

CITY PERSONNEL BOARD

June 24, 2025

MEETING

The meeting was held Thursday, June 24, 2025, Council Chambers, County-City Building, Lincoln, Nebraska.

Members present: Christy Abraham, Susan Sapp and Maggie Schiefen. Member absent: Ryan Dale, Zach Bogart. Human Resources department resource staff attending: Carmen Flynn.

The meeting was opened at 1:30 a.m. by Vice-Chair Christy Abraham.

Agenda Item 1 was the approval of the minutes from the May 19, 2025, meeting. Following discussion, it was moved by Maggie Schiefen and seconded by Susan Sapp to approve the minutes as presented. Motion unanimously approved by roll call vote.

Agenda Item 2 was the request to revise the following classification: 5118 – Class Title Lead Mechanic. Barb McIntyre of the Human Resources Department explained they routinely have to drive so we are adding a CDL requirement. Nicole Gross of the Human Resources Department explained that LTU would like to add a lead mechanic, and the police garage position would not need a CDL. Following discussion, it was moved by Maggie Schiefen and seconded by Susan Sapp to approve the revision as presented. Motion unanimously approved by roll call vote.

Agenda Item 3 was the request for ordinance reflecting pay increase of 3% for pay ranges prefixed by 'X' to be effective August 14, 2025. Barb McIntyre of the Human Resources Department explained that these classes will receive the COLA (cost of living adjustment) Barb McIntyre explained the reasons between unrepresented and represented increases. Following discussion, it was moved by Susan Sapp and seconded by Maggie Schiefen to approve the ordinance as presented. Motion unanimously approved by roll call vote.

Agenda Item 4 was the request for ordinance reflecting pay increase of 3% for pay ranges prefixed by 'E' to be effective August 14, 2025. Following discussion, it was moved by Susan Sapp and seconded by Maggie Schiefen to approve the ordinance as presented. Motion unanimously approved by roll call vote.

Agenda Item 5 was the request for ordinance reflecting pay increase of 3% for pay ranges prefixed by 'W', to be effective August 14, 2025. Following discussion, it was moved by Maggie Schiefen and seconded by Susan Sapp to approve the ordinance as presented. Motion unanimously approved by roll call vote.

Agenda Item 6 was the request to amend Lincoln Municipal Code – 2.62 – Police & Fire Pension. Barb McIntyre of the Human Resources Department explained that this manual is out of date from 1980, and needs updated, updated sections of the manual they are no longer using. Paul Lutomski of Human Resources spoke about the reason that CFR will be removed. Adam Schrunk, IAFF Union President, spoke about full-time compared to part-time, cost neutral, whether full or part time they should be able to contribute. Adam Schrunk stated that the Fire Department gets a lot of firefighters from the smaller towns. Barb McIntyre explained if the IAFF union doesn't have a problem with keeping the language as is, we could leave the part-time language in there. Following discussion, it was moved by Susan Sapp and seconded by Maggie Schiefen to hold the presented item until the July City Personnel Board meeting until further discussion between parties happens. Motion unanimously approved by roll call vote.

Agenda Item 7 was the request to amend Lincoln Municipal Code – 2.65 – Police & Fire Pension Plan B. Barb McIntyre of the Human Resources Department spoke on how firefighters can opt to pay for a COLA, but it has to come from a tax shelter to appropriately comply with the IRS. Adam Schrunk, IAFF Union President, asked if this a new code? He stated that they could use personal check before. Barb McIntyre stated that they can no longer use a personal check to comply with IRS Codes. Adam Schrunk spoke about how we can make this better in order to make people interested, as COLA's are very expensive. Barb McIntyre explained that in order to maintain tax exempt status, the money has to come from another tax-exempt plan. Following discussion, it was moved by Susan Sapp and seconded by Maggie Schiefen. Motion unanimously approved by roll call vote.

Agenda Item 8 was the request to amend Lincoln Municipal Code – 2.76.010 – Purpose of Rules. Barb McIntyre from Human Resources Department explained the amendments requested. The word policies is missing, so this is just adding that word in. Following discussion, it was moved by Maggie Schiefen and seconded by Susan Sapp. Motion unanimously approved by roll call vote.

Agenda Item 9 was the request to amend Lincoln Municipal Code – 2.76.385 and 2.76.387 – Funeral Leave and Bereavement Leave. Following discussion, it was moved by Susan Sapp and seconded by Maggie Schiefen. Motion unanimously approved by roll call vote.

Agenda Item 10 was the request to create Lincoln Municipal Code – 2.76.511 – Medical Separations. Gary Young from Keating O'Gara spoke on this; as well as Adam Schrunk with IAFF. Following discussion, it was moved by Susan Sapp to hold over for July meeting and seconded by Maggie Schiefen. Motion unanimously approved by roll call vote.

Agenda Item 11 was the request to amend Lincoln Municipal Code – 4.64 – Disability Pension. Following discussion, it was moved by Susan Sapp to hold over for July meeting and seconded by Maggie Schiefen. Motion unanimously approved by roll call vote.

Agenda Item 12: Public Comment. None.

Agenda Item 13: Miscellaneous Discussion. None.

It was moved by Susan Sapp to adjourn and seconded by Maggie Schiefen. Motion unanimously approved by roll call vote.

There being no further business, the meeting adjourned at 2:42 p.m.

The next regularly scheduled meeting is tentatively set for July 17, 2025.

Carmen Flynn
Human Resources

PC: City Directors
City Clerk
Union Presidents