022.

Melodie Montiel
Human Resources Clerk

PC: Department Heads
 Kristy Bauer
 Ashley Bohnet
 John Corrigan
 Shawn Slezak