

COUNTY PERSONNEL POLICY BOARD

January 13, 2023

MEETING

Meeting was held Friday, January 13, 2023, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

Members present: Hannah Schmidt, Steve Eicher, Jeanne Sayers and Eric Brown. Member absent: Tara Paulson. Human Resources Department resource staff attending: Malerie McNair.

The meeting was opened at 1:36 p.m. by Chair Eric Brown.

Agenda Item 1 was the approval of the minutes from the December 1, 2022 meeting. Voting YES: Steve Eicher and Jeanne Sayers. Abstaining: Eric Brown and Hannah Schmidt. The minutes will show as approved due to the departure of Mike Thew from the board, there will not be three affirmative votes.

Prior to continuing the meeting, Barb McIntyre of Human Resources invited Hannah Schmidt to introduce herself to the board. Steve Eicher, Jeanne Sayers, and Eric Brown introduced themselves also. Steve Eicher announced that he believes he is ready to retire from the Board. Barb McIntyre introduced herself and then invited employees from Human Resources and County Attorney's Office to introduce themselves. The employees were: Ashley Bohnet, Angela Skrivan, Kari Hockemeier, Kady Griffith, Shannon Anderson, Amy Sadler, Malerie McNair, and Shelly Madison.

Agenda Item 2 was the request to create the classification 5768 – Community Corrections Program supervisor – C10. Barb McIntyre of the Human Resources department explained the class is being created at Kim Etherton's request for Community Corrections. Barb McIntyre explained duties are being added to a prior class that includes added responsibility. Eric Brown asked if the employees in this class would be in a new classification either higher or lower than previously. Barb McIntyre answered that they would have previously been in a lower class, so this increases their pay; however, no one is in this position. This position will be promotional only. Following discussion, it was moved by Steve Eicher and seconded by Eric Brown to approve the creation as presented. Motion unanimously carried by roll call vote.

Agenda Item 3 was the request to amend County Rule 19.12 – Requirements as to Continuous Service. Barb McIntyre of the Human Resources Department explained that we are making this rule match our practice. Barb McIntyre explained that we do not adjust someone's county service for unpaid leave related to FMLA, pregnancy protected leave, or any protected leave. Hannah Schmidt asked if this has always been the practice and Barb McIntyre answered that it changed in 2022 and wanted to update the county rule to reflect that change. Eric Brown advocated that workers compensation be included in the 12 weeks concurrently run for FMLA, but then later withdrew the suggestion. After discussing the language, Eric Brown suggested added "legally" in front of protected leave event and delete the middle portion in the last sentence. Barb McIntyre approved. Following discussion, it was moved by Eric Brown and seconded by Steve Eicher to approve with noted changes to be made. Motion unanimously carried by roll call vote.

Agenda Item 4 was the request to amend the Workers' Compensation Human Resources Policy Bulletin. Barb McIntyre of the Human Resources Department explained that a purpose statement

was added, made the policy gender neutral, added clarification around minor injury, struck out paragraphs for better flow, and added that it runs concurrently with FMLA. Eric Brown disclosed that he has active cases and claims against the City and County, so he would abstain from vote, but with no objection, added comments. Eric Brown voiced that he has always thought that workers compensation treated workers that were injured at work differently than employees not injured at work. Barb McIntyre clarified the statement being stated by Eric Brown. Eric Brown verified but said it's not that strong of a case but wanted to put it on the radar. Eric Brown also shared that he thinks the health insurance vs. the compensation act is unfair. With issues arising, Eric Brown suggested a policy that indicates if you need to reimburse, not waiving the fees back to health insurance, but reimbursing them back to health insurance. Eric Brown suggested adding "additionally" after "shall" on number 3. Barb McIntyre accepted. Hannah Schmidt suggested another grammatical correction. Following discussion, it was moved by Hannah Schmidt and seconded by Jeanne Sayers to approve the amendment with noted changes to be made. Voting YES: Hannah Schmidt, Jeanne Sayers and Steve Eicher. Abstaining: Eric Brown.

Agenda Item 5 was the request to create the Protected Family Leave Human Resources Policy Bulletin. Barb McIntyre explained if two spouses both work for the County they currently have to split 12 weeks of Protected Family Medical Leave in the case of a Birth, Adoption, or Placement of a child. By creating the Protected Family Leave Bulletin, this would now provide 12 weeks per parent in the case of a Birth, Adoption, or Placement of a child, within the first 12 months after Birth, Adoption, or Placement. Human Resources created the County Rule, but now needed to create a Human Resources Bulletin to operationalize the Rule. Eric Brown pointed out that the same Continuous Service language in the prior item needs to be changed in the roman numeral 4 Protected Family Leave Bulletin to match. Following discussion, it was moved by Hannah Schmidt and seconded by Steve Eicher to approve the creation with noted changes to be made. Motion unanimously carried by roll call vote.

Agenda Item 6 was the request for grievance hearing from FOP #32 – Caitlin Ostgaard and Matt Waggoner - Modified Duty - Corrections. Chair Eric Brown read a statement from Tom McCarty, attorney for FOP #32, that the grievance has been continued due to a medical emergency.

There being no further business, the meeting adjourned at 2:33 p.m.

The next regularly scheduled meeting is tentatively set for Thursday, February 2, 2023.

Malerie McNair
Human Resources Executive Assistant

PC: Department Heads
Tom McCarty
Ashley Bohnet
Kristy Bauer
Caitlin Ostgaard
Matthew Waggoner