

# **PERSONNEL BOARD**

## **August 27, 2021**

### **SPECIAL MEETING**

Meeting was held Friday, August 27, 2021, HR Personnel Conference Room, County-City Building, Lincoln, Nebraska.

Members present: Shannon Rowen, Joe Rupp, Ryan Dale, and Maggie Schiefen. Member Absent: Christy Abraham. Human Resources Department resource staff attending: Shelly Madison.

The Meeting was opened at 1:30 p.m. by Chair Shannon Rowen.

Agenda Item 1 was to approve the minutes from the August 19, 2021 meeting. It was moved by Maggie Schiefen and seconded by Ryan Dale to approve the minutes as presented. Motion unanimously carried by roll call vote.

Agenda Item 2 was the request for 4.50% pay increase for pay ranges prefixed by 'E' to be effective August 19, 2021. Nicole Gross of the Human Resources Department explained this request was for the annual cost of living increases for the unrepresented City employees. Nicole mentioned they follow the process of conducting a market review and then forward to Budget & Mayor's office for approval. Following discussion, it was moved by Joe Rupp and seconded by Maggie Schiefen to approve Item 2 as presented. Motion unanimously carried by roll call vote.

Agenda Item 3 was the request for 4.75% pay increase for pay ranges prefixed by 'W' to be effective August 19, 2021. Nicole Gross of the Human Resources Department explained this request was for the annual cost of living increases for the unrepresented City employees. Nicole added that the Police Captain and Battalion Chief were recently added to this group and no longer in LMCEA. Following discussion, it was moved by Maggie Schiefen and seconded by Joe Rupp to approve Item 3 as presented. Voting YES: Shannon Rowen, Joe Rupp, Maggie Schiefen. Abstaining: Ryan Dale.

Agenda Item 4 was the request for 4.50% pay increase for pay ranges prefixed by 'X' to be effective August 19, 2021. Nicole Gross of the Human Resources Department explained this request was for the annual cost of living increases for a different group of unrepresented City employees. Nicole again mentioned they follow the process of conducting a market review and then forward to Budget & Mayor's office for approval. Following discussion, it was moved by Maggie Schiefen and seconded by Ryan Dale to approve Item 4 as presented. Motion unanimously carried by roll call vote.

Agenda Item 5 was Miscellaneous Discussion. Don Taute of the City Attorney's Office clarified that the Ordinance requires any amendments to the compensation plans to be approved by the Board and then by City Council when not approved in a labor contract. Last request was in 2019 since 2020 was approved for a lump sum pay increase for all unrepresented & Union groups due to Covid.

There being no further business, the meeting adjourned at 1:40 p.m.

The next regularly scheduled meeting is tentatively set for September 16, 2021.

Shelly Madison  
Human Resources Clerk

PC: City Clerk  
Directors