

COUNTY PERSONNEL POLICY BOARD

February 2, 2023

MEETING

Meeting was held Thursday, February 2, 2023, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

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

The meeting was opened at 1:35 p.m. by Vice Chair Tara Paulson.

Agenda Item 1 was the approval of the minutes from the January 13, 2023 meeting. It was moved by Jeanne Sayers and seconded by Steve Eicher to approve the minutes as presented. Voting YES: Steve Eicher, Jeanne Sayers, and Hannah Schmidt. Abstaining: Tara Paulson. The minutes will show as approved.

Prior to continuing the meeting, Barb McIntyre of the Human Resources department took a few minutes to inform the Board about the emails she had sent regarding Steve Eicher's request to retire. Barb McIntyre shared that she does have some interested parties. Tara Paulson asked that Barb McIntyre submit the names and resumes to the Board for their review. Tara Paulson mentioned the Board had a discussion on if Mike Thew would come back to fill Steve Eicher's spot, so they will reach out to him, being a potential candidate.

Agenda Item 2 was the request to create the classification 7895 – Quality Assurance Coordinator – C13. Barb McIntyre of the Human Resources department explained the class is being created at Human Services' request. Barb McIntyre explained that Human Services received a grant to fund this position. Barb McIntyre stated there is currently an employee performing some of the work, but this would be an add to assist this individual. Steve Eicher asked what the Human Services Department does, and Barb McIntyre brought up Lesley Ahrens from Human Services to speak. Lesley Ahrens explained what Human Services does. Following discussion, it was moved by Steve Eicher and seconded by Tara Paulson to approve the creation as presented. Motion unanimously carried by roll call vote.

Agenda Item 3 was the request to revise classification 5756 – Corrections Sergeant – C19. Barb McIntyre of the Human Resources department explained this request is just clarification of expectations of the class, because it's a 24-hour facility, employees can be called upon to work any of the 3 shifts that they have, as well as the number of specialty positions. Following discussion, it was moved by Jeanne Sayers and seconded by Steve Eicher to approve the revision. Motion unanimously approved by roll call vote.

Agenda Item 4 was the request to change the pay range for the classification 7870 – Juvenile Detention Supervisor from C11 to C12. Barb McIntyre of the Human Resources department explained when the contract for Juvenile Detention Officers was negotiated, a Step 9 was added. By adding Step 9, they compressed the pay between the officers and the supervisors. Barb McIntyre said this would help the incentive to promote from within with higher responsibility. Tara Paulson asked if anyone was currently in the class it would affect. Nicole Gross from the Human Resources department added that there were 6 individuals. Following discussion, it was moved by Steve Eicher and seconded by Hannah Schmidt to approve the pay range change as presented. Motion unanimously carried by roll call vote.

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Agenda Item 5 was the request for appeal hearing from IBEW-G – Justin Plugge – Suspension - County Engineer. Rick DeBoer of IBEW represented the grievant. Ashley Bohnet of the County Attorney’s office represented the County Engineering department. The proceedings were recorded by Susan McKenzie and are on file with her. The County offered exhibits #1 through #5. Exhibits #6 through #8 were offered by Rick DeBoer, Ashley Bohnet objected to exhibit #7. Vice Chair Tara Paulson received exhibits #1 through #6 and #8. Vice Chair Tara Paulson sustained Ashley Bohnets objection to exhibit #7 and was not received. Witnesses: Justin Plugge and Pam Dingman. Following discussion, it was moved by Tara Paulson and seconded by Steve Eicher to deny the appeal. Motion unanimously carried by roll call vote.

Agenda Item 6 was the request for appeal hearing from IBEW-G – Rick Phillips – Suspension - County Engineer. Rick DeBoer of IBEW represented the grievant. Ashley Bohnet of the County Attorney’s office represented the County Engineering department. The proceedings were recorded by Susan McKenzie and are on file with her. The County offered exhibits #1 through #6. Exhibit #7 was offered by Rick DeBoer, Ashley Bohnet objected to exhibit #7. Vice Chair Tara Paulson received exhibits #1 through #6. Vice Chair Tara Paulson sustained Ashley Bohnets objection to exhibit #7 and was not received. Witnesses: Rick Phillips and Pam Dingman. Following discussion, it was moved by Jeanne Sayers and seconded by Steve Eicher to sustain the appeal. Voting Yes: Jeanne Sayers and Steve Eicher. Voting No: Hannah Schmidt and Tara Paulson. Motion failed. It was moved by Tara Paulson and seconded by Hannah Schmidt to deny the appeal. Voting Yes: Steve Eicher, Tara Paulson, and Hannah Schmidt. Voting No: Jeanne Sayers. Motion passed.

There being no further business, the meeting adjourned at 3:50 p.m.

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

Malerie McNair

Human Resources Executive Assistant

PC: Kristy Bauer
Steven Wesley
Sara Hoyle
Pamela Dingman
Rick Deboer
Ashley Bohnet
Justin Plugge
Rick Phillips
Brad Johnson