

COUNTY PERSONNEL POLICY BOARD

December 7, 2023

MEETING

Meeting was held Thursday, December 7, 2023, Keating, O' Gara Seminar Room, 200 South 21st Street, Suite 400, Lincoln, Nebraska.

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

Agenda Item 1 was the approval of the minutes from the October 5, 2023 meeting. It was moved by Jeanne Sayers and seconded by Sherri Wimes to approve the minutes as presented. Motion unanimously carried by roll call vote.

Agenda Item 2 was the request to amend County Rule 17.24 – Education Loan Forgiveness. Angela Skrivan of the Human Resources department explained that the update was to remove psychologist from the rule, since psychologists are unrepresented. Following discussion, it was moved by Jeanne Sayers and seconded by Hannah Schmidt to approve the amendment as presented. Motion unanimously approved by roll call vote.

Agenda Item 3 was the request to create County Rule 17.27 – Hiring and Retention Incentive. Angela Skrivan of the Human Resources Department explained that this will be created by a grant that Director Scott Etherton was able to receive for the Mental Health Crisis Center. Angela Skrivan explained that it is a hiring and retention incentive that goes from December 2023 – December 2024 and is paid out in multiple increments, with the end amount being \$10,000. Eric Brown asked if the fund is entirely from the grant, and not tax-payer money. Angela Skrivan answered that was correct. Jeanne Sayers asked why the amount was always on paychecks, instead of a different way. Angela Skrivan answered that the IRS requires it on paychecks, for tax purposes. Following discussion, it was moved by Eric Brown and seconded by Sherri Wimes to approve the creation as presented. Motion unanimously approved by roll call vote.

Agenda Item 4 was the request to amend County Rule 19.8 - Paid Parental Leave. Angela Skrivan of the Human Resources Department explained that some bargaining units have negotiated paid parental leave into their contracts, so this update is adding language to include all who are covered under the rule, which are unrepresented and some of the bargaining units that have negotiated it into their contracts. Tom McCarty from Keating O'Gara shared that he filed a lawsuit to the CIR regarding paid parental leave and that issue is currently pending. Tom McCarty requested that that the board delay the amendment to the rule, until the CIR makes a ruling. Eric Brown asked if the proposed language changes resolve the issue. Tom McCarty answered that he does not believe it does. Ashley Bohnet with the County Attorney's office shared that the proposed language changes will update what is currently going on and she believes that regardless of the CIR's ruling, the same proposed language for the rule would be presented. Following discussion, it was moved by Eric Brown and seconded by Jeanne Sayers to deny the amendment as presented, until after the CIR rules. Voting YES: Eric Brown, Jeanne Sayers, and Sherri Wimes. Voting NO: Hannah Schmidt.

Agenda Item 5 was the request for appeal hearing for FOP #32 – Scott Schaefer – Termination – Corrections. Tom McCarty of Keating, O'Gara Law represented the grievant. Ashley Bohnet of the County Attorney's office represented the County Corrections department. The proceedings were recorded by Susan McKenzie and are on file with her. Tom McCarty

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PAGE 2

offered exhibits #100-#154. Ashley Bohnet objected to #100, #101, #102, #103, #104, #105, #106, #107, #117, #118, #119, #120, #121, #132, #133, #136, #144, #146, #148, #152, and #154 since she is also offering the same exhibits. Eric Brown overruled and received the exhibits. Ashley Bohnet objected to #108, #109, #110, and #111 on relevance and #109 and #111 also on foundation. Eric Brown overruled and received the exhibits. Ashley Bohnet objected to #113 and #114 on relevance, foundation, and hearsay. Eric Brown overruled and received the exhibits. Ashley Bohnet objected to #115 on foundation and hearsay and #116 on relevance. Eric Brown overruled and received the exhibits. Ashley Bohnet objected to #122 on relevance. Eric Brown sustained the objection and #122 will not be received. Ashley Bohnet objected to #126 and #131 on criminal law and #127-#130 on relevance. Eric Brown overruled and received the exhibits. Ashley Bohnet objected to #138, #139, and #140 on relevance. Eric Brown sustained the objections and #138-#140 will not be received. Ashley Bohnet objected to #149 on relevance and foundation. Eric Brown overruled and received the exhibit. Ashley Bohnet objected to #151 and #153 on relevancy. Tom McCarty withdrew #151. Eric Brown overruled and received the exhibit #153. Ashley Bohnet offered exhibits #1-#16. Tom McCarty had no objections. Witnesses: Elizabeth Lamer, Jane Vorboril, Jeremy Lybarger, Mike Mueller, Brad Johnson, Scott Schaefer, and Jason Cvitanov. Following discussion, it was moved by Eric Brown and seconded by Jeanne Sayers to sustain the appeal. Voting YES: Eric Brown, Jeanne Sayers, and Sherri Wimes. Voting NO: Hannah Schmidt.

There being no further business, the meeting adjourned at 7:45 p.m.

The next regularly scheduled meeting is tentatively set for Thursday, January 4, 2024.

Malerie McNair
Human Resources Executive Assistant

PC: Agency Heads
Kristy Bauer
Tom McCarty
Ashley Bohnet
Scott Schaefer