

COUNTY PERSONNEL POLICY BOARD

October 5, 2023

MEETING

Meeting was held Thursday, October 5, 2023, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

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

The meeting was opened at 1:30 p.m. by Vice-Chair, Hannah Schmidt.

Agenda Item 1 was the approval of the minutes from the September 7, 2023 meeting. It was moved by Jeanne Sayers and seconded by Tara Paulson to approve the minutes as presented. Voting YES: Jeanne Sayers, Tara Paulson, Sherri Wimes. Abstaining: Hannah Schmidt. The minutes will show as approved.

Agenda Item 2 was the request to revise classification 4735 - Building Cleaner Manager (C09). Barb McIntyre of the Human Resources department explained that the revisions were small and reflected updated language. Following discussion, it was moved by Tara Paulson and seconded by Sherri Wimes to approve the revision as presented. Motion unanimously approved by roll call vote.

Agenda Item 3 was the request to change the pay range for the classifications 5300 – Security Guard-C06 to C09 and 5301-Security Guard Supervisor-C09 to C12. Barb McIntyre of the Human Resources department welcomed Benjamin Houchin from the County Sheriff's Department. Benjamin Houchin explained that there has been a struggle to hire security guards, so his department worked with HR to complete a compensation study. Benjamin Houchin stated that the increase in pay would be to attract talent and he has spoken with the public building commission and Director Kerin Peterson is on board. Barb McIntyre said this would reflect a 3.6% increase. Following discussion, it was moved by Sherri Wimes and seconded by Tara Paulson to approve the pay range changes as presented. Motion unanimously carried by roll call vote.

Agenda Item 4 was the decision of a grievance hearing for FOP #32 – On behalf of all bargaining unit members impacted – Modified Duty Program – Corrections that was heard by the board on September 7, 2023. Tom McCarty of Keating, O'Gara Law represented the grievant. Ashley Bohnet of the County Attorney's office represented the County Corrections department. The decision was recorded by Christine Salerno with Thomas and Thomas Court Reporters, and are on file with her. Tom McCarty offered closing statements as a combined exhibit #22 and #23. Since it was a combined exhibit there were no objections. Tara Paulson received the exhibits. Following an executive session, it was moved by Tara Paulson and seconded by Sherri Wimes to deny the appeal. Voting YES: Jeanne Sayers, Tara Paulson and Sherri Wimes. Abstaining: Hannah Schmidt.

Agenda Item 5 was Miscellaneous discussion. Barb McIntyre of the Human Resource Department informed the board of changes soon to come to the personnel board procedures since they have not been updated since 1984. Tara Paulson asked if there was anything they were doing wrong or not doing. Barb McIntyre answered that there was nothing that she was aware of, the document just has not been updated in a long time. Barb McIntyre stated that she and County Attorney Ashley Bohnet are going to do more research to see if they can add executive session into the procedures. Tara Paulson suggested providing a script for the chair or

PERSONNEL BOARD

October 5, 2023

Meeting

PAGE 2

vice-chair to follow processes correctly. Hannah Schmidt also suggested if an executive session is allowed to require a report of summary of what was discussed during the executive session. Barb McIntyre reiterated that she and Ashley Bohnet will be doing research and will reach back out for feedback.

There being no further business, the meeting adjourned at 2:15 p.m.

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

Jamie Sabata

Human Resources Representative

PC: Barb McIntyre
Matt Hansen
Kristy Bauer
Tom McCarty
Ashley Bohnet
Terry Wagner
Benjamin Houchin
Kerin Peterson