

COUNTY PERSONNEL POLICY BOARD

January 4, 2024

MEETING

Meeting was held Thursday, January 4, 2024, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

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

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

Agenda Item 1 was the approval of the minutes from the December 7, 2023 meeting. It was moved by Jeanne Sayers and seconded by Eric Brown to approve the minutes as presented. Motion unanimously carried by roll call vote.

Agenda Item 2 was the request to amend County Rule 4.8 – Hearings. Barb McIntyre of the Human Resources Department explained that the current procedures for the personnel policy board are from 1984. Barb McIntyre explained the amendment is combining the information from the current 1984 procedures for conduct and the subpoenas document from 2019, and merging them into County Rule 4.8. Barb McIntyre indicated that two things were updated. The first change is regarding subpoenas being signed by the Human Resources Director instead of the Chair or Vice-Chair of board. The second change was reducing the findings to writing. Barb McIntyre stated that reducing the findings in writing was suggested in a 1992 draft of the procedures for conduct, but not in current procedures today. Barb McIntyre stated that in Summer of 2023, Malerie McNair from the Human Resources department sent out a legislative version of the procedures amendment and asked for feedback. Sherri Wimes was the only board member to provide feedback at the time and suggested adding Executive Session language. Barb McIntyre offered for this amendment to be tabled for the board and Tom McCarty of Keating O’Gara to provide more feedback. Eric Brown asked if subpoenas happen. Karen Eurich from the Human Resources Department shared that it has been a while since Human Resources needed to do a subpoena, but that it does happen. Eric Brown asked when subpoenas happen. Karen Eurich explained an instance that a witness was in one department when the grievance or appeal happened and then at the time of the meeting they were in a different department. Karen Eurich also explained an instance of an employee may be afraid of retaliation. Hannah Schmidt asked if Human Resources have ever subpoenaed documents. Karen Eurich answered that it has always been witnesses. Eric Brown shared that he would like to give this amendment more thought. Eric Brown asked Ashley Bohnet and Tom McCarty for their input on how the meetings have been going thus far. Ashley Bohnet shared that recently the Executive Sessions have helped with clear rulings of Grievances and Appeals. Tom McCarty agreed. Tom McCarty shared that he is willing to look at the amendment and work with Human Resources to create a draft they can agree upon. John Corrigan of Dowd & Corrigan shared that the IBEW contract states the decision will be written in writing, although no one has complained if it has or hasn’t been. John Corrigan suggested a form or a proposed order. Hannah Schmidt and Eric Brown suggested notifying Union Presidents via email and not just posted it online. Karen Eurich shared the City Personnel Boards procedures when it comes to decisions of a grievance/appeal and offered to share that information to the board via email. Following discussion, it was moved by Eric Brown and seconded by Jeanne Sayers to table the amendment as presented, with the idea that the parties will review proposed language and seek agreement where they can so that it will create streamlined procedures and the board can adopt it later. Motion unanimously carried by roll call vote.

PERSONNEL BOARD

January 4, 2024

Meeting

PAGE 2

Agenda Item 3 was the request to amend County Rule 17.27 – Hiring and Retention Incentive. Barb McIntyre of the Human Resources Department explained that they missed the classification of Nursing Supervisor for the retention bonus that was a grant that Director Scott Etherton was able to receive for the Mental Health Crisis Center. Following discussion, it was moved by Hannah Schmidt and seconded by Eric Brown to approve the amendment as presented. Motion unanimously approved by roll call vote.

Agenda Item 4 was the request to amend County Rule 19.2 – Vacation Leave. Barb McIntyre of the Human Resources Department explained that when an employee retires, per the retirement policy, the unused vacation can be ran out. Barb McIntyre stated that this is already a policy bulletin and this is just updating the language in County Rules to reflect current work being done. Following discussion, it was moved by Eric Brown and seconded by Jeanne Sayers to approve the amendment as presented. Motion unanimously approved by roll call vote.

Agenda Item 5 was for the request for appeal hearing for IBEW – Steve Slapnicka – Suspension – Engineering. John Corrigan of Dowd & Corrigan, LLC represented the appellant. Ashley Bohnet of the County Attorney’s office represented the County Engineering department. The proceedings were recorded by Sally Pollack and are on file with her. Ashley Bohnet offered exhibits #1-#7. John Corrigan had no objections. Chair Eric Brown received #1-#7. John Corrigan offered exhibits Union #1-#3. Ashley Bohnet objected to Union #3 on relevance and hearsay. Chair Eric Brown received Union #1-#3. Witnesses: Pam Dingman, Dan Prochaska, Clayton Busboom, Jamie Draper, Steve Slapnicka, and Roger Huesinkvelt. Following discussion, it was moved by Eric Brown and seconded by Hannah Schmidt to deny the appeal. Voting YES: Eric Brown and Hannah Schmidt. Voting NO: Jeanne Sayers.

There being no further business, the meeting adjourned at 4:45 p.m.

The next regularly scheduled meeting is tentatively set for Thursday, February 1, 2024.

Malerie McNair
Human Resources Representative

PC: Department Heads
Union Presidents
John Corrigan
Ashley Bohnet
Kristy Bauer
Steve Slapnicka